

From: Matt Phillips (Cardiff and Vale UHB - Executives)
Sent: 26 March 2024 20:50
To: Suzanne Rankin (Cardiff and Vale UHB - Executives); Joanne Brandon (Cardiff and Vale UHB - Corporate); Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture); David Thomas (Cardiff and Vale UHB - Digital & Health Intelligence)
Subject: RE: All Nations Centre

I'd be interested to know from Rachel, Jo and David just how loud this is through the networks. No one seems to have been able (Rachel shared a dead end from WG and pan-Wales discussions earlier) to evidence the issues being raised outside of the 2 year old article that we originally saw.

And just to focus on this for a moment – that is the only piece of information I have seen suggesting the ANC has done anything is this in the 'Cardiffian', that mentions a letter you cannot access (which isn't linked to the ANC), and lists the ANC as an organisation that has opposed legislation in a consultation 2 years ago - [Church leaders object to ban on 'conversion therapy' for gay people - The Cardiffian \(cardiffjournalism.co.uk\)](https://www.cardiffjournalism.co.uk)

I'm cautious about offering a discussion without a bit more information first to be honest – there was mention of a communication from [REDACTED] for example – do we have that? I'm reflecting on the email that [REDACTED] sent last month that was a rational take – the need for information before we get into situations that become a little more heat than light.

My fear would be that a discussion without the information would raise an expectation of an action, and be communicated as such, making things a little harder for us if we lose the narrative a little and takes us into the space of making statements and taking positions, as a public body, without sufficient basis to do so.

If we can get more information and make a decision that is effective without getting sucked into statements and the like I think we can be more impactful.

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**
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Cardiff CF14 4TT / **Caerdydd CF14 4TT**

From: Suzanne Rankin (Cardiff and Vale UHB - Executives) [REDACTED]
Sent: 26 March 2024 18:02
To: Matt Phillips (Cardiff and Vale UHB - Executives) [REDACTED]; Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED]; Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture) [REDACTED]; David Thomas (Cardiff and Vale UHB - Digital & Health Intelligence) [REDACTED]
Subject: RE: All Nations Centre

Thanks Matt

I think so

I didn't send a letter – guess I was waiting to see whether an hard evidence of the position alleged could be found, otherwise I would have been writing with rumour and speculation....

Should we meet/discuss with [REDACTED] and the leads of the networks?

Thanks

Suzanne Rankin (She/Her – Hi/Ei)
Chief Executive

Bwrdd Iechyd Prifysgol Caerdydd a'r Fro/Cardiff and Vale University Health Board
Pencadlys Gweithredol/Executive Headquarters
Ty Coedtir/Woodland House
Ffordd Maes Y Coed/Maes Y Coed Road
Caerdydd/Cardiff
CF14 4HH

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

Sent: 26 March 2024 16:23

To: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED]; Suzanne Rankin (Cardiff and Vale UHB - Executives) [REDACTED]; Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture) [REDACTED]; David Thomas (Cardiff and Vale UHB - Digital & Health Intelligence) [REDACTED]

Subject: RE: All Nations Centre

Thanks Jo.

I'm going to assume on the basis of Suzanne's response and mine (and the last email I'm aware of on the matter which is in this email chain on 15 Feb) that the letter did not get sent.

Rachel – do you know if [REDACTED] got anything from ANC or did you get anything from WG?

I'm intrigued as to what standing a statement from [REDACTED] has if I'm honest but I suppose that is a matter for her. **Jo** - I understand that we haven't issued any sort of statement either internally or externally?

I remain in the space that we shouldn't seek to put in place any sort of block via procurement because of all the uncertainty on this matter and it seems to be the case that we haven't done so, albeit a warning was provided.

So...pending answers to the above I think the situation has been left hanging without definitive action, which is not a bad thing. But you're making the point that this remains an issue from staff side and LGBTQ+ group and so a resolution would be sensible.

So What?

I think I can reassure the IMs that no decision has been made regarding our booking processes and this is because of the lack of information. I can reassure them that our position is that we abhor the practice of conversion therapy and practices that are contrary to the Equalities Act etc and reserve the right to cancel bookings or place a block in place on them if we had sufficient information. AGREED

There is still a position we need to find to respond to the issues being raised as per Jo's email.

Is that a fair read out?

Matt

Matt Phillips
Director of Corporate Governance / **Cyfarwyddwr Llwyoedraethu Corfforaethol**
Cardiff and Vale University Health Board / **Bwrdd Iechyd Prifysgol Caerdydd a'r Fro**
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Cardiff CF14 4TT / **Caerdydd CF14 4TT**

From: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED]
Sent: 26 March 2024 15:47
To: Matt Phillips (Cardiff and Vale UHB - Executives) [REDACTED]; Suzanne Rankin (Cardiff and Vale UHB - Executives) [REDACTED]; Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture) [REDACTED]; David Thomas (Cardiff and Vale UHB - Digital & Health Intelligence) [REDACTED]
Subject: Re: All Nations Centre

Hi Matt,
My understanding- as this was an evolving issue with many people involved inside and outside of CAV UHB.

My last involvement was drafting the statement and being tasked to speak to procurement, to prevent people booking ANC so it was an active, rather than a passive no action statement.

Subsequent to this, a few days later we discovered the allegations were over two years old, that [REDACTED] had been trying to ascertain a position from the ANC and Rachel was speaking to [REDACTED] at Welsh Government as they were involved too.

[REDACTED] had issued a statement from staff side - stating a position of standing in solidarity with LGBTQ+ colleagues and encouraging people not to book.

My last recollection was that Suzanne was going to write to [REDACTED] to try to illicit a response that [REDACTED] had been unable to obtain to clarify their stance, so as a UHB we could make an informed decision.

I drafted a letter for you and Suzanne to review on the basis of ensuring it was "legal and proportionate" as the query was based on allegations made in the media. I don't know what or if the ANC replied or if there is any foundation to the allegations.

As far as I'm aware, procurement have made people aware of the issues with booking but we haven't put a wholesale block on the bookings.

Again subsequent to the ANC booking issues, many colleagues have come forward and suggested other venues hold similar views on conversion therapy and are homophobic in their intent...which started to move this issue on even further with staff side and the LGBTQ+ group.

Hope that it helpful.

Regards
Jo

Sent from [Outlook for iOS](#)

From: Matt Phillips (Cardiff and Vale UHB - Executives) [REDACTED]
Sent: Tuesday, March 26, 2024 12:59 pm
To: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED] Suzanne Rankin (Cardiff and Vale UHB - Executives) [REDACTED] Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture) [REDACTED] David Thomas (Cardiff and Vale UHB - Digital & Health Intelligence) [REDACTED]
Subject: RE: All Nations Centre

All,

I've just had the below raised in the pre-Board meeting with the IMs who received the attached email on the 9th Feb which I appreciate pre-dates the below correspondence.

It's been a while obviously but they haven't spent much time together of late so it was brought up in lieu of any other opportunity. It's not something I expect to get raised in Board but the essence of the discussion was that they were a little uncomfortable with the message and questioning whether a position like this needed something more inclusive of Board in reaching a conclusion.

Obviously, since the email, the below discussion (and others) has taken place and I assumed, at the point it ceased, that effectively no action had been taken by us to take this position (I assume, additionally, that we were struggling to get information from the ANC on the subject which is what makes it so hard).

What is the current state of play? I've committed to going back to them as they understandably feel a little uninformed on a position that they could reasonably be challenged on.

Regards

Matt

Matt Phillips
Director of Corporate Governance / **Cyfarwyddwr Llwyodraethu Corfforaethol**
Cardiff and Vale University Health Board / **Bwrdd Iechyd Prifysgol Caerdydd a'r Fro**
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Cardiff CF14 4TT / **Caerdydd CF14 4TT**

From: Matt Phillips (Cardiff and Vale UHB - Executives) [REDACTED]
Sent: 15 February 2024 11:46
To: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED] Suzanne Rankin (Cardiff and Vale UHB - Executives) [REDACTED] Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture) [REDACTED] David Thomas (Cardiff and Vale UHB - Digital & Health Intelligence) [REDACTED]
Subject: RE: All Nations Centre

Thanks Jo, that's really helpful; I've copied David in as we were discussing this yesterday.

I especially note the point that internal comms going public isn't a risk, it's a near certainty – that's useful context.

Bottom line, we don't know the ANC's position (and not through lack of trying), nor why this is an issue that has come up 2 years after the article.

I get that [REDACTED] and others are pushing for a boycott but do we know what their TU stated positions are? I'm just very sensitive to the fact that while the subject of conversion therapy isn't meeting with any disagreement from anyone, there is a lot of noise about something that is not understood – the ANC position of 2 years ago. No other body is taking a known position on it (I assume because of that uncertainty), and it is very easy to push CAV to adopt a position but we still have a responsibility to understand the context which perhaps those who are pushing are a little more free from.

This is why I would be interested in understanding what [REDACTED] et al know and what positions they are representing corporately rather than what they are pushing CAV to do. It's easy to push and challenge others when the risk of escalation will sit with them.

Until we know, I don't think it's unreasonable to simply state that we don't know what the position is and we have been trying to ascertain it. If those who are pushing us can provide some solid information rather than simply push for a position, then it would greatly assist us.

Matt Phillips
Director of Corporate Governance / **Cyfarwyddwr Llwyodraethu Corfforaethol**
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From: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED]
Sent: 14 February 2024 15:09
To: Matt Phillips (Cardiff and Vale UHB - Executives) [REDACTED] Suzanne Rankin (Cardiff and Vale UHB - Executives) [REDACTED] Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture) [REDACTED]
Subject: Re: All Nations Centre

Hi Matt,
I've answered your questions as far as I know below. However, there are multiple people, mainly from Rachel's team who have been dealing with this, and over the past few days it has grown legs and doesn't appear to be rescinding, as you say, the vast majority of people appear to be rowing away from it but this is not satisfying staff side or the staff Networks. It's over two years old from the originating article, and I don't know why it has resurrected itself now other than it has been brought to many people's attention, including the staff networks asking for a formal position from the UHB through the News inbox.

Happy to have a call if easier and to give background context. I've also attached some useful background docs here.

<https://cardiffjournalism.co.uk/thecardiffian/2022/02/18/church-leaders-object-to-ban-on-conversion-therapy-for-gay-people/>

[Everything you need to know about conversion therapy | Stonewall](#)

Can I be clear, on whether we are going to write to ANC or as per your recommendations put out a statement to Staff Side representatives. [REDACTED] and staff side has made a public call to boycott the ANC and stand in solidarity with the LGBTQ+ community and [REDACTED] has cancelled the Inclusion and Equity conference due to be held there by the UHB but made it clear it was not a corporate position statement or decision.

Also, I'm sure you are aware, its LGBTQ+ awareness month and David Thomas is the champion for this protected characteristic group and we are filming a piece with him (today) standing up to inequity and supporting inclusion but not referencing this specific issue.... so lots going on that could be seen as contradictory or conflicting.

Suzanne, let me know how you would like us to progress or stand down.
Many thanks all, I appreciate the sensitives and complexity of the issue.
Jo

I'm struggling to get to the detail of what the position of ANC is. The article has a link that didn't take me to the purported open letter and the reference to the ANC seems to be this – *“Evangelical churches in Cardiff that are against the legislation include All Nations Christian Centre, Calvary Chapel, Bridge Church, Bethel Presbyterian Church, The Bay Church and Heath Evangelical Church.”* If we're getting a lot of contact on this Jo it would be good to see if anyone has access to a known position?

The news article is two years old, despite best efforts no one has seen the letter, allegedly signed by the ANC. [REDACTED] [REDACTED] has tried to reach the ANC by telephone unsuccessfully. Hence the proposal of writing to them to ascertain their position. Was it a moment in time as some people have said they have moved away from that position. Much of this is noise and the letter is an attempt to ascertain the facts from the ANC and for them to set out their position- if of course they choose to do so.

If we are to do anything then I would be keen to understand fact from rumour before we inadvertently pitch into a political discussion that WG are clearly struggling with (they had to U-turn on it last year and are seemingly staying silent on it at the moment). Yes, Rachel has written to Helen Arthur at Welsh Govt and [REDACTED] contacted Gareth Hardacre but had no position statement back. Welsh Govt signed a MOU with Judith Paget, Frank Atherton, fronted by Deputy Minister for Social Partnership Hannah Blythyn in 2022. And we need to be clear – for all the reference to impending law etc this is a political matter at the moment which we will need to be very careful to avoid getting into as a public entity. I guess this is the crux of the issue- staff groups asking us to put our money where our mouth is and take a stand on an issue that hasn't been designated as illegal in its purest form but everyone agrees is an abhorrent practice that has no place in a modern inclusive society.

I think it is sensible to recognise too that regardless of our shared views on the abhorrence of conversion therapy, the legal framework within which a political decision needs to be made has to respect an Article 9 Human Rights perspective (freedom of thought, belief and religion). There have also been issues raised as to how to technically construct the law so as to not inadvertently place teachers and other frontline public sector workers into a position of risk. Without knowing exactly what the ANC's position is it is difficult to map the potential risks of getting our phrasing wrong on internal comms or acting as a public body to engage with a private entity but they could include:

- an internal comms piece is leaked and we become a political football; It will be in the public domain as soon as we issue it

- a member of staff feels like we are adopting a position that makes them unwelcome because of their religious beliefs; We face this as an ethical issue quite often and take a stance

- we end up in a back and forth with ANC either publicly or privately that doesn't resolve the matter. agree not good for anyone- however, they might have changed their position which may resolve this particular issue

If we are to provide any comms on this then I would stick rigidly to our policies and approaches and avoid anything that implies a view on the ANC Is this the internal recommended line- as lots of people are waiting on a decision, including procurement holding up bookings for the ANC? – and I'd caution that intent is not the same as perception; it is easy for someone to perceive a position that is not intended. If pushed then I think a reasonable line to take would be that we simply do not know what the ANC's position is and are working with NHS Wales/WG to find out – do we know where Team Wales has been booked for next month yet?

The above is clearly cautious, but it comes from having seen how a perfectly reasonable, decent position can get twisted into a conflict of equality and human rights or the role of a public body to enter into political debate.

#hello my name is...

Joanne Brandon

Director of Communications, Arts, Health Charity and Engagement | Cyfarwyddwr y Timau Cyfathrebu, Celfyddydau, Elusen Iechyd ac Ymgysylltu

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

Sent: 14 February 2024 10:20

To: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED] Suzanne Rankin (Cardiff and Vale UHB - Executives) [REDACTED] Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture) [REDACTED]

Subject: RE: All Nations Centre

All,

I'm struggling to get to the detail of what the position of ANC is. The article has a link that didn't take me to the purported open letter and the reference to the ANC seems to be this – "*Evangelical churches in Cardiff that are against the legislation include All Nations Christian Centre, Calvary Chapel, Bridge Church, Bethel Presbyterian Church, The Bay Church and Heath Evangelical Church.*" If we're getting a lot of contact on this Jo it would be good to see if anyone has access to a known position?

If we are to do anything then I would be keen to understand fact from rumour before we inadvertently pitch into a political discussion that WG are clearly struggling with (they had to U-turn on it last year and are seemingly staying silent on it at the moment). And we need to be clear – for all the reference to impending law etc this is a political matter at the moment which we will need to be very careful to avoid getting into as a public entity.

I think it is sensible to recognise too that regardless of our shared views on the abhorrence of conversion therapy, the legal framework within which a political decision needs to be made has to respect an Article 9 Human Rights perspective (freedom of thought, belief and religion). There have also been issues raised as to how to technically construct the law so as to not inadvertently place teachers and other frontline public sector workers into a position of risk. Without knowing exactly what the ANC's position is it is difficult to map the potential risks of getting our phrasing wrong on internal comms or acting as a public body to engage with a private entity but they could include:

- an internal comms piece is leaked and we become a political football;
- a member of staff feels like we are adopting a position that makes them unwelcome because of their religious beliefs;
- we end up in a back and forth with ANC either publicly or privately that doesn't resolve the matter.

If we are to provide any comms on this then I would stick rigidly to our policies and approaches and avoid anything that implies a view on the ANC – and I'd caution that intent is not the same as perception; it is easy for someone to perceive a position that is not intended. If pushed then I think a reasonable line to take would be that we simply do not know what the ANC's position is and are working with NHS Wales/WG to find out – do we know where Team Wales has been booked for next month yet?

The above is clearly cautious, but it comes from having seen how a perfectly reasonable, decent position can get twisted into a conflict of equality and human rights or the role of a public body to enter into political debate.

Regards

Matt

Matt Phillips

Director of Corporate Governance / **Cyfarwyddwr Llwyodraethu Corfforaethol**
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Cardiff CF14 4TT / **Caerdydd CF14 4TT**



From: Joanne Brandon (Cardiff and Vale UHB - Corporate) [Redacted]
Sent: 13 February 2024 14:40
To: Suzanne Rankin (Cardiff and Vale UHB - Executives) [Redacted]; Matt Phillips (Cardiff and Vale UHB - Executives) [Redacted]; Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture) [Redacted]
Subject: Fw: All Nations Centre

Dear all,
Following on from the issues raised by staff side representative and the LGBTQ+ Network in relation to the stance of CAVUHB in continuing to hire the All Nations Centre, I have drafted a letter for your consideration.
Matt: [Redacted] details some of the issues relating to Hate crime and a ban on conversion therapy being mooted in the House of Lord's earlier this week on its second reading , so isn't law as yet

We are having a lot of email traffic on this requesting what the UHB stance is. I'm not aware that Gareth Hardacre or Welsh Govt have yet issued a directive and there is some concern from the Network that the silence is deafening.

Happy to discuss.
Jo



Joanne Brandon

Director of Communications, Arts, Health Charity and Engagement | Cyfarwyddwr y Timau Cyfathrebu, Celfyddydau, Elusen Iechyd ac Ymgysylltu

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From: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED]

Sent: 13 February 2024 14:28

To: [REDACTED]

Cc: Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture)

Subject: Re: All Nations Centre

Thanks [REDACTED] that's really helpful and as you've alluded too incredibly complex. I think the vast majority of us agree with you it is an abhorrent practice that has no place in an inclusive modern day society. I thought it had been eradicated years ago. I'll send the letter to Suzanne with some of your notes and we can go from there. We are getting an increase in email traffic of people requested to know what is the UHB stance.

Many thanks again all.
Jo



Joanne Brandon

Director of Communications, Arts, Health Charity and Engagement | Cyfarwyddwr y Timau Cyfathrebu, Celfyddydau, Elusen Iechyd ac Ymgysylltu

Cardiff and Vale University Health Board | Bwrdd Iechyd Prifysgol Caerdydd a'r Fro

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Cardiff CF14 4HH | Caerdydd CF14 4HH

[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED]

Sent: 13 February 2024 10:15

To: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED]
[REDACTED]

Cc: Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture)
[REDACTED]

Subject: RE: All Nations Centre

Diolch Jo.

With regards to any potential hate crime, we would need legal advice for clarification, but as I understand it a hate crime is applied as an uplift in sentence if another crime has already been perpetrated (e.g. someone is found to have committed an assault and it is deemed that it was done on the basis of someone's race/religion/disability/sexual orientation/transgender identity. The assault (the crime) is then deemed to be a hate crime because of the reasons behind it). As conversion therapy frustratingly does not constitute a crime currently, I am not sure we would be able to say that the All Nations Centre would not oppose hate crimes being committed. However, to note, there are some horrific practices used in conversion therapy which do constitute a crime (e.g. physical violence and food deprivation) which could be deemed a hate crime. Some people have pointed to the existing hate crime legislative framework as being a vehicle for targeting conversion therapy, but I am not aware of any legal precedent where this has been tested. Regarding the All Nations, I suppose it would depend on what was in the letter signed by All Nations and to what extent they may oppose a ban on conversion therapy which will determine whether they would oppose a ban on potential hate crimes being committed.

You may very well already be aware of the above, but wanted to offer some thoughts. Hope that's ok.

From: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED]

Sent: 13 February 2024 08:20

To: [REDACTED]
[REDACTED]

Cc: Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture)
[REDACTED]

Subject: Re: All Nations Centre

No problem, I anticipate that Suzanne will want to look over it.

The legal aspect was more generic in reference to and or included the potential for hate crimes rather than conversion therapy specifically but that it really helpful to have the background.

It was raised at ME and Suzanne agreed to send the letter and stipulated that we would make our own decision - based on the facts, if nothing forthcoming from Welsh Govt.

Many thanks

Jo

Sent from [Outlook for iOS](#)

From: [REDACTED]
[REDACTED]

Sent: Monday, February 12, 2024 5:47:35 PM

To: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED]

Cc: Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture)
[REDACTED]

Subject: RE: All Nations Centre

Hi Jo,

Apologies I have been in meetings. I have looked at the attached and added a short addition to a sentence and a comment. I believe the MD is [REDACTED]

The ban on conversion therapy is going through, and had its second reading at the House of Lords today – that is my only nervousness about the equality law section as currently it is not illegal. [REDACTED] will also cast his eyes over the attached, but please let me know if you wish to discuss.

Thank you

From: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED]

Sent: 12 February 2024 12:30

To: [REDACTED]

Cc: Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture)
[REDACTED]

Subject: Re: All Nations Centre

Dear all,

Following on from our discussion on Friday and the further information that has emerged. I have written the following DRAFT for Suzanne's consideration. Before passing to her, can you give me your views on the proportionality of the letter, Matt may want to cast his eye over the legal aspects to be sure we are not accusing the All Nations of something inadvertently above what has appeared in the public domain. Suzanne has asked for it to be on the agenda of ME later this pm, so can update on where we are in a complex and sensitive situation.

Many thanks

Jo

#hello my name is...


Joanne Brandon

Director of Communications, Arts, Health Charity and Engagement | Cyfarwyddwr y Timau Cyfathrebu,
Celfyddydau, Elusen Iechyd ac Ymgysylltu

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[Redacted]

[Redacted]

[Redacted]

Website | Gwefan: www.cardiffandvaleuhb.wales.nhs.uk

From: [Redacted]

Sent: 09 February 2024 16:56

To: Joanne Brandon (Cardiff and Vale UHB - Corporate) [Redacted]

Cc: Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture)

Subject: RE: All Nations Centre

Hi Jo,

Here is the contact detail for the Managing Director at All Nations, [Redacted]

[Redacted]

I'll keep you updated as to the responses from an All Wales perspective. Just seen an email from Gareth Hardacre – he's meeting someone from Legal and Risk on Monday and said he would bring it up there.

Thank you

From: [Redacted]

Sent: 09 February 2024 15:52

To: Joanne Brandon (Cardiff and Vale UHB - Corporate) [Redacted]

Cc: Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture)

Subject: RE: All Nations Centre

Hi all,

Thanks Jo. Just for info, I've also just picked up with Sarah Morley and she has asked Gareth Hardacre if there's any advice / guidance he can provide from Legal and Risk.

See you at 4:30

From: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED]
Sent: 09 February 2024 15:48
To: [REDACTED]
Cc: Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture) [REDACTED]
Subject: Re: All Nations Centre

Hi all, picking this up on my mobile, so please excuse the brevity.

Suzanne and I discussed this earlier and she has offered to write to the All Nations.

It's complex as we've all identified and I still can't get the bottom of where this has come from and why has it been resurrected two years later.

I'll ask [REDACTED] to set us up a Teams call for 4.30 if you are available? If not Monday before Execs as Suzanne wants to discuss it then.

Well hold off on any comms until we get a fuller picture of the situation and what the best course of action (or not) for the UHB.

[REDACTED] can you set up a Teams either for today or Monday based upon [REDACTED] availability.

Rach: let me know if you want to be included in this or are happy for [REDACTED] to report back and then discuss at ME.

Many thanks all and apologies to raise this on a Friday... it's been a bit of a moving feast!

Kind regards

Jo

Sent from [Outlook for iOS](#)

From: [REDACTED]
Sent: Friday, February 9, 2024 3:41:13 PM
To: [REDACTED]
Cc: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED] Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture) [REDACTED]
Subject: RE: All Nations Centre

Hi [REDACTED]

Thank you for copying me into your response and the update on the situation. I echo [REDACTED] points below, and if we have not already approached the Centre for their response to the allegations, I have obtained the email address of the Managing Director if we need to go down this route.

Like [REDACTED] I am available to discuss prior to anything going out publicly. I have also previously raised with Sarah Morley as she is the WOD Director Lead for Equality, and Gareth Hardacre from a procurement perspective, but have received no response.

Diolch

[REDACTED]

From: [REDACTED]
Sent: 09 February 2024 15:36
To: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED]
Cc: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] Rachel Gidman (Cardiff and Vale UHB - Executive Director of People and Culture) [REDACTED]
Subject: FW: All Nations Centre
Importance: High

Prynhawn da Jo,

No problem at all – didn't spot the missed call, sorry. I am around this afternoon if you wanted to catch-up about it.

Completely agree with the general stance taken and we shouldn't use venues who hold these types of views. I really welcome this approach and it sends a strong message of support to our LGBTQ+ community.

My concern with the All Nations Centre in particular, is whether the allegations made in the newspaper article have been substantiated. Noting it was two years ago the article was written and finding a copy of the letter has proved impossible. The only thing I've been able to find is that one newspaper article and I haven't seen anything else to evidence that they have actively promoted this stance. I'm not saying the allegations are not true and my gut feeling is that they probably are, but just want to make sure we are confident we have enough information to make this decision. It may be that we are, but wanted to provide an opportunity to reflect before we 'push the button', so to speak.

Have you received any additional information other than the newspaper article?

I am not a legal expert, but if we publish this statement and it is not true are we libel for defamation?

This is a very sensitive subject and we will also need to be prepared that being a church the All Nations Centre and/or other organisations may make allegations of discrimination against the Health Board on the basis of religion, which is a protected characteristic under the Equality Act 2010. With regards to the All Nations decision, we will need to be clear that this decision is on the basis of their opposition to a ban on conversion therapy and not for their religious beliefs. It's a very complex and nuanced situation.

Have we contacted/notified the All Nations of our stance before issuing a public statement?

I think we also need to be mindful that this potentially will cause a great deal of controversy for us and likely other NHS Wales organisations, so we will need to be prepared for the backlash. On that note, I am concerned with having the Equity & Inclusion Team as the contact for this decision.

There has been discussion about this in the Equality Leadership Group and other organisations are seeking further information before making a decision. We will be the first to take this stance against the All Nations.

Again, support the general stance but just want to be sure we are confident and have our ducks in a row.

If you could forward me the list of venues Nathan has provided that would be really helpful.

Cymer ofal,

From: Joanne Brandon (Cardiff and Vale UHB - Corporate)

Sent: 09 February 2024 12:56

To:

Subject: Fw: All Nations Centre

Hi

Apologies for calling you into earlier, I was just trying my luck!

I've attached the statement below that Suzanne is going to take to ME on Monday for their collective view. have given their view and Rachel has also as you know approached Helen Arthur in Welsh Govt for a view.

Is there anything that you would like to add or make me aware of.. sent me message about a list of other venues which, I don't think we can even go near. The point with All Nations is that they are actively promoting what could be construed as a hate crime with the allegations of their public stance... This is very sensitive for all involved and I would appreciate your views.

many thanks, happy to have a Teams call this pm too if you are around.

Jo

#hello my name is...

Joanne Brandon

Director of Communications, Arts, Health Charity and Engagement | Cyfarwyddwr y Timau Cyfathrebu, Celfyddydau, Elusen Iechyd ac Ymgysylltu

Cardiff and Vale University Health Board | Bwrdd Iechyd Prifysgol Caerdydd a'r Fro

Woodland House | Tŷ Coetir

Maes-Y-Coed Road | Heol Maes-Y-Coed

Cardiff CF14 4HH | Caerdydd CF14 4HH

Website | Gwefan: www.cardiffandvaleuhb.wales.nhs.uk

From: [REDACTED]
Sent: 09 February 2024 12:13
To: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED]
Cc: [REDACTED]
Subject: FW: All Nations Centre

Amended versions below. Will run past [REDACTED] for their awareness, and if you can let us know when Suzanne is happy, [REDACTED] if you can support with uploading to SharePoint news.

Diolch,

Internal

Following the public stance and allegations of discrimination by the All Nations Centre regarding members of the LGBTQ+ community, the Health Board has made the decision not to use the centre.

As an inclusive employer we uphold the Equality Act and have taken the decision to no longer attend venues that do not promote inclusion and diversity and is free from discrimination of all people. This is also in line with the organisation's values and behaviour.

We understand this is a sensitive issue for many, and the Health Board has been in discussions with staff side representatives and the LGBTQ+ Staff Network to agree this position.

If you have any questions, you can contact the equality and inclusion team here: EquityAnd.Inclusion@wales.nhs.uk. This month is LGBTQ+ History Month, further information is available here: [LGBT+ History Month 2024 \(sharepoint.com\)](#). To find out more about the LGBTQ+ Staff Network, visit: [LGBTQ+ Staff Network \(sharepoint.com\)](#). Through engagement, Cardiff and Vale University Health Board offers all service users, colleagues and stakeholders the opportunity to have a say in shaping the Strategic Equality Objectives 2024-2028. Find out more here: [Help Shape Our Strategic Equality Objectives \(sharepoint.com\)](#). Complete the survey here: [Amcanion Cydraddoldeb Strategol / Strategic Equality Objectives 2024-2028 \(office.com\)](#). Closing date Saturday 24th February.

External

Following the public stance and allegations of discrimination by the All Nations Centre regarding members of the LGBTQ+ community, the Health Board has made the decision not to use the centre.

As an inclusive employer we uphold the Equality Act and have taken the decision to no longer attend venues that do not promote inclusion and diversity and is free from discrimination of all people. This is also in line with the organisation's values and behaviour.

From: [REDACTED]
Sent: 09 February 2024 09:53
To: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED]
Cc: [REDACTED]
Subject: RE: All Nations Centre

Morning Jo,

Please see below draft for SharePoint news this morning and to be included in the weekly update today, let me know your thoughts.

Just want to check whether colleagues are to anticipate further information about this via the message being cascaded through their departments/teams? If not I can remove the 'directive' line if this refers to our comms message to colleagues regarding not using centre.

I've also included an additional line below from previous emails around this subject from [REDACTED] to add more context to the piece (this line is highlighted below). The image attached is our internal LGBT+ History Month graphic if happy with this being used.

All Nations Centre – CAVUHB Position

Following the public stance and allegations of discrimination by the All Nations Centre regarding members of the LGBTQ+ community, the Health Board has made the decision not to use the centre.

The Health Board stands in solidarity with LGBT+ members and will not attend events or training being held at this venue. A directive will be issued to all colleagues not to hire the centre.

As an inclusive employer we uphold the Equality Act and have taken the decision to no longer attend venues that do not promote inclusion and diversity and is free from discrimination of all people. This is also in line with the organisation's values and behaviour.

Diolch, let me know if any amends and if not will ask [REDACTED] to support with uploading to SharePoint/including in update,

From: [REDACTED]

Sent: 09 February 2024 09:33

To: [REDACTED]

Subject: Fw: All Nations Centre

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Joanne Brandon (Cardiff and Vale UHB - Corporate) [REDACTED]

Sent: Friday, February 9, 2024 8:54 AM

To: [REDACTED]

Subject: Fw: All Nations Centre

Hi [REDACTED] I need this to go into the weekly update.

Can you strip out the middle bit of this message and write me a short par to go in the weekly update and we can also put a rainbow flag or something to denote the community in the photo.
Can you just run it by me first as this is really sensitive.

Cheers

Jo

#hello my name is...

Joanne Brandon

Director of Communications, Arts, Health Charity and Engagement | Cyfarwyddwr y Timau Cyfathrebu,
Celfyddydau, Elusen Iechyd ac Ymgysylltu

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Cardiff CF14 4HH | Caerdydd CF14 4HH

[REDACTED]

[REDACTED]

[REDACTED]

Website | Gwefan: www.cardiffandvaleuhb.wales.nhs.uk

From: Joanne Brandon (Cardiff and Vale UHB - Corporate)

Sent: 09 February 2024 08:41

To: [REDACTED]

[REDACTED]
[REDACTED]
Cc: [REDACTED]
[REDACTED]

Subject: All Nations Centre

Dear all,

Following the public stance and allegations of discrimination by the All Nations Centre regarding members of the LGBTQ+ community the Health Board has made the decision not to use the centre and will be issuing a directive to all colleagues not to hire the centre.

[REDACTED] if you could pass on the decision and the following statement through your groups and to my procurement colleagues, [REDACTED] are we able to ensure that those making bookings are made aware of the decision and that we do not support the booking and they are to seek alternative venues.

"A Cardiff and Vale University Health Board spokesperson said":

As an inclusive employer we uphold the Equality Act and have taken the decision to no longer attend venues that do not promote inclusion and diversity and is free from discrimination of all people. This is also in line with the organisation's values and behaviour."

Many thanks

Jo

#hello my name is...

Joanne Brandon

Director of Communications, Arts, Health Charity and Engagement | Cyfarwyddwr y Timau Cyfathrebu, Celfyddydau, Elusen Iechyd ac Ymgysylltu

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[REDACTED]
[REDACTED]
Website | Gwefan: www.cardiffandvaleuhb.wales.nhs.uk



REDACTED