

**CITY AND COUNTY OF CARDIFF
DINAS A SIR CAERDYDD**

Employment Conditions Committee: 20 February 2007

Report of the Chief Executive

REVISED EQUALITY STATEMENT

Background

1. The Council's current Strategic Equal Opportunities Policy Statement, attached as Appendix A for information, was developed and implemented in 2003 and served the appropriate purpose of laying out the Council's general commitment to equal opportunities.
2. Although suitable for the period in which it was authored, this policy statement now requires amending and updating in order to better reflect the changes in legislation as well as culture that have occurred since.
3. The updating of this key document also provides the Council with the opportunity to state in clearer terms our commitment to equality of opportunity and the benefits of diversity.
4. The 'Putting Equalities into Practice (PEP) Group, an in-house Council group comprised of equality officers from across service areas have reviewed the existing policy statement and put forward proposals for improvement. A revised policy statement is therefore attached as Appendix B.

Benefit to Service User/Investment for Reform

5. The benefits to service users, employees and the general public alike will be a clear message and concise statement which forms a key cornerstone that underpins not only our services but also our intention as employers.

Council Policies Supported

6. This supports the Council's Corporate Plan, Employer of Choice programme, and a range of Equality policies such as Race Equality Scheme, Disability Equality Scheme, Work Life Balance Strategy, Sexual Orientation Policy Harassment Policy Stonewall Diversity Champions Programme, etc.

Legal Implications

7. The Council has responsibilities and duties under the various equalities legislation and the Statement must be in line with those.

Financial Implications

8. There are no financial implications arising from this report

Human Resource Implications

9. The need for a clear Equality Policy Statement is recognised and such a document underpins a number of operational employment policies including Recruitment and Selection and provides the principles that extend into all Council policies whether employment or service delivery. The revisions proposed have made the document more user friendly and the statement has been extended to embrace broader aspects of valuing diversity. The intention would be to utilise images in the policy statement and arrange for document to be translated into Welsh.

Trade Union Comments

10. The Trade Unions indicated their support for Equal Opportunities and the need to value diversity. They acknowledged the changes proposed to the existing policy statement.

RECOMMENDATIONS

11. It is recommended that this Committee approves the revised Cardiff Council Equalities statement attached as Appendix B.

The following appendices are attached:

Appendix A: Existing Strategic Equal Opportunities Policy Statement
Appendix B: Proposed Council Equalities Statement

CARDIFF COUNCIL

STRATEGIC EQUAL OPPORTUNITIES POLICY STATEMENT

PURPOSE

1. A Strategic Policy Statement by Cardiff Council on promoting equal opportunities and diversity in employment and service delivery.
2. Cardiff Council has had an Equal Opportunities Policy Statement for many years. To ensure that equality of opportunity remains central to our values and the delivery of our services, we have reviewed this Equal Opportunities Statement and now make a commitment to review it on a yearly basis. This new strategic policy statement is therefore a first step in the process of mainstreaming equal opportunities within the Council. The policy statement forms the underpinning foundation for a number of operational policies, codes of practice and other initiatives such as the Council's Race Equality Scheme and the Equality Standard for Local Government in Wales to be further developed and therefore will not stand alone. This policy will also be supplemented by the development and publication of separate policy statements for gender, race, disability, age, etc. together with Service Area Equality Action Plans.
3. The benefits to be derived from establishing a corporate approach to equality and diversity are enormous. From the community's perspective there is a clear commitment to ensuring fair access to services and to providing opportunities to shape these services. For existing staff there are the advantages of knowing and being able to demonstrate that their personal and professional contribution is valued. A clear and explicit commitment to the promotion of equality and diversity principles also serves to attract employees and has a significant impact on recruitment and retention policies.
4. The subject of equalities is becoming increasingly complex, reflected in the large number of laws, good practice guidelines and initiatives that surround it. The main laws affecting equalities are the Race Relations (Amendment) Act 2000, the Disability Discrimination Act 1995, the Sex Discrimination Act 1975, the Welsh Language Act 1993 and the Rehabilitation of Offenders Act 1974. A wide range of other current and pending legislation will also have a bearing on equalities. As a major employer and service provider Cardiff Council welcomes these statutory requirements, but aims to go beyond the legal requirement in positively promoting equal opportunities and diversity.

SCOPE

5. This Policy Statement will apply to all employees of the Council and is commended to School Governing Bodies.

KEY PRINCIPLES

6. The aim of this Policy Statement is to ensure that the Council continues to be an organisation which recognises and values diversity and intends to be a leading edge example of good practice. This will be achieved by implementing equal opportunities across the whole spectrum of the Council's activities and in support of this, we have devised this Policy Statement.

POLICY STATEMENT

7. Cardiff Council is committed to ensuring that the services we provide are relevant to the needs of all sections of the community and that our workforce represents the people we serve.

We aim to ensure that our services meet the varied individual needs and expectations of local people and that everyone has equal access to services regardless of their race, ethnic origin, language, gender, disability, age, sexuality, marital status, nationality, religions or non religious belief, family background or any other individual characteristic which may limit a person's opportunities in life. We recognise that services must be relevant, responsive and sensitive, and that the Council must be perceived as fair and equitable in its provision of services by our service users, by our partners and the wider community. We aim to ensure that our contractors and others who deliver our services also share our vision and values.

We also recognise that we work in a richly diverse community and understand the strategic importance of achieving a diverse workforce, which reflects the community. We undertake to recruit, develop and retain people by valuing the varied skills and experiences they bring to Cardiff Council; by investing in their training and development; by treating staff fairly and equitably; by combating harassment and discrimination at work, and by encouraging an honest and open culture which values the differences between us.

As a Council we recognise the important leadership role we have in promoting and encouraging tolerance, fairness and equality and in influencing other service providers and employers. Cardiff Council undertakes to work closely with local people, businesses, employers, voluntary and community groups and our other partners to build a more tolerant, compassionate and respectful place in which we can all live and work.

CYNGOR CAERDYDD

DATGANIAD POLISI CYFLEOEDD CYFARTAL STRATEGOL

NOD

8. Datganiad Polisi Strategol gan Gyngor Caerdydd am hyrwyddo cyfleoedd cyfartal ac amrywiaeth wrth gyflogi a darparu gwasanaeth.
9. Mae gan Gyngor Caerdydd Ddatganiad Polisi Cyfleoedd Cyfartal ers nifer o flynyddoedd. Er mwyn sicrhau bod cyfleoedd cyfartal wrth wraidd ein gwerthoedd a'r modd o ddarparu ein gwasanaethau, rydym wedi adolygu'r Datganiad Cyfleoedd Cyfartal hwn ac rydym nawr wedi gwneud ymrwymiad i'w adolygu'n flynyddol. Mae'r datganiad polisi strategol newydd felly yn gam cyntaf ym mhroses sicrhau cyfleoedd cyfartal yn y Cyngor. Y datganiad polisi hwn yw'r sylfaen ar gyfer nifer o bolisiau gweithredol, codau ymarfer a mentrau eraill sef Cynllun Cydraddoldeb Hiliol y Cyngor a'r Safon Cydraddoldeb ar gyfer Llywodraeth Leol yng Nghymru y bydd rhaid ei ddatblygu ymhellach. Ychwanegir at y polisi hwn hefyd drwy ddatblygu a chyhoeddi datganiadau polisi ar wahân ar gyfer rhyw, hil, anabledd, oed, ayb. ynghyd â Chynlluniau Gweithredu Cydraddoldeb Ardaloedd Gwasanaethu.
10. Ceir manteision enfawr o ganlyniad i sefydlu agwedd gorfforaethol tuag at gydraddoldeb ac amrywiaeth. O safbwyt y gymuned ceir ymrwymiad clir o ran sicrhau tegwch wrth ddefnyddio gwasanaethau ac o ran darparu cyfleoedd i ddatblygu'r gwasanaethau hyn. Gall y staff presennol fanteisio o wybod yn ogystal â dangos y gwerthfawrogir eu cyfraniad personol a phroffesiynol. Mae ymrwymiad clir a phendant tuag at hyrwyddo egwyddorion cydraddoldeb ac amrywiaeth hefyd yn ddefnyddiol o ran denu gweithwyr gan ddylanwadu'n sylweddol ar bolisiau cyflogi a chadw.
11. Mae cydraddoldeb yn dod yn fwyfwy cymhleth, a adlewyrchir yn nifer helaeth y deddfau, canllawiau arferion da a mentrau cysylltiedig. Y prif ddeddfau sy'n effeithio ar gydraddoldeb yw'r Ddeddf Cysylltiadau Hiliol (Diwygio) 2000, Y Ddeddf Anffafrio'r Anabl 1995, Y Ddeddf Anffafrio ar Sail Rhyw 1975, Deddf yr Iaith Gymraeg 1993 a'r Ddeddf Ailsefydlu Troseddwyr 1974. Bydd gan ystod eang o ddeddfwriaeth cyfredol ac arfaethedig eraill hefyd effaith ar gydraddoldeb. Fel cyflogwr a darparwr gwasanaeth o bwys mae Cyngor Caerdydd yn croesawu'r gofynion statudol hyn, ond yn bwriadu mynd ymhellach na'r angen yn ôl y gyfraith o ran hyrwyddo cyfleoedd cyfartal ac amrywiaeth yn gadarnhaol.

YSTOD

12. Bydd a wnelo'r Datganiad Polisi hwn â holl weithwyr y Cyngor ac fe'i cyflwynir i holl Gyrff Llywodraethu Ysgolion.

PRIF EGWYDDORION

13. Nod y Datganiad Polisi hwn yw sicrhau bod y Cyngor yn parhau i fod yn sefydliad sy'n cydnabod a gwerthfawrogi amrywiaeth â'r bwriad i fod yn fodel arferion da blaenllaw. Cyflawnir hyn drwy sicrhau cyfleoedd cyfartal ar draws holl sbectrwm gweithgareddau'r Cyngor ac wrth gefnogi hyn, rydym wedi dyfeisio y Datganiad Polisi hwn.

DATGANIAD POLISI

14. Mae Cyngor Caerdydd wedi ymrwymo i sicrhau bod y gwasanaethau a ddarparwn yn berthnasol o ran anghenion holl adrannau'r gymuned a bod ein gweithlu'n cynrychioli'r bobl a wasanaethwn.

Ein nod yw sicrhau bod ein gwasanaethau'n bodloni anghenion a disgwyliadau unigol amrywiol pobl leol a bod pawb yn gyfartal wrth ddefnyddio'r gwasanaethau beth bynnag fo'u hil, tarddiad ethnig, iaith, rhyw, anabledd, oed, rhywioldeb, statws priodasol, cenedligrwydd, crefyddau neu gredoau agnostig, cefndir teuluol neu unrhyw nodwedd unigol arall a all gyfyngu cyfleoedd rhywun mewn bywyd. Rydym yn cydnabod bod rhaid i wasanaethau fod yn berthnasol, ymatebol a sensitif, a'i fod yn bwysig i'r defnyddwyr gwasanaeth, ein partneriaid a'r gymuned ehangach gredu bod y Cyngor yn trin pawb yn deg a chyfartal wrth ddarparu gwasanaethau. Ein nod yw sicrhau bod ein contractwyr ac eraill sy'n darparu'r gwasanaethau yn rhannu ein gweledigaeth a'n gwerthoedd.

Rydym hefyd yn cydnabod ein bod yn gweithio mewn cymuned hynod amrywiol ac yn deall y pwysigrwydd strategol i lwyddo i gyflogi gweithlu amrywiol, sy'n adlewyrchu'r gymuned. Rydym yn ymgymryd â reciwtio, datblygu a chadw pobl gan werthfawrogi'r medrau a'r profiadau amrywiol maent yn cynnig i Gyngor Gaerdydd; drwy hyfforddiant a datblygiad; gan drin staff yn deg a chyfartal; gan wrthwnebu aflonyddwch ac anffafrisiaeth yn y gwaith, a chan annog diwylliant gonest ac agored sy'n gwerthfawrogi'r gwahaniaethau ryngom.

Fel Cyngor rydym yn cydnabod pwysigrwydd y rôl arweinyddol sydd gennym wrth hyrwyddo ac annog goddefgarwch, tegwch a chydraddoldeb ac wrth dylanwadu ar ddarparwyr a chyflogwyr gwasanaethau eraill. Mae Cyngor Caerdydd yn cydweithio'n agos gyda phobl leol, busnesau, cyflogwyr, grwpiau gwirfoddol a chymunedol a'n partneriaethau eraill i greu lle mwy goddefol, tosturiol a pharchus lle gall pawb gydfyw a chydweithio â'i gilydd.

GERAINT EVANS
PRIF SWYDDOG ADNODDAU DYNOL

BYRON DAVIES
PRIF WEITHREDWR

Proposed Cardiff Council's Equalities Statement

Cardiff Council recognises that there is more to achieving the creation of a community than legislative requirements or writing a document; it is important to aim higher towards an inclusive community that values the diversity of all and creates opportunities that are equitable. To do so, we must mainstream equalities into all that we do.

Cardiff Council also acknowledges that factors such as social benefits and quality of life are as primary to success as more traditional indicators; and will discourage tick box exercises and actively encourage creative solutions.

Cardiff Council is positively and actively committed to ensuring that:

- ◊ the services we provide are relevant to the needs of our safe and diverse city
- ◊ the Council's workforce represents the communities which we serve
- ◊ service users and staff are treated with dignity and respect
- ◊ equalities becomes a part of all we do

And we will do so by ensuring:

- ◊ statutory duties form the minimum baseline
- ◊ specific schemes are developed for each key strand: race, disability, gender, age, sexual orientation, religion, language, belief or non-belief
- ◊ all staff are provided with opportunities to further develop
- ◊ barriers such as discrimination and harassment will not be tolerated

A key cornerstone of Cardiff Council's commitment is understanding the need to truly celebrate the uniqueness and diversity of each person, ensure opportunities are equitable, and enable services to be accessible for all.