

Amdani! Conwy Equity Statement

Anti-Racism / Anti-Abuse / Anti-Discrimination

Amdani! Conwy is about people. Our goal is to bring people from different backgrounds and cultures together. We operate under the principle that without people there is no culture.

We stand against all forms of societal prejudice, racism and discrimination. This statement puts into writing our commitment to protect volunteers, staff and the wider public. This work applies to the following circumstances:

- The general operations and day to day activity of the Amdani! Conwy project.
- An event where Amdani! Conwy volunteers experience discrimination.
- An event where Amdani! Conwy volunteers are the perpetrator of discrimination.
- An event where Amdani! Conwy volunteers witnesses and reports discrimination.

Legislation

Amdani! Conwy recognises the [Well-being of Future Generations Act 2015](#) and [Equalities Act 2010](#) and works to the Social Model of Disability. These legislations legally protect people from discrimination in the workplace and in wider society, based on their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, ethnicity, religion or belief, sex, and sexual orientation.

Intersectionality

Amdani! Conwy recognises that individuals embody multiple characteristics. We also recognise that people face discrimination based on characteristics not listed under the official acts and state legislature. We stand against discrimination and prejudice in all forms, which include but are not limited to a person's class, nationality and citizenship status.

Equity

We believe in equity, which means recognising that individuals do not all start from the same place, and some may require more time, resource and space to access the same experiences as others. We will work with our partners to make adjustments to imbalances in their operations and in wider society.

Respect and dignity

Amdani! Conwy volunteers will treat people with respect and dignity no matter their background or identity. They will not make assumptions and have a zero tolerance to racist, homophobic, transphobic or any other discriminatory actions or language.

Action

If we don't know, then we cannot take action. Therefore it is a collective responsibility, to ensure that people feel safe and that volunteers and the wider public report incidents connected to Amdani! Conwy immediately. Volunteers and staff will take all reports seriously.

Under this statement, we commit:

- Work with Volunteer Hosts to identify barriers in their service. We will also organise training for them to take responsibility for their services and make reasonable adjustments.
- To be a point of report for volunteers, staff and the public for any issues in which an Amdani! Conwy volunteers are involved in any capacity.
- To handle personal information with care. We collect information on protected characteristics for research purposes and through the platforms we used to manage the programme. This information will always acknowledge the right to refuse.
- To accept individuals' right to remain anonymous when making a report.
- We will signpost to trained wellbeing support. This will include referrals on request. A list of specialist mental health and wellbeing support will be available. Some of these have a specialist focus on specific protected characteristics. These are available below.

(Mae'r ddogfen hon hefyd ar gael yn Gymraeg)

- To keep host organisations and those involved up to date with relevant updates and actions taken. Though we are not responsible for the administration of host organisations, Amdani! Conwy will be transparent in how and when information is shared and when reports are made and to whom.
- To work with reportees to escalate to proper authorities in cases of violence and harassment which our team is not qualified to deal with.
- To actively programme learning opportunities through Amdani! Conwy for staff and volunteers related to all areas above.
- To listen and learn from the lived experiences of those we serve.
- In incidents of a volunteer violating any of the above agreements, they will be removed from the programme with immediate effect and reported in more serious incidents.

The Amdani! Conwy team are:

- Jasmine Pilling - Volunteer Programme Manager
- David Cleary – Access and Inclusion Officer.

You can reach them on the following contact details via, email, phone or text:

Email: Amdani@cvsc.org.uk

Phone | Text: 07643932409

If they are not available, you need to contact Conwy County Borough Council, details as follows:

Telephone: 0300 456 1111

Out-of-Office Telephone: 0300 123 3079

Fax: 01492 576330

Email: wellbeing@conwy.gov.uk

There is an online form that you will need to complete if you feel you must report a safeguarding concern. This can be found in resources at the contents page of this document.

Wellbeing Support

If you feel you need wellbeing and mental health support, here is a list of online resources and organisations you can contact:

- [Conwy County Borough Council: Vulnerable Peoples Team](#)
- [Dewis Cymru](#)
- [Conwy Mind](#)
- [Mental Health Hub: Betsi Cadwaladr University Health Board](#)
- Mental Health Helpline For Wales – Freephone 0800 132 737 or text help to 81066
- [Umbrella Cymru \(LGBTQ+ Support Services\)](#)
- [Diverse Cymru \(BAME support services\) – Mental Health and Wellbeing Hub](#)

Essays and resources which informs out work

- Multiculturalism - helping everyone to make sense of the World!, 2023. A short essay by Dr Sibani Roy, NWAMI (NETWORKING FOR WORLD AWARENESS OF MULTICULTURAL INTEGRATION)
<https://docs.google.com/document/d/1ddILSYBvdzf3P8Y6YN0dXR-AO-1g3BgL5/edit?usp=sharing&oid=101230957626324824689&rtpof=true&sd=true>
- Amdani! Conwy: Training Manual
<https://docs.google.com/document/d/1A3C0a4Sr9-XSqDS-maEVXyRYh67qdkHU/edit?usp=sharing&oid=101230957626324824689&rtpof=true&sd=true>
- Disability Arts Cymru: Inclusive Language and Imagery:
<https://docs.google.com/document/d/1O8MpVyeweaQqNe4OMyNj>

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[Egg3QXGHo7K2/edit?usp=sharing&oid=101230957626324824689&rtpof=true&sd=true](https://drive.google.com/file/d/10mdRMVyUNHE7tAw4ZgGjUi1Tlpw-26t6/edit?usp=sharing&oid=101230957626324824689&rtpof=true&sd=true)

- Amdani! Accessibility Resource
<https://drive.google.com/file/d/10mdRMVyUNHE7tAw4ZgGjUi1Tlpw-26t6/view?usp=sharing>

Policies

- [Conwy County Borough Council: Equalities, Diversity and Inclusion Policy](#)
- [Corporate Safeguarding Policy](#)
- [Data Protection Policy and Procedure](#)
- [Complaints Policy and Guidance](#)