

The City of Cardiff Council's DRAFT Strategic Equality Plan 2016 – 20

Equality making the
*'diff*erence for Cardiff.

YOU CAN ASK FOR THIS DOCUMENT IN A DIFFERENT FORMAT



CONTENTS

Please Help Us!	3
Foreword	4
Why have we produced this Strategic Equality Plan?	6
Who is our Strategic Equality Plan for?	7
Leadership and Responsibility for the Plan	8
The Equality Act 2010	9
Draft Equality Objectives	11
Draft Equality Objectives in Detail	13
Reporting and Accountability	23

Appendices:

- 1. Consultation and Feedback Form
- 2. The Protected Characteristics
- 3. Protected Characteristic Profile for Cardiff
- 4. Further information on why we have chosen our objectives
- 5. The Specific Equality Duties levied by Welsh Government



Please Help Us!

We are looking for your help in developing the City of Cardiff Council's four year Equality Plan for 2016-20.

This document sets out the draft Equality Objectives that the Council plans to adopt for the coming four years. We have spent some time thinking about what our objectives should be, and think that the 10 draft objectives listed in this document are the right ones for Cardiff to become Europe's most liveable capital city.

But you may have good ideas that could make this Plan even better. You may also have thoughts on the kinds of actions and things we should do or make happen to ensure that the objectives can be delivered. So we will be grateful if you can help us by taking part in our consultation on the Plan.

Appendix 1 Contains a short form asking some questions and giving you the chance to provide your views. We are asking

- *if you think we have chosen the right objectives to make Cardiff fairer,*
- *what actions we should take to deliver those objectives, and*
- *any other thoughts, ideas or suggestions you have to help us deliver the Plan.*

This document is also available online at <https://www.cardiff.gov.uk/ENG/Your-Council/Strategies-plans-and-policies/Equality-diversity-and-cohesion/Strategic-Equality-Plan-and-Policies/Pages/Strategic-Equality-Plan-and-Policies.aspx>

We are as always keen for people to take part in our equalities work, and you are welcome to keep in touch with us as we drive the work forwards. If you have any immediate feedback you can contact us at:

Equalityteam@cardiff.gov.uk Tel: 029 2087 2087

Equality Team: Room 263d County Hall, Cardiff, CF10 4UW

Foreword from Councillor Daniel De'Ath, Cabinet Member for Skills, Safety and Engagement

Welcome to the City of Cardiff Council's Strategic Equality Plan 2016 – 2020. The Plan sets out our ambition for equality to “make the difference”, building a fairer society for all of Cardiff's citizens, and helping achieve our vision of Cardiff becoming Europe's Most Liveable Capital City.

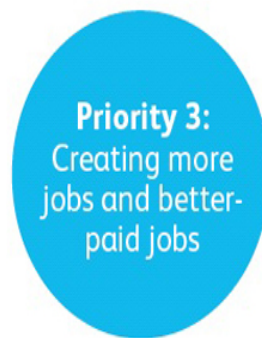
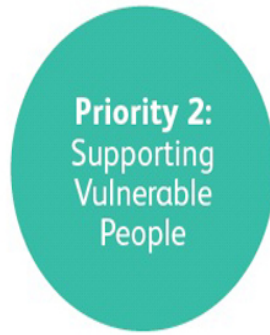
We will do this by delivering seven outcomes which have been jointly agreed by public service and third sector partners in the city, captured in Cardiff's “*What Matters*” Single Integrated Plan.

Cardiff is Wales' largest city and home to over a third of a million people from a wide range of backgrounds. We have a long and proud history of welcoming people to our city and value the diversity that this has brought and continues to bring to Cardiff and the City Region.

This Strategic Equality Plan sets out the Council's commitment to Equality, and identifies a number of key equality objectives we will focus on over the next four years, which will enable us to improve our services and Equality in Cardiff.

This Plan will be delivered in a challenging economic climate, where we have had to make significant savings during the past three years, and will need to find around £120m of additional savings during the next three. This reduction in budget means that we will have to be clear about the priority areas that are the most important to us, and which make the biggest difference for the people of Cardiff.

To do this we must have a very clear understanding of what citizens need and how they interact with the services we provide. We will need to work in smarter ways to ensure we can focus on their priorities. Our Corporate Plan sets out the four most important priorities for Cardiff Council. The priorities identified are:



We believe that the equality objectives identified later within this Plan will complement our Corporate Plan priorities and help us deliver these in a way which will benefit all members of our community.

To deliver on these priorities we will continue to work closely with our partners (both statutory and non-statutory), local communities and individuals to ensure that we promote and deliver equality for Cardiff. As one of the largest public sector organisations in Wales, we recognise our broad-ranging responsibilities as both an employer and as a provider of a wide range of services within the city. We take these responsibilities very seriously.

The City of Cardiff Council is committed to equality, welcoming the duties contained within the Equality Act 2010. We will continue to prioritise equality and ensure that it is firmly embedded within all that we do. We recognise we have a vital role to play in helping people from all backgrounds to access the services we provide. And we will work to ensure that citizens are able to access, influence and design our services, and that those services meet the needs of all.



Councillor Daniel De'Ath

Why have we produced this Strategic Equality Plan?

This draft Plan has been produced to meet our duties set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations, which came into force on 6 April 2011.

The Plan revises and updates our first Strategic Equality Plan (published April 2012) and demonstrates our continued commitment to equality. It sets out for service users, elected Members, employees and partner organisations our strategic equality objectives, our reasons for choosing them and how we intend to deliver them.

In developing this Plan and in setting our new equality objectives we reviewed our previous Strategic Equality Plan and its objectives. We have taken into account the Welsh Government's *draft Equality Plan Objectives*, The Equality and Human Rights Commission's *How Fair is Wales?* and *Is Wales Fairer?* reports, and our recent annual Equality Reviews. We have engaged with the public, employees, council directorates and Members, equalities and third sector organisations.

As a result of this review and engagement undertaken we have developed new objectives that we believe will result in better equality outcomes for Cardiff. In carrying out this review and by working in partnership with our stakeholders we have been able to understand the full range of equality issues that exist within the city and have been able to develop an action plan which will help us to tackle these issues. As an organisation we are driven by our organisational values which are:



We believe that this Equality Plan encompasses each of these values and will ensure that we continue to ensure the services we provide meet the needs of our citizens.

Who is this Strategic Equality Plan For?

This Plan is for YOU!

The Equality Act 2010 coined the term “Protected Characteristic”, referring to people’s age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion, belief or non-belief, sex and sexual orientation.

We can see how important it is to support groups of people who our experience has shown might face particular barriers in accessing public services, or who may face prejudice or other disadvantage. Equally, we want to avoid stigmatising people unnecessarily, and of putting people into “pigeon holes”.

So while we will seek to fully comply with the Equality Act in eliminating discrimination, promoting equality and promoting good relations around the Protected Characteristics, our fundamental aim is to provide good services that meet people’s needs, and which celebrate our wonderfully diverse city.

Appendix 3 contains further information on the Protected Characteristic Profile for Cardiff.



Leadership and Responsibility for our Plan

The Council works to make equality a priority, and the management of the organisation will assign responsibility for the Scheme as follows:

Politically

The scheme will be led by the Council's Leader Cllr Phil Bale. The Cabinet Member with overall lead Portfolio responsibility for Equality is Cllr Daniel De'Ath, and each Cabinet Member has individual responsibility to mainstream diversity within their portfolio of responsibilities. Providing overarching diversity support to the Council is our Member Diversity Champion Cllr Ali Ahmed.

Officer Level

Ultimate responsibility for the Strategic Equality Plan will rest with the Chief Executive, Paul Orders, supported by the Senior Management Team. Detailed co-ordination of the Plan will be overseen by the Director of Governance and Legal Services, Marie Rosenthal.

The Council's Equality Team will provide guidance for Directorates and individual frontline teams to help them understand how they can implement and support the achievement of the Council's Equality Objectives. The Equality Team will also have responsibility for monitoring the implementation of the action plan, and for preparing annual reviews.

Each Director will have responsibility for actions within the Plan, which will be included in their Directorate's annual Delivery Plan, and which will be reported through the Council's corporate performance management arrangements.

Every Council employee is bound by the Council's Employee Charter, which ensures 'our services are delivered in a way that reflects the Council's values and behaviours'.

The Equality Act 2010

The 2010 Equality Act brings together previous disparate pieces of legislation into one place to provide a single legal framework to more effectively tackle disadvantage and discrimination. The Act sets out groups which are specifically listed as 'protected characteristics' and which include:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion, Belief or No Belief
- Sex
- Sexual Orientation

The promotion and use of Welsh Language is not included within the Equality Act and is instead covered by requirements set out in the Welsh Language Measure 2011. It is important to include this aspect alongside the wider protected characteristics to encourage a holistic approach to the needs of all communities in designing and delivering services.

The Measure includes provisions about the official status of the Welsh language and establishes the office of the Welsh Language Commissioner. The Commissioner will have wide ranging functions to promote equality between Welsh and English. The Measure also allows for the development of 'standards' covering the integration of the Welsh language in the development and delivery of services to the public.

Appendix 2 contains further information about Protected Characteristics.

Complying with the General Duties of the Act

The Equality Act 2010 places a General Duty on public authorities in carrying out their functions to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not by tackling prejudice and promoting understanding.

Complying With the Specific Duties

Welsh Government has been given responsibility for levying Specific Duties on Welsh public bodies like Cardiff Council.

Appendix 5 contains information about the Specific Duties.



DRAFT EQUALITY OBJECTIVES FOR THE COUNCIL'S 2016-20 STRATEGIC EQUALITY PLAN

Our draft objectives are grouped within the overall “Outcomes for Cardiff” which have been agreed by all key partners in the Cardiff Partnership Board (LSB). By grouping them in this way it will be possible to report them through the LSB, and to work in partnership with bodies like the University Health Board, Police, Fire and Rescue and Cardiff Third Sector Council. Our objectives are:

Cardiff is a Fair, Just and Inclusive Society

- Meet our Specific Equality Duties and build equality into everything we do
- Support wide access to Council information and environments, and participation in Council Services
- Support wide citizen consultation and engagement with the Council and the decisions it makes
- Support people to challenge unfair treatment

Cardiff People are Healthy and supported to achieve their Full Potential

- Provide support to those who may experience barriers to achieving their full potential
- Improve educational outcomes for all Cardiff children

Cardiff has a Thriving and Prosperous Economy

- Reduce the number of young people not in employment, education or training
- Address identified pay gaps around Protected Characteristics in our workforce

Cardiff People are Safe and Feel Safe

- Take action to build strong and cohesive communities where people can feel safe

Cardiff is a Great Place to Live, Work and Play

- Celebrate and promote Cardiff's heritage and diverse cultures

At this point the Council has not agreed SMART (specific, measurable, agreed, realistic and time bound) actions to ensure delivery of these objectives. We are hoping that as we consult on the draft Plan you will help us by suggesting the kinds of actions you would like to see us prioritise, and we will make sure that these actions are in place by 1 April 2016, when we publish the Plan.

Below are our draft objectives in detail, with explanations of why we have chosen each objective.



THE DRAFT OBJECTIVES IN DETAIL

1. Meet our Specific Equality Duties and build equality into everything we do.

Why have we chosen this objective?

- It enables us to meet the general and specific duties within the Equality Act
- It contributes to Corporate Plan Priority 4 (working with people and partners to design, deliver and improve services)
- Enhanced service user monitoring & equality impact assessments will enable the Council to understand who and what services are used by our customers, will inform the future design of services

If implemented what will success look like?

- Equality impact assessments routinely carried out and to a consistently high standard
- An agreed corporate equality monitoring form routinely used to consistently collect and report on monitoring information on employees and service users
- Evidence from the above sources informs service delivery and review
- Cardiff Council employees have access to equality training in order to improve service delivery

2. Support wider access to Council information and environments, and participation in Council services.

Why have we chosen this objective?

- It enables us to meeting the specific duties of the Equality Act regarding accessible communication
- It contributes to Corporate Plan Priority 4 (working with people and partners to design, deliver and improve services)
- The Ask Cardiff survey 2014 identified that almost a quarter of respondents (24.9%) do not find it very or fairly easy to access Council services when they needed to, with 11.5% of people indicating that it was fairly or very difficult to access services
- Ask Cardiff respondents who identified themselves as being disabled or from a minority ethnic background were most likely to find it difficult to access Council services (15.6% and 15.3% respectively)

If implemented what will success look like?

- The information provided by the Council is easy to understand and takes accounts of individuals' needs
- The Council's venues, built environment and open spaces are accessible for all to enjoy
- Cardiff residents are aware of the services we provide, and can easily access those services

3. Support wider citizen consultation and engagement with the Council and the decisions it makes.

Why have we chosen this objective?

- It enables us to meet the specific duties within the Equality Act regarding involving people
- It contributes to Corporate Plan priority 4 (working with people and partners to design, deliver and improve services)
- Results from the Cardiff Debate indicate that members of the public welcomed the opportunity to participate in conversations with the Council and its partners in the design of future services and provision
- The Well-being of Future Generations Act 2015 indicates the importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves

If implemented what will success look like?

- People are appropriately represented in Council consultations and engagement events, and can participate in the future design of Council services
- Cardiff Council consultations or engagement events are fully accessible for everyone

4. Support people to challenge unfair treatment.

Why have we chosen this objective?

- It enables us to meet the part of the general duty contained within the Equality Act relating to eliminating discrimination, harassment and victimisation
- Evidence from our partners at Race Equality First indicates that they have received 162 requests from service users for their discrimination casework service and that bullying is an issue in some Cardiff schools
- Evidence indicates that there has been an increase in hate crime in recent years where victims have been targeted for their perceived membership of a certain social group. This increase is particularly evident in race, homophobic and disability-related crime
- Evidence from the Council's employee equality groups suggests that policies and procedures are not consistently applied throughout the Council

If implemented what could success look like?

- Cardiff residents clearly and easily understand what discrimination is
- Cardiff residents know where to report cases of discrimination
- Anti-discrimination services in Cardiff are effective, and discrimination is reduced

5. Provide support to those who may experience barriers to achieving their full potential.

Why have we chosen this objective?

- It enables us to meet the part of the general duty contained within the Equality Act relating promoting equality of opportunity
- Income deprivation accounts for approximately 90% of the variation and severity of all other types of deprivation, including measures of health and wellbeing, child poverty and some aspects of community safety
- People from lower socio-economic groups have a poorer outlook with shorter life expectancy and higher premature death rates than those from higher groups
- Evidence indicates that children who grow-up in poverty are more likely to experience poor health, poor educational attainment, have lower ambitions and be welfare-dependent in adulthood

If implemented what could success look like?

- There is a clear understanding amongst Council service providers of the barriers facing people in accessing Council services, and there is clear evidence that this understanding is widening access to services
- People in Cardiff are able to live as independently as possible

People in Cardiff know about the support services and help available to them

6. Improve educational outcomes for all Cardiff learners.

Why have we chosen this objective?

- It enables us to meet the part of the general duty of the Equality Act relating to promoting equality of opportunity
- It contributes to Corporate Plan Priority 1 (education and skills for people of all ages)
- The Council is committed to helping all citizens and communities achieve their full potential, and to developing a well-educated workforce that the city's growing economy requires

If implemented what could success look like?

- There is clear evidence of where a protected characteristic may be a factor in the educational attainment of school pupils, and programmes are developed to address those factors
- There is evidence that attainment gaps linked to protected characteristics are reducing
- All learners are able to achieve their potential

7. Reduce the number of people not in employment, education or training.

Why have we chosen this objective?

- It enables us to meet the part of the general duty of the Equality Act relating to promoting equality of opportunity
- It contributes to Corporate Plan Priority 1 (education and skills for people of all ages)
- The Council is committed to helping all citizens and communities achieve their full potential, and to developing a well-educated workforce that the city's growing economy requires
- Evidence indicates that not being in employment, education or training impacts on the life chances of individuals, their families and their future

If implemented what could success look like?

- Programmes designed to reduce the number of people not in education or training are working
- Unemployment figures for people in Cardiff are reducing
- Young people in Cardiff are able to access suitable education or training upon leaving school at 16

8. Address identified pay gaps around Protected Characteristics in our workforce.

Why have we chosen this objective?

- It enables us to meet the general and specific duties within the Equality Act
- Our annual workforce data identifies that the Council workforce has a 69% female / 31% male split but the majority of women are in the lowest (below £16,000) pay bracket
- Females are under-represented in the higher pay brackets
- Previous workforce data indicates that disabled people are underrepresented amongst the Council's workforce

If implemented what could success look like?

- The Council routinely collects and uses employee monitoring data around all protected characteristic groups to identify and reduce pay gaps
- Plans will be in place to enable under-represented groups to progress within the Council

9. Take action to build strong and cohesive communities where people can feel safe.

Why have we chosen this objective?

- It contributes to the Corporate Plan priority 2 (supporting people in vulnerable situations)
- It enables the Council to contribute to the Welsh Government's Community Cohesion Strategy for Wales
- The Council and its partners are committed to reducing the incidences of domestic and sexual violence and abuse
- From April 1st 2014 until March 31st 2015 there were 930 hate crime incidents (involving victims from all protected characteristic groups) recorded in Cardiff by South Wales Police, which is an increase on the number of incidences recorded (879) during the same periods for 2013/14

If implemented what could success look like?

- The Council will promote information about organisations which support victims of domestic violence or abuse
- Members of the public will feel confident in reporting incidents of domestic violence or hate crime
- The Council regularly uses positive images to promote community cohesion messages

10. Celebrate and promote Cardiff's heritage and diverse cultures.

Why have we chosen this objective?

- It enables us to meet the general duties of the Equality Act
- It contributes to the Corporate Plan priority 2 (supporting people in vulnerable situations)
- It enables us to promote the Welsh Language and meet our requirements under the Welsh Language Measure
- It will enable us to bring the various protected characteristic groups together and hopefully address the increase in hate crime within Cardiff

If implemented what could success look like?

- Cardiff Council will publish a calendar of cultural events and promote these to both employees and to residents and visitors

Appendix 4 Contains further evidence for why we have included each of the equality objectives.

Reporting and Accountability

To keep you informed on the progress of the implementing our Equality Plan we will:

- Produce an annual Equality Progress Report showing our progress on our equality objectives during the previous 12 months
- Publish an annual statistical report on the diversity of our employees.

Holding us to account

We hope that you will be satisfied with the way we are working to deliver our equality objectives but if you are not, you can:

- Contact the Council's Equalities Team via Connect 2 Cardiff
- Contact your local Councillor
- Take part in an Ask Cardiff! Survey
- Make a complaint, using the Council's Complaints procedure or call Connect 2 Cardiff on 029 2087 2087
- Raise the matter with your Neighbourhood Partnership Team.

Further information and feedback

We welcome any comments, suggestions or feedback you wish to make on our Plan. We will also be pleased to send a copy of this document in different formats or languages. Please contact us!

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