

Announcement of merger

Adferiad & Diverse Cymru officially merged on 1st April 2024, with Diverse Cymru becoming a part of Adferiad.

The exact structure of our delivery post-merger is still being discussed, but we are all committed to continuing our excellent work, and ensuring all our stakeholders are supported during this transition. This paper aims to explain more.

Who are Adferiad and Diverse Cymru?

Adferiad and Diverse Cymru have a long history of supporting communities across Wales. We also have a long history of working together in partnership in various ways, these include jointly delivering services, and both having representation on national groups, such as the Wales Alliance for Mental Health and the High Needs Collaborative.

Adferiad is a member-led charity, providing support to people in Wales, their families, and carers, with a particular focus on providing outstanding services and campaigning for people with mental health problems, substance use problems, wider addictions, or with co-occurring and complex needs. Our expert staff and volunteers apply a whole person approach to treat people as individuals and support them to achieve a better quality of life.

Diverse Cymru is Wales' only pan equalities charity, offering support to diverse communities across Wales, supporting organisations with their cultural competence, promoting equality, diversity, and inclusion (EDI), and platforming the experiences and stories of diverse communities across Wales. Diverse Cymru's vision is to help create a nation without prejudice or discrimination, where every person is equal, and diversity is celebrated.

Our shared vision for the merger

We aim to help empower people and ensure that they have a voice and control over their own lives. We believe that by recognising and valuing the uniqueness of each person, by celebrating diversity and by allowing people to thrive and be who they are, we can deliver services that best meet people's needs. The values of both organisations are aligned, and we share a commitment to providing the highest quality support to those who use our services.

Why the merger?

1. **Improved support to our clients** – Everybody in Wales deserves to be treated as a whole person, irrespective of their ethnicity, gender, race, sexuality, or disability, and not be defined by their diagnosis or addiction.
2. **Better business** – Merging two successful organisations with excellent records and high-quality services and staff, will make us a stronger, more diverse charity, with one robust and well-balanced set of services. Our two charities have over-lapping objectives and services that fit well together.
3. **Financial benefits** – This merger will provide greater business opportunities, and ensure we are more sustainable as a charity, as well as streamlining our operations by saving costs and sharing resources. This will enable us to drive up the quality and variety of services we can offer to people and provide more long-term security for the future.

Both charities are financially healthy and **there are no plans for reductions in services**. Our priority is to continue delivering our services to the highest standards and creating more security for all involved parties.

How will this affect our services?

The merger will not affect our existing services, community partnerships or the organisations we support. We intend to retain our reputation for high quality, empowering services which enable our clients to thrive. Our mission will be even more diverse, and we will retain our specialist skills as an organisation with unique expertise, and a professional and committed workforce.

There will be no change to **Adferiad's** services due to the merger and they will continue to run as they have previously. These services however will be greatly enhanced by the merger with Diverse Cymru, with their expertise and knowledge of intersectionality, equality and diversity ensuring that we are better able to support the communities we are based in.

All **Diverse Cymru's** current project teams and services will transfer into the new partnership. We will continue delivering our all Wales Black, Asian and Minority Ethnic Mental Health Hub, and administer the Welsh Governments Culture Grants Scheme for grassroots organisations across Wales. Our HYPE project (developing Social Action campaigns alongside Black, Asian and Minority Ethnic young people) will remain in operation, and we will continue our work as a leading provider of equality, diversity and inclusion training and consultancy. We will continue in our role as Taith Champions for the adult education sector, and our award-winning Cultural Competency Scheme will continue to support charities, the public sector, and organisations across Wales become actively anti-racist. Diverse Cymru will continue to operate under its own brand following the merger into Adferiad, paying respect to the strong foundations Diverse Cymru is built on, and will become part of the Adferiad family.

How will this affect staff?

Our services are largely complementary. Depending on the structure of the new organisation, most or all staff will be invited to transfer to Adferiad in accordance with TUPE rules. Any future changes would be subject to discussion with staff and their representatives. We are confident that there will be clear benefits from the merger for staff of the current organisations, through increased security and wider opportunities.

Is this about cost-savings or job cuts?

This merger will provide excellent future business opportunities, as well as the opportunity to save on costs. Although our organisations have been operating successfully in terms of service delivery, financially there are pressures on the Third Sector which we acknowledge. We expect that the combined budgets and economies will enable us to continue our excellent service delivery sustainably and improve our prospect for growth. There are no impacts on staffing, funding, contracts, etc. and we look forward to sharing our sites across Wales and incorporating even greater cultural competence across all our services. We are considering how we may streamline our administrative / office services, which will enable us to provide better support and resource for our frontline services. A small number of staff may be affected by this, and those discussions are ongoing.

What are the practicalities and timescales?

Adferiad and Diverse Cymru already work closely together, and the merger is expected to be completed by 1st April 2024. Following the formal merger, we will continue our work towards aligning our staff teams and services together. We expect this to be completed within 3-6 months.

Adferiad is seeking to incorporate stakeholders from Diverse Cymru at Board level.

We will keep you informed about progress, but if you have any questions, please contact us.

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