
From: Matt Phillips (Cardiff and Vale UHB - Executives)

Sent: 18 April 2024 18:41

To: Suzanne Rankin (Cardiff and Vale UHB - Executives) [REDACTED]

Subject: RE: All Nations Centre

Suzanne,

This is the response to the 2022 Consultation carried out by UK Gov on proposed legislative changes that would seek to ban conversion therapy. It's the document that the one piece of journalistic coverage of it (The Cardiffian) used back in 2022 and that the link didn't work for. It's not a direct piece of correspondence from ANC to confed or any other NHS entity but it is the piece of information I was trying to track down. While it's 66 pages long, only a dozen pages have any content as the rest contain the signatories. There is a caveat that not every point will be supported by every signatory.

Everything else I've seen on this is un-evidenced as far as I can work out – outrage building on outrage rather than on evidence. This is the only piece of evidence that any reaction has been built on that I am aware of. The submission has over 2,500 signatories – maybe 20-odd from Cardiff of which one is Mr James Aubrey, Elder, All Nations Church Cardiff.

The essence of the submission as I understand it is that as (seemingly largely orthodox) Christians, the signatories are making the point that they have a duty to encourage conversion to Christianity and conduct that is compliant

with Christianity. An orthodox Christian belief is that sex should only take place within a marriage between a man and a woman, which means to deviate from that can be considered a sin. So sinful conduct would include gay sex, surgery to change your appearance (including gender transition), self-harm etc etc.

Personally I find it easy to disagree, but the point I think they are making is that orthodox belief is allowed (and protected by law), as is the ability to teach and promote those behaviours or the avoidance of other behaviours. If the legislation is passed, they are saying that it will criminalise some of those beliefs and teaching. Some points that probably set out their position include:

“Para. 36 states that ‘talking conversion therapies will have the intention of changing a person’s sexual orientation or changing them to or from being transgender’. Christians, as we hope is clear, do not define people in these terms. We do not believe we have any ‘therapy’ to offer which would change people in this way, nor do we approve of the attempt. Yet those who are converted to Christ will renounce both the denial of their created sex and homosexual behaviour, for these contravene God’s command to live according to the pattern of marriage. The confusion created by the term ‘conversion therapy’ means that we fear our quite legitimate call to people to live in a Christian way will be judged as if we were guilty of this intention.”

“Para. 37 states that ‘Legitimate talking therapies that support a person who is questioning if they are LGBT do not start from the basis that being LGBT is a defect or deficiency’. We do not consider that there is a particular defect or deficiency those who identify as LGBT have which others do not. We do, however, consider breaking God’s commandments, in denying our created sex or engaging in sexual relations outside of the faithful marriage of one man and one woman, to be sin. Moreover, the internal desires to commit sexual sin, that is, to break the pattern of marriage, which are all but universal for human beings and of which LGBT inclinations are only one form, are certainly defects and deficiencies. The whole of human nature is defective and deficient according to the Christian doctrine of original sin. We consider all sexual sins, including but not limited to those associated with LGBT lifestyles, to be sinful, and Christians are called by God to turn away from them. Therefore, again, we are likely to be judged to be guilty of this.”

“The legislation as proposed would risk making it a criminal offence to teach or pastorally support people in following the teachings of orthodox Christianity on sexual ethics, which requires that we accept that our sex is God-given and not changeable, and that we live either in the faithful marriage of one man and one woman or else in sexual abstinence. We believe that this is not the intention of the government, but that would not prevent the law being interpreted as such.”

So What’s ANC’s Position?

All we know is that one person from ANC co-signed a response to a Government consultation. They have not made a statement on it as far as I am aware and I think I recall someone saying that a question had been asked of them as to their position with no response but I’m unclear on that detail.

How should CAV view this?

We have to consider our values, strategy and reputation. We also have to consider the law in a broad way as something that we operate within and, as a public body, have a particular duty to uphold. And we have to consider our position as an employer and therefore the rights of our employees and how we act and how that reflects on their rights.

We have to recognise the essential nature of the rights to freedom of belief and freedom of expression – it’s a human right set out in law. When you look at some of the case law about times where an individual’s right to hold certain beliefs in the face of the potential offence and perceived harm it can cause, the Courts guide us to separate the expression of such views from an actual course of conduct that is discriminatory. An employer cannot take action on the basis of someone’s beliefs. Additionally, the context of a course of conduct is relevant too (for example, someone using a racist term in a training session on racism as a way of seeking advice and guidance).

We are obviously not dealing with an employee here but the above assists us. The ANC has an Elder who has signed something that raises issues with a proposed law, and does so on the basis of the belief system of orthodox Christians.

First, contextually the letter is a response to a process that requires such responses – it is a fundamental part of the legislative process and is invited. Second, it is an articulation of the nature of beliefs and third, they are beliefs that are protected in law. On this evidence alone I do not think we can conclude that there is an act or a harm here being committed by ANC. In fact, while we can make a very positive case for the opposite of a lot of what is being said and recognise we have lots of employees who will disagree with them, we must also respect the right of the signatories to explain their beliefs and recognise we will have employees who will share them.

What should we do?

My previous advice remains that we should ask anyone raising concerns with us provide us with evidence that underpins/prompts their concerns. In the absence of that we only have the consultation response to work on, and the 2022 Cardiffian article on the basis of it.

It might be sensible to ask [REDACTED] to bring this to her network and try and find out if there is other evidence that we are unsighted on.

If this is the only piece of evidence with which issues have been raised then it is insufficient to take action upon in terms of the requests being made – namely that ANC be boycotted. In fact, we would be breaching our legal duties if we acted in such a way against a member of staff expressing those beliefs (context dependent), and so inconsistent to do so regarding another organisation.

I don't think we need to seek clarity from ANC if this is the only thing that people have raised concerns about – the submission to the consultation is self-explanatory. We should probably articulate our position at CEMT or suitable forum as suggested below.

Happy to discuss or for this to be shared - it doesn't constitute privileged legal advice.

Regards

Matt

Matt Phillips

Director of Corporate Governance / **Cyfarwyddwr Llwyodraethu Corfforaethol**
Cardiff and Vale University Health Board / **Bwrdd Iechyd Prifysgol Caerdydd a'r Fro**
Executive Headquarters / **Pencadlys Gweithredol**
Woodland House/ **Ty Coedtir**
Maes-Y-Coed Road / **Ffordd Maes-Y-Coed**
Cardiff CF14 4TT / **Caerdydd CF14 4TT**

From: Suzanne Rankin (Cardiff and Vale UHB - Executives) [REDACTED]

Sent: 17 April 2024 18:51

To: Matt Phillips (Cardiff and Vale UHB - Executives) [REDACTED]

Subject: Fwd: All Nations Centre

Matt as discussed haven't looked myself yet.

S

Sent from [Outlook for iOS](#)

From: Darren Hughes [REDACTED]
Sent: Wednesday, April 17, 2024 12:45:34 PM
To: Suzanne Rankin (Cardiff and Vale UHB - Executives) [REDACTED]
Subject: FW: All Nations Centre

[REDACTED]

Hi Suzanne,

Thanks for talking that through earlier. I'd reached a very similar conclusion to you and that I was not prepared to commit to a decision without evidence. I wasn't aware of the "Statement of Solidarity"

Attached is the document I mentioned and a helpful email trail below between [REDACTED] and Sarah Morley.

I'd really appreciate it if you would raise the issue at CEMT and the LGBTQ forum. Our intention is to table a paper at our Management Committee in two weeks setting out the issues and recommending we have our conference there this year.


If you hear anything else please let me know and I'll do the same.

Best wishes,

D

Darren Hughes
Director / Cyfarwyddwr
Welsh NHS Confederation / Conffederasiwn GIG Cymru

[REDACTED]

 Not printing emails saves money and the environment

From: Darren Hughes
Sent: Wednesday, April 10, 2024 4:22 PM
To: Sarah Morley (Velindre - Corporate Services) [REDACTED]

Hi Sarah,
I hope you're well. We haven't seen each other for ages and now I'm after a favour.

Please can we get together to talk through the issues that have been raised in relation to the All Nations Centre. The only reference to the church's stance was referred to in "The Cardiffian" news article. Since you spoke with [REDACTED] we've looked into it a bit more and have contacted the centre directly to give them the opportunity to address some of the concerns that you highlighted below. The article relates to the signing of a letter by one of their pastors which relates to concerns over the "banning" of conversion therapy and wide definition of what that might encompass in a UK Government Consultation on the issue in 2021. Their submission to the consultation is attached. We've also spoken to WG who were aware of the concerns but had taken no formal position nor received any concerns from WG or NHS Staff.

I'd really appreciate the opportunity to talk it through with you. Please let me know if you're happy to meet! I'm sure its my turn to buy the coffee.

Best wishes,

Darren

From: [REDACTED]
Sent: Wednesday, February 21, 2024 10:09 AM
To: Sarah Morley (Velindre - Corporate Services) [REDACTED]
Subject: RE: NHS Confederation briefing for the UK General Elections

[REDACTED]

Hi Sarah,

That is really useful, thank you.

It was briefly raised at last weeks Heads of Comms meeting by CVUHB and we were doing a bit more digging about the issue that was raised. I wasn't aware that Velindre and HEIW had made the decision [REDACTED] but that is useful to know and that other members are also considering / discussing stopping using the All Nations Centre.

Do you know if it is WODs/ CEOs or others who are having the conversation/ sharing insight?

Thanks again,

[REDACTED]

From: Sarah Morley (Velindre - Corporate Services) [REDACTED]
Sent: Wednesday, February 21, 2024 10:03 AM
To: [REDACTED]
Subject: RE: NHS Confederation briefing for the UK General Elections

[REDACTED]

[REDACTED]

Thank you for sharing this.

Not related to this topic but I see in your footer that you are promoting the Annual Conference to take place in the All Nations.

I'm not sure if you're aware that organisations across NHS Wales are discussing stopping using the All Nations Centre – a few organisations HEIW and Velindre have made a firm decision not to use them with others in support of following suit.

This is in relation to the All Nations Church active opposition to the ban of conversation therapy for LGBT people.

NHS Organisations were asked to stop using them in November Welsh Partnership Forum by Trades Union colleagues.

Here is a link to the article written in The Cardiffian last year titled *“Church leaders object to ban on ‘conversion therapy’ for gay people”*. In the article, it notes that the All Nations Church in Cardiff was one of the institutions to sign a letter objecting to the ban on conversion therapy.

I just thought I would bring this to your attention.

Thanks

Sarah