Working Together to Increase Employment

Routes to Jobs in the Environment and Heritage Sectors
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Increasing opportunities for employment is a major area of interest for ethnic communities. The environment and heritage sectors offer a vast range of activities and opportunities for gaining new skills and knowledge. The jobs themselves range from traditional jobs to protect nature and heritage to art, sport and adventure.

Many members of ethnic communities relate to a narrow range of jobs. In order to open up what the environment and heritage sectors have to offer ethnic community groups need to have an awareness of how to introduce these opportunities to their communities.

This booklet, through giving practical examples, shows how ethnic community groups can purposefully play a key role in increasing opportunities for employment.

**Inspiring Interest**

For all of us enjoyment is the easiest way to begin to discover a new interest. We have worked in partnership with many ethnic community groups to introduce them to what the environment and heritage sectors do through programmes of activities. These enjoyable activities can be combined with an introduction to the interesting and fulfilling jobs available. Many groups are now ready to undertake programmes of activities to inspire interest in these areas on their own.

**Hidden Skills in Art and Craft**

While working with ethnic community groups, we have discovered that many individuals have valuable art and craft skills that they can consider using. These skills can be used to develop art and craft careers, or to teach others, perhaps combining them with environmental or heritage contexts.

**Social Enterprise and Business**

Within the environment and heritage sectors, there are also opportunities to create services as businesses, or as non-profit making enterprises that increase employment or benefit members of the community in some way.

**Volunteering, Shadowing, Placements, Training and Further Education**

Informal learning gives members of the community the motivation and confidence to begin to consider more structured ways of finding out about the environment and heritage sectors, and gaining in depth knowledge and skills that can lead towards jobs. Shadowing gives a real taste of a job. Some jobs result purely from the experience of volunteering while others open up the way to training and further education. Placements can enable people to step from
different degrees or training into environmental or heritage jobs. Many environment and heritage organisations have sections of their websites dedicated to volunteering, shadowing, placement and job opportunities.

**Gaining Confidence and Generic Skills**

Participating in programmes of activities offers an opportunity to be out and about, get away from social isolation, find out more about what is on offer and gain confidence to get more involved and take up opportunities. Helping out in different ways gives members of the community a way to gain new knowledge and skills informally while enjoying activities and the company of others. They can grow at their own pace, becoming motivated to get to grips with administrative skills, teamwork, writing reports, or dealing with people, or connecting with mainstream organisations. All of these generic skills link into increasing the potential to do all kinds of jobs in any sector – for example, a receptionist, an administrator, a manager or a development worker.

**Working in Partnership to Increase Employment Potential**

Many environment and heritage organisations are working in the context of equality of opportunity and are keen to reach out and work in partnership with ethnic community groups, to increase the potential of ethnic minorities to be employed in their organisations. You may wish to explore these opportunities with BEN as an intermediary or directly with them.

**BEN Information Booklets**

This booklet is part of a series aimed at increasing the awareness of ethnic communities, about building the capacity of their communities to take up opportunities for formal and informal learning, with a focus on increasing employment potential. Learning opportunities increase the quality of life of members of the community through giving them new enjoyment, interests that can lead to lifelong learning as well as new knowledge, skills and connections that can lead to jobs that give us rich and beautiful settings for our lives. The other booklets are:

- Fun and Learning in the Environment – what environment and heritage organisations offer
- Love the Countryside, Work for the Countryside

They can be downloaded from the BEN website www.ben-network.org.uk

Write to ukoffice @ben-network.org.uk if you wish to have hard copies.
Through visiting a range of places on Swansea’s Sustainability Trail, we have begun to understand what makes various habitats and woodland different and how different environmental organisations can support us to get in touch with and learn about nature. These are really lovely places to spend time in.

We can go on fungus forays and discover woodland plants at Bishop’s Wood Nature Reserve. We can go out to the Botanic Gardens where many extraordinary plants from all over the world are grouped into scientific categories and find out what they need in order to grow. If we want to learn more about animals, we can visit the Wetlands Centre with all the ducks and other beautiful water birds. At the Community Farm, they take care of amazing rare breeds of ducks and pigs and they show people how to grow their own food.

All these places work hard to help us understand how we can protect ourselves and the planet by doing things like composting plant waste, using renewable energy and collecting or recycling water. This means that we all need new knowledge and skills. One way of learning is to become a volunteer at any of these places. We can learn to look after plants or animals, help in a garden or in a shop, or take visitors around. There are lots of opportunities for us to think about.

We have met many people working in these special places and we have learned a lot about the jobs that they do. We can dream of being a ranger, gardener, warden, education officer, market gardener, farmer, botanist. If we visit more and take up volunteering opportunities, we will be more able to decide what job we would like to do in the outdoors.

A mixture of Swansea community groups
We had a day out on Flat Holm Island. Some of us came from Cardiff and others from Newport. During the crossing to the island, a few of us were given the exciting opportunity to steer the boat and talk to the captain about what it is like to work at sea on a boat.

Once on the island, we gathered together in the education building. The Head Warden and Assistant Warden talked about what they do on the island. The island is a breeding ground for gulls. She identified the sea birds we saw for us. We found out that being a Warden is a traditional environmental job. A Warden manages a Nature Reserve or an area that is special for wildlife, protecting it and improving it. They also educate people about wildlife, which is what they are doing for us today. The Head Warden has a degree in Geography. She worked abroad with Frontier on a butterfly conservation project, managing a habitat. She became a volunteer on Flat Holm and then applied for the job. The Flat Holm Project Manager says she always loved African animals. She has a degree in Zoology, and has been to a Kenyan National Park. Her experiences include working in animal sanctuaries, wildlife gardening and volunteering with BTCV alongside going to university.

During a tour of Flat Holm, they talked about the history of the beautiful island and the different types of plants and animals. We saw a Slow Worm. It was all shiny and smooth. We were fascinated to know it was not a snake although it looked like one. They told us volunteers are really important. If we become really interested in what they do, we can consider working as a volunteer on the island for up to 6 months; helping, doing training and getting all kinds of practical experience. Expenses would be paid.

Mixed group of individuals from Newport and Cardiff
Inspiring Interest
Coastal Fishing and Environmental Protection

There are quite a lot of Filipino families scattered along the North Wales coast. Five of us older teenage boys went out for a day of coastal fishing near Beaumaris in Anglesey. It was great to spend a summer's day beside the sea and be shown how to fish by experts from a team of Welsh international anglers. Everything had been arranged for us by the Environment Agency and BEN. Philippa the BEN worker had given us advice so we came along in the right clothes. She spent the day with us.

Fishing is very important in the Philippines, so we were delighted to have the opportunity to continue our tradition in the UK. We had no idea how popular fishing is in Wales. It is great that organisations are there to help us learn where to go, what equipment we need, and what there is to catch. On the day, we also learnt about the rules for coastal fishing, and where to buy our own tackle and bait near to where we live. We enjoyed the day so much that we went to buy rods for ourselves. We have been out fishing again on our own further along the coast. We plan to have a go at freshwater and sea-fishing too. We now know who to ask to help us.

With so much interest in our community, we were keen to hear about what the job of the organiser from the Environment Agency is like. He has different responsibilities besides introducing people to fishing. He also works to protect fish in the rivers and seas. A lot of the work is about preventing pollution. We would also like to hear about the many other jobs in the environmental sector to protect the beautiful places we use.

North Wales Filipino Society. Denbigh
Sculpture by the Sea festival happens every year with different events on local beaches. Lots of people get involved: colourful props were created by various community groups in Swansea, and local primary schools ran workshops. Local artists were employed to run art and craft workshops, and create community sculptures. They came from different countries and used some of their traditional designs and patterns.

We had the chance to create all kinds of art works on the beach using lovely shells, seaweed, driftwood and also things we found like netting and plastic which get washed up after being thrown away. It was shocking to see how much of it there is on the beach. One Muslim artist drew a great big star pattern in the sand and we filled all the shapes using different kinds of shells, with another artist we made an enormous hand on the beach decorated like a traditional henna pattern.

We got really hot doing different moves in an African dance workout by Afrotawe. Some of us recycled newspaper to make Chinese kites and ran about with paper birds and butterflies all over the place. It is very special to be making beautiful art in the outdoors by the sea.

We also ended up with a wonderful quirky recycled material sculpture in the form of an octopus with dancing tendrils, and did a performance with it! The artists wanted people to have fun, but also to think about what we can learn about nature and what makes a place different.

It was a wonderful day. We had a great time and it made us think about the job of being an environmental artist. Maybe someday we will be the ones who help others to have fun, and learn and think about nature.
We took part in a number of art and craft workshops set in historic places and in the countryside. We come from all parts of the world. Some of us are learning English and other skills like IT at college. We feel lucky to have the chance to go to these workshops. The workshops included willow weaving, wood block printing, collage and patchwork quilting.

We remember our parents and grandparents are experts at some of these art and crafts at home in Hong Kong and India. We ourselves learnt to do them as children, making many things that we needed - baskets for shopping or fishing, decorating everyday things like bags, making our own clothes and bedding. A lot of this means we had to draw and design things. We were surprised at how good and confident we are at some of these skills, although we had not used them for a long time. The workshop teachers were really impressed, and together with the BEN worker, encouraged us to do more.

Some of the artwork and craft things we have made have been put together to make an exhibition called ‘Minorities’ View’. This has been shown in 5 public places across North Wales. We all had a chance to see it and show our friends what we have created. It is so exciting to see that our work is of a high enough standard to be displayed in an art gallery. We are so proud. It is also a special way to show that minorities are present and active in North Wales.

At all the historic houses, countryside venues and galleries, the friendly staff have explained all kinds of jobs to us - curator, education officer, technician and receptionist. But now we have also discovered that many of us already have valuable art and craft skills that people here admire. These are job opportunities too!
Heritage is all around us. Programmes of activities in grand historic houses such as tours to see magnificent interiors or the amusement of dressing up in historic costumes really stay in our minds. Natural landscapes in our National Parks or the Lleyn Peninsula (designated as an Area of Outstanding Natural Beauty) can overwhelm us with their drama. Such places make us realise the importance of the relationship between people, landscape and culture, and ethnic minorities are part of it all. Bodelwyddan Castle Museum is interested in displaying archive photos showing the history of the arrival of ethnic minorities in North Wales. Penrhyn Castle has put into place a new permanent exhibition to reveal its historic links with slavery. It is encouraging to see the heritage sector increasingly keen to make multicultural history and heritage visible.

The luckiest among us visit historic landscapes, houses and museums because we live close to them. All of us, doing all kinds of activities, are part of the tourist visitor industry. Having enjoyed so much of this richness, more of us are ready to volunteer and consider working in this sector. The sector says it needs more professional gardeners. Working through the seasons in these peaceful and beautiful places is a tempting way of life. Craftsmen are needed – stonemason, carpenter, furniture restorer. Some of us can aspire to run the show - event organiser, public relations officer, historic property manager, architectural adviser, director of a museums or gallery, chair of a National Park Board. There are also many quiet behind the scenes jobs of enormous interest - researcher, archivist, librarian, conservator.

The heritage sector and educational institutions are making special efforts to open out equality of opportunity. For example, there are sometimes positive action traineeships in museums and National Trust apprenticeships or bursaries to support minorities to get to the point of competing for jobs on a level playing field. It is a good time to be interested.
We wanted very much to see something of Pembrokeshire and went on an educational excursion to Castell Henllys, an Iron Age Hill Fort in the Pembrokeshire Coast National Park. It was really fascinating to see thatched buildings reconstructed on their original foundations, with site guides in the traditional dress of times gone by, teaching traditional crafts. It gave us a very real experience of what life was like in the Iron Age.

Places like this Iron Age Fort also make a link to different world cultures. When one African member of another group saw the roundhouses on site, he commented, "My uncle has three of these." Other members of the group knew all about how to choose the right kind of clay for the floor and parts of the walls, and looked meticulously at the thatching. Some members of ethnic minorities can throw light on how these places were built and how life was organised through experience of similar ways of living in other parts of the world.

The Outdoor Education Officer met us at the Education Centre. He told us that it had been built using sustainable building practices and local supplies. Our group listened to a talk about his work and watched a short film on all sorts of different roles within the Park. We learned that around 150 people work for Pembrokeshire Coast National Park across a whole range of jobs. Besides jobs that are about heritage, there are planners, rangers, administrative staff, conservationists, guides and activity assistants, IT and finance staff. In addition to this, they organise volunteers to help with the smooth running of the Park. During the visit, we were offered work experience placements and volunteer opportunities. It is something we will think hard about. It is marvellous to work in such a beautiful landscape and deal with so many interesting things.
Social Enterprise

Running a Bike Re-use Project

We are really pleased to be able to run and volunteer on the bike re-use project. This social enterprise began in 2002 and we have had several different premises, but it is going strong now and we have many benefits from it to our community in Swansea.

Every week at our workshop we receive lots of bikes donated by local people who do not want them any more. We save them from going into the landfill sites by repairing them and selling them very cheaply to volunteers on the project – local minority and white people on low income, refugees and asylum seekers.

Volunteering means we spend time at the workshop, where we are trained to find out what is wrong with the bikes and what to do to fix it. We all learn together and it is fun. We meet all kinds of people, and we can also practice our English while we work so we feel more confident talking to people in the town.

When we have done the training and learned how to repair everything on the bike and how to ride safely on the roads, we receive a bicycle in exchange for our help. Any profit made is used to support the project. That is how a social enterprise works. Owning a bike means we can get around the city easily and cheaply, and go to the countryside when we want. It is just great to be able to relax at the beach or in the big green spaces.

Being part of this project helps us to understand how working for the community can be just like running a business. The only difference is that the profits are used to do even more for people.
We are a group of ladies from all different countries who enjoy each others’ company and meet to do things together. We mostly work in the home taking care of our families doing all the shopping and cooking for everyone.

One of our activities at the Butetown Community Centre in Cardiff was an ‘Organic Food Challenge.’

There were two parts to the event. Firstly, five of us were given £10 to buy organic ingredients, cook a dish and bring it in with us in the morning. All these delicious dishes from different parts of the world were tasted and judged by Rhodri Morgan, Wales’s First Minister. He enjoyed them so much that he found it difficult to choose one winner: Amanah Dirar from Sudan. We were very proud we did so well.

After that 2 professional teams cooked their dishes using organic ingredients. Like in the TV programme, they had only 20 minutes to produce them. It was all videoed and what was going on in the kitchen appeared on a big screen in the hall. It was very nerve-wracking! Everyone who came was invited to taste them and used Red Tomato and Green Pepper flags to vote for the dish they liked best. The winning team was led by Azman Hussain who made Fish Karhai. The winners were personally presented with wonderful hampers of organic food by Rhodri Morgan.

We learned such a lot from doing this event. Dominic Wolf from the Lammas Organics Centre, Gower talked about organic produce and explained the benefits of choosing foods grown without chemicals. It protects us and protects the earth. We now also understand how important it is to use less oil and salt in our cooking, because they contribute to illnesses we suffer from in our communities, for example heart attacks and diabetes. All of us who took part were very proud of sharing our cooking and tasty food with everyone. Now we know more about how to keep healthy with changing our recipes a little, we can show our neighbours and relatives.

Azman and Kimi are professional role models for us. If we are as good at cooking as everyone says, maybe we can consider jobs in producing food as well.
Different things become more important as we get older. One of these themes is health. We had the opportunity to run a health information event, linking personal knowledge about health with activities that give us exercise and new interests. At this point, we realised that our small team of 3 activists cannot do it all on our own. BEN encouraged us to go to our community and identify volunteers. Ten people came forward. This was really exciting!

They came with us to observe meetings. Sometime we interpreted for them as their English is not very good, so they were involved with all the planning. Professionals came to the event with many kinds of information and expertise: free swimming for over 60s offered by Leisure Service, exercise to maintain a healthy heart and so on. Representatives of heritage and environmental organisations were there to sign us up for days out.

Before the event, the volunteers had a day of training. They went through the programme and translated a lot of information, as many of the older people only know Chinese. On the day, they were each in charge of their own group - helping, listening, liaising. They impressed the whole community. They did a very important job to make the event a complete success. Afterwards, they learnt to do evaluation as well.

Our community is now much stronger. We can organise all sorts of things. Looking back, although we were working on particular themes, we realise that we have learnt a range of generic skills and made new connections that will help us to do anything we want, including improving our job potential - teamwork, meetings with experts, representing our needs, organising events and activities, admin, IT, dealing with press interest, producing leaflets, evaluation, supporting people. Who knows what we will achieve next?
Volunteering and Training
A taste of jobs through training at Forest Schools

Forest School Taster Days were organised for us in a partnership between BEN and Forest Schools. These offered us the opportunity to attend a free Forest School Fun Day. They funded costs such as transport, subsistence and translation to make sure we can come. The Fun Days are great for all the family because there is learning and play at the same time. The activities in the lovely natural environment made us appreciate the beauty of nature. Learning skills in the forest made us more confident, and we became more bonded emotionally as a group.

Some adults from our communities also took up the opportunity to receive funded training (OCN level 1) to become Forest School Volunteers, with the offer of more training and development. This training built interest, and gave them real work experience in the outdoor environment. Having official accredited training is very encouraging because employers take notice of this and it increases our chances for future employment in any job. The training we did introduced us to working outdoors with children. It included; how to conduct Risk Assessments, Health and Safety, Protective Clothing, how to cope with challenging behaviour, self-esteem building in children, and many Forest School Skills such as fire building, fire cooking, den building and woodland games.

The people who took part in the free training are expected to donate their time as a volunteer. They look forward to using their skills and to learning more.

Participants came from the Pakistani, Bangladeshi, Algerian, Polish, Chinese and Indian communities of Swansea
Take on the hundreds of volunteering, shadowing, placements and training opportunities available. Talk to us!

**Volunteering**
Volunteering lets you find out what you want to do and gives you direct experience of different jobs. Employers value volunteering experience as it shows commitment and a willingness to go the extra mile. Volunteering gives you work experience, key skills, people skills, and contacts.

There are hundreds of local volunteering projects, many involving the environment in some way. You are usually paid expenses and you can expect to be supported. Your local Centre for Voluntary Action will tell you what is available, or go to the Wales Council for Voluntary Action website www.wcva.org.uk If you are interested in a particular organisation, speak to them or go to their website. BEN is happy to help you get in touch if you wish.

**Top Tips**
- Anyone can volunteer – whatever your ability or background
- Think about what you want from volunteering – new skills, fun, accreditation
- Think about what you want to offer – your skills, make a contribution to a cause
- Work out how much time you have spare – once a week, once a month
- Don’t be shy to ask questions about the opportunity you are considering
- Be brave – just try it. The first time is about reaching into the unknown, but that is what makes it exciting too!

**Shadowing Placements Training and Further Education**
These are structured programmes that require commitment and more clarity about what you want. You have been inspired. You have discovered what you want. It is time to get serious. You are ready to put effort into finding out what the exact opportunities are for what you want. Environment and heritage organisations are interested in getting more ethnic minorities to work for them, and many are keen to speak to you about the opportunities they offer. Sometimes they invest in positive action programmes with bursaries. Careers offices can advise you. Also look out for open days at different educational institutions.
There are many different types of qualifications. Here is a mini-overview.

<table>
<thead>
<tr>
<th>Level</th>
<th>Duration</th>
<th>Description</th>
<th>Examples</th>
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<tbody>
<tr>
<td>OCN (Open College Network)</td>
<td>Each level is equivalent to 30 hours of study, and can be done over a few days.</td>
<td>Four levels of difficulty from Entry Level to Level Three. There are no exams, and subjects are very specific. No previous study is required.</td>
<td>Forest Schools, Organic Gardening, Community Development.</td>
</tr>
<tr>
<td>Modern Apprenticeships</td>
<td>On-the-job training</td>
<td>There are two levels; Foundation and Advanced. Advanced Apprenticeships are usually paid. Subjects are usually practical.</td>
<td>Dry Stone Walling, Trees and Timber, Stonemason, Agricultural Crops and Livestock, Blacksmith, Museum Curator</td>
</tr>
<tr>
<td>NVQ (National Vocational Qualifications)</td>
<td>Vocational On-the-job training</td>
<td>Levels 1 – 5 with Level 1 equivalent to GCSE’s and level 5 equivalent to a postgraduate qualification. NVQs give you qualifications in an area that you are working in, and can help progress your career.</td>
<td>Environmental Conservation, Forestry, Maintaining and Conserving Rivers, Coasts and Waterways, Heritage Skills (Construction), Cultural Heritage Management</td>
</tr>
<tr>
<td>HNC/D (Higher National Certificate/Diploma)</td>
<td>1 - 2 years, can be done as evening courses</td>
<td>Vocational training, can be used as entry level to higher education.</td>
<td>Environmental Science, Landscape Conservation, Tourism, Photography.</td>
</tr>
<tr>
<td>Degree</td>
<td>3 – 4 year course, can be done part-time</td>
<td>In depth study of a specific discipline, BA (Bachelor of Arts) or BSc (Bachelor of Science).</td>
<td>Environmental Conservation, Ecology, History and Archaeology, Heritage studies, Archivist.</td>
</tr>
</tbody>
</table>

A useful site about qualifications is www.accreditedqualifications.org.uk
Useful Websites

Environment
Arts Council for Wales: www.artscouncilforwales.org.uk/environmentalartists
Brecon Beacons National Park Authority: www.breconbeacons.org
BTCV Cymru: www.btcvcymru.org
Cardiff County Council: www.cardiff.gov.uk
Cardiff Harbour Authority: www.cardiffharbour.com
City and County of Swansea: www.swansea.gov.uk
Countryside Council for Wales: www.ccw.org.uk/landscape-wildlife
Cycle Touring Club: www.ctc.org.uk
Denbighshire Council: www.denbighshire.gov.uk/environment
Environment Agency: www.environment-agency.org.uk/subjects/fish
Forest Schools Swansea Neath Port Talbot: www.forestschools.com
Gwynedd Council: www.gwynedd.gov.uk/environment
Gwynedd Local Health Board: www.wales.nhs.uk
Health Challenge Wales: http://new.wales.gov.uk/subsite/healthchallenge
Pembrokeshire National Park Authority: www.pcnpa.org.uk
Snowdonia National Park: www.eryri-npa.co.uk/courses/training/jobvacancies
Sustrans: www.sustrans.org.uk
Swansea Community Farm: www.swanseacommunityfarm.org.uk
Wales College of Horticulture: www.wcoh.ac.uk/courses
Wildfowl and Wetlands Centre: www.wwt.org.uk

Heritage
CADW: www.cadw.wales.gov.uk
Museums and Galleries of Wales: www.museumwales.ac.uk
National Trust for England and Wales: www.nationaltrust.org.uk/volunteering

Careers
Careers Wales: www.careerswales.org.uk/environment
Coleg Menai. Gwynedd: www.colegmenai.org.uk/environmentalstudies
Coleg Meirion Dwyfor: www.colegmeiriondwyr.co.uk/glynllifon

All BEN publications and resources are downloadable free from our website www.ben-network.org.uk

Others in this series are:
• Fun and Learning in the Environment – what environment and heritage organisations offer
• Love the Countryside, Work for the Countryside
This booklet is produced for ethnic community groups to show how they can use activities within the environment and heritage sectors to stimulate and enable members of their communities to gain new interests, knowledge and skills that improve their capacity to gain employment.

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We would like to take this opportunity to thank all our community and organisational partners.

African Community Centre. Swansea
Arts Council for Wales
Brecon Beacons National Park
Cardiff County Council
Chinese Community Co-Op Centre. Swansea
City and County Swansea
Coleg Menai International Department
Communities First Swansea
Countryside Council for Wales
Denbighshire County Council
Environment Agency
Ethnic Women’s Business Support. Gwynedd
Ethnic Youth Support Team EYST
Filipino Community Swansea
Forest Schools

Gwynedd Council
Health Challenge Wales
Minority Ethnic Women’s Network.
Swansea
National Trust for England & Wales
North Wales Chinese Women’s Society
North Wales Filipino Society
Pembrokeshire National Park
Polish Housing Society
Sculpture by the Sea
Snowdonia National Park Authority
Sustainable Swansea
Wildfowl and Wetlands Centre
Women Connect First. Cardiff

Mae’r cyhoeddiad hwn ar gael yn y Gymraeg ar ein gwefan
This publication is available in Welsh on our website

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