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## CORRESPONDENCE FOLLOWING THE COMMITTEE MEETING

**Committee** POLICY REVIEW AND PERFORMANCE SCRUTINY COMMITTEE

**Date and Time of Meeting** WEDNESDAY, 20 JANUARY 2021, 4.30 PM

Please find below correspondence send by the Committee Chair following the meeting, together with any responses received.

For any further details, please contact [scrutinyviewpoints@cardiff.gov.uk](mailto:scrutinyviewpoints@cardiff.gov.uk)

12 **Correspondence following Committee Meeting** *(Pages 3 - 10)*

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My Ref: T: Scrutiny/PRAP/Comm Papers/Correspondence

Date: 28 January 2021

Councillor Saeed Ebrahim,  
Chair, Race Equality Taskforce,  
Cardiff Council,  
County Hall  
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Dear Councillor Ebrahim,

### **PRAP Scrutiny Committee 20 January 2021: Race Equality Taskforce**

Further to your progress update to the Policy Review and Performance Scrutiny Committee on the work of the Race Equality Taskforce on 20 January 2021, on behalf of the Members thank you for your positive report and presentation. Members wish to express their appreciation to yourself as Chair, to the Leader, Councillor Huw Thomas, and to officers Gareth Newell and Sian Sanders for supporting effective engagement with scrutiny. Following the scrutiny I have been asked to pass on Members' comments and observations as follows.

#### **Taskforce Membership - quality and coverage**

The Committee notes that following a public appointments process you are pleased to have appointed 14 members to the Taskforce representing the Council, public, private and voluntary sectors, all bringing leadership within their own field of expertise to the panel. We are pleased to note that the Chair of the Council's BAME staff network is also a member of the Taskforce. However Members consider it particularly important that the Youth Justice Service is represented on the Taskforce to ensure that the experiences of young ethnic minority groups are brought forward. You explained that the membership aims to encompass diverse geographical and ethnic representation. We wish to stress the importance of membership representing all BAME communities.

#### **Taskforce output**

We note you have put in place 5 work streams, 3 Council-led and governed (Employment & Representative Workforce; Education & Young People's Experience of Services; and Citizen's Voice) and 2 Partner-led (Health & Social Care; and

Criminal Justice). We understand that the Taskforce will expect regular reports from the 3 Council led work streams commencing in February. The Committee was keen to establish how you will ensure good quality output from the work streams, noting that recommendations from Council-led work streams will be reported directly to Cabinet, and Partner-led work streams to the PSB and Community Safety Partnership respectively.

The Taskforce has been created in the final year of the current Administration, as such we note the Leaders view that the work of the Taskforce can span Administrations where there is the political will. We note that, whilst some quick wins are hoped for within the current Administration, the work of the Taskforce and the recommendations of its work streams will also apply longer term.

### **A representative workforce**

The papers that supported this item indicate that the BAME community make up over 20% of Cardiff's population. We strongly concur with the Leader's view that the Council has an opportunity to show leadership on the matter of a representative workforce and aspire to its own workforce truly representing the City's demographics. Members consider there is currently poor representation from the BAME community at both operational and senior management levels for such a cosmopolitan city as Cardiff. Whilst we agree that this is a challenge that cannot be solved quickly we look forward to the recommendations of the Employment work stream in terms of the systems and support required to remove barriers that may prevent career progression for Cardiff Councils' BAME staff members.

### **Gender balance**

The Committee highlighted the low numbers of women in employment of Pakistani and Bangladeshi ethnicity, particularly compared to men of the same ethnicity and we will continue to monitor this. We urge the Taskforce to examine the reasons for such a disparity through its Employment work stream.

### **Translating educational success into employment opportunities**

Members urge that the work streams for Education and Employment collect data on the educational performance of children from ethnic minority groups and how such performance translates into the workplace. We consider there is important analysis to

undertake as to what additional skills employers are looking for that present barriers to the progress of ethnic minority groups in the workplace. Similarly we urge that you examine the importance of networks that could assist ethnic minority groups to seize opportunities.

We consider there is an opportunity to ensure that the work of the Taskforce connects with other key Council projects to ensure BAME youngsters are engaging positively, particularly with the Corporate Apprentices Scheme and the Cardiff Commitment.

Finally, on behalf of the Committee, I wish you well as you take forward the work of the Taskforce and its work streams in difficult times and look forward to welcoming you to the Committee again in the future as your work gathers pace.

Yours sincerely,

A handwritten signature in black ink that reads "David Walker". The signature is written in a cursive, flowing style.

**COUNCILLOR DAVID WALKER**  
**CHAIR, POLICY REVIEW AND PERFORMANCE SCRUTINY COMMITTEE**

cc Members of the Policy Review & Performance Scrutiny Committee;  
Councillor Huw Thomas, Leader, Cardiff Council;  
Gareth Newell, Head of Performance and Partnerships;  
Sian Sanders Operational Manager, Cohesion and Community Engagement;  
Charlotte Amoss, Policy Officer;  
Andrea Redmond, Committees Support Officer.

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Date: 26 January 2021

Councillor Chris Weaver,  
Cabinet Member, Finance, Modernisation & Performance,  
Cardiff Council,  
County Hall  
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Dear Chris,

### **PRAP Scrutiny Committee 20 January 2021: Budget Consultation 20221/22**

Thank you for attending Committee on 20 January 2021 to update us on budget modelling and the 2021/22 budget consultation. I would be grateful if you would pass on my appreciation to Chris Lee, Gareth Newell and Sian Sanders for presenting the position and answering Members questions at the remote meeting. I have been asked to pass on Members' comments and observations as follows.

#### **Budget update**

Thank you for your overview of provisional settlement headlines as part of this briefing. We note the better than expected 3.8% provisional settlement for Cardiff Council, increases in Social Services, Housing Support, and MEAG grants and that the Council has so far been allocated Covid-19 funding of £77.3m by Welsh Government. We acknowledge you still face a £16.4m budget gap and note that your budget modelling at this point makes no provision for a staff pay award, however you will be making an assumption to avoid pressurising services during the year.

#### **Budget consultation shaping the 2022/23 budget**

We note the pared back approach to this year's consultation requesting that respondents simply rank their top 3 and least important from a list of 11 priorities. We note also that Covid-19 restrictions have confined engagement to online only and that timelines are shorter than in previous years.

We note you are currently drafting the Corporate Plan alongside the budget and the budget consultation closes on 10<sup>th</sup> February 2020. We have budget scrutiny committees programmed to consider both budget proposals and the Corporate Plan

a week and a half later. The Committee is therefore keen to establish that the results of this consultation will shape discussions on the Corporate Plan and the budget. We note that in setting budget priorities you will be merging the results of all consultations undertaken throughout the year and you intend that it informs the Capital programme, the Financial Resilience Model and influences longer term budget planning.

### **A voice for younger residents**

The Committee notes that Ask Cardiff 2020 experienced a fall in the response rate for under 35's. Focussing on a voice for younger residents, Members highlighted the opportunity for children/schools/youth justice to have a clear channel to inform the budget consultation. We were concerned to hear that there is not a child friendly version this year, however the results of the Child Friendly Cardiff survey will be factored into budget discussions. We heard that you will be contacting schools to help you access young people's views. We suggest that you draw out and test ideas from the Child Friendly Survey to inform future priorities. The Committee therefore **recommends** that in future an accessible child friendly version is made available.

### **Improving response rates**

At the time of this scrutiny officers indicated that the response rate to the consultation had been positive at over 1,000 just one week on from its launch. We note also officer's views that you consider tailoring consultation channels to ensure a representative response is more important than the overall total number of responses. As you continue to tailor engagement to all demographics we wish to highlight the need for continual learning and development. The Committee considers it is important to monitor the relative response rates to advertising on different platforms (eg Instagram v Facebook) learning the lessons as to which platforms are most successful at enhancing response rates. We suggest that there is an opportunity for more creative copy text in designing adverts to encourage residents to complete the survey and we **recommend** that you address this in future surveys.



## **Member engagement & scrutiny of budget consultation**

This has been an unusual year, culminating in challenging timescales for administering the budget consultation due to the very late announcement of the provisional settlement. We note you are aware of the challenge ahead to incorporate consultation results into corporate plan priority and budget setting, and that you hope to achieve this. As we have previously requested, though it has not been possible this year, this Committee **recommends** that you improve Member consultation, by routinely factoring pre-publication scrutiny of the budget consultation into your budget planning.

### **Recommendations to be monitored following this scrutiny:**

- That you draw out and test ideas from the Child Friendly Survey to inform future priorities, and in future years an accessible child friendly version of the budget consultation is made available.
- That you examine the opportunity for more creative copy text in designing adverts to encourage residents to complete surveys.
- As previously requested you improve Member consultation, by routinely factoring pre-publication scrutiny of the budget consultation into your budget planning.

Finally, on behalf of the Committee, I wish to thank you and the officers for your continued support for the internal challenge of important issues that can improve the quality of services the Council is delivering to its customers.

Yours sincerely,



**COUNCILLOR DAVID WALKER**  
**CHAIR, POLICY REVIEW AND PERFORMANCE SCRUTINY COMMITTEE**

cc Members of the Policy Review & Performance Scrutiny Committee;  
Chris Lee, Corporate Director Resources;  
Gareth Newell, Head of Performance and Partnerships; and  
Sian Sanders Operational Manager, Cohesion and Community Engagement,  
Alison Taylor, Cabinet Support Officer  
Joanne Watkins, Cabinet Business Manager;  
Andrea Redmond, Committees Support Officer.