



Cardiff Race Equality Taskforce

Tuesday 1st December 2020, 10:00am-12:00pm



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Appendix 2



Cardiff Race Equality Taskforce:

- Cardiff is proud to be a diverse city, however, inequality between different ethnic groups continues to exist and it must be addressed.
- A Race Equality Taskforce has been established to act on race inequality and address racial injustice in Cardiff.
- The Membership has been appointed through a public appointment process.
- A consultation for residents to inform the priorities of the Taskforce- is now complete.



Cardiff Race Equality Taskforce: Objectives

The Taskforce will:

- Work with Cardiff's communities and organisations to improve and prioritise race equality.
- Guide Cardiff's policy and strategy developers to include race equality in all their work.
- Use the Council's convening power to advance race equality
- Coordinate actions and recommendations to advance race equality
- Report on progress on race equality and the general impact of inequality and discrimination on the ethnic minority communities of Cardiff.



Cardiff Race Equality Taskforce: Agenda

10.00	Welcome, introductions and apologies Leader Cllr Huw Thomas; Race Equality Taskforce Chair Cllr Saeed Ebrahim & Cabinet Member for Housing and Communities Cllr Lynda Thorne
10.40	Evidence on race equality in Cardiff Charlotte Amoss, Senior Policy Officer: Inclusion and Engagement, Cardiff Council
11.00	Consultation Findings: Cardiff residents' priorities for the Race Equality Taskforce Charlotte Amoss, Senior Policy Officer: Inclusion and Engagement, Cardiff Council
11.10	Roundtable discussion on Taskforce Work Streams Chaired by Cllr Saeed Ebrahim



Cardiff Race Equality Taskforce: Agenda

11.45	Next Steps <ul style="list-style-type: none">• Reviewing and agreeing Terms of Reference circulated in advance• Programme of future meetings• Communications
12.00	Close





Evidence on race equality in Cardiff

Charlotte Amoss, Senior Policy Officer: Inclusion and Engagement, Cardiff Council



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Race equality in Cardiff: the data

- Data is a necessity in both understanding and addressing race inequalities.
- It is widely accepted that the quality of ethnicity data across public services needs to improve.
- The available data does however demonstrate clear disparities in terms of deprivation and lack of opportunity experienced by some ethnic minority communities in Cardiff.



Race equality in Cardiff: the data

- Population data
- Overall deprivation data
- Employment
- Education attainment
- Housing
- Health and the impact of Covid-19



Cardiff's Population

- It is estimated that, for the year ending 31 March 2020, 76,400 of Cardiff's residents were from ethnic minority groups: 20.7% of the total population.
- Cardiff's ethnic minority population has a higher proportion of younger people when compared to its White population.
- It is estimated that 13,270 pupils aged 5 or over are from ethnic minority groups: 28% of the total school population.



**Source: Annual Population Survey
(2018 data for Cardiff) and Cardiff
Schools' data**



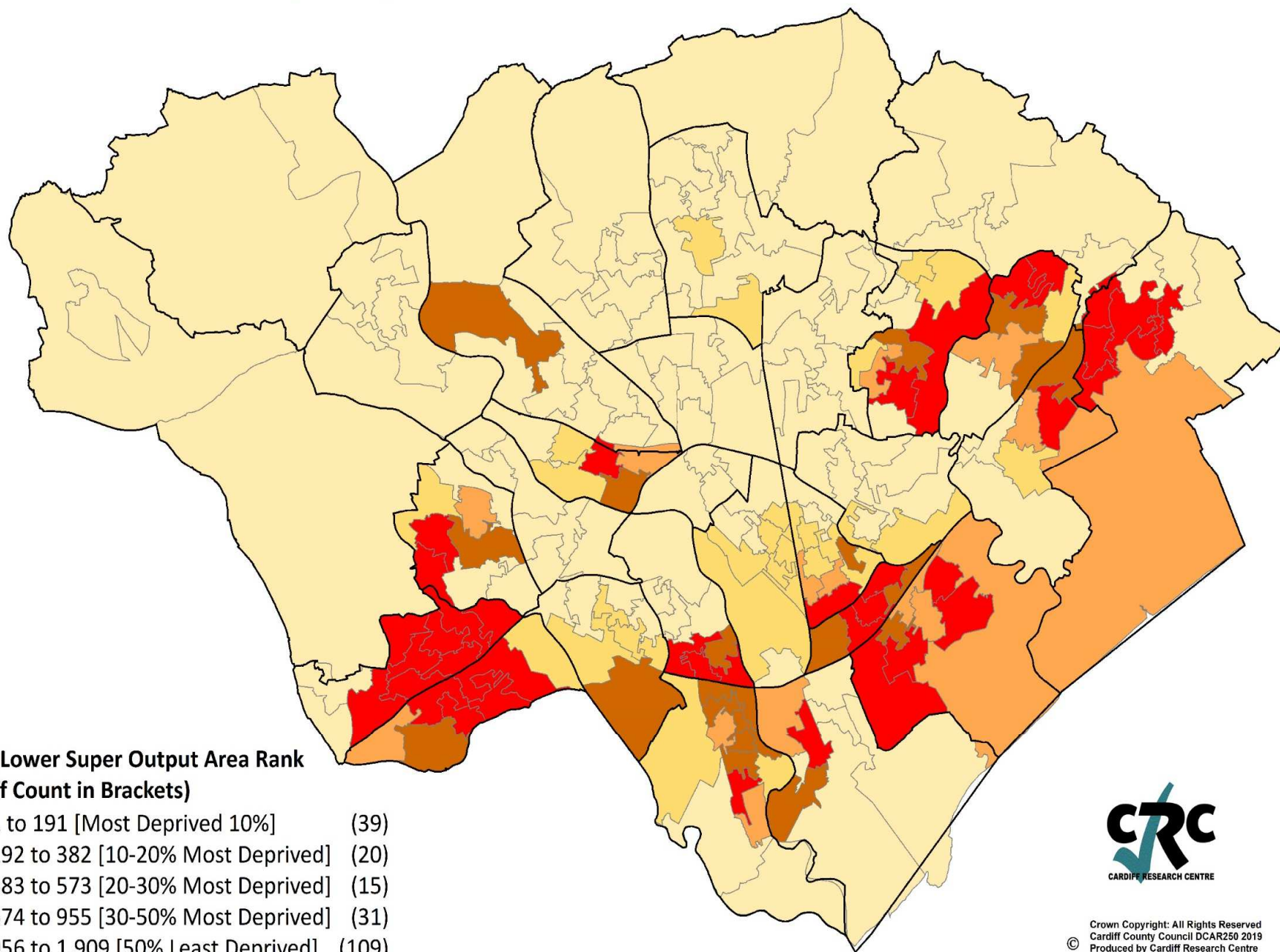
Overall Deprivation by Ethnic Group in Cardiff



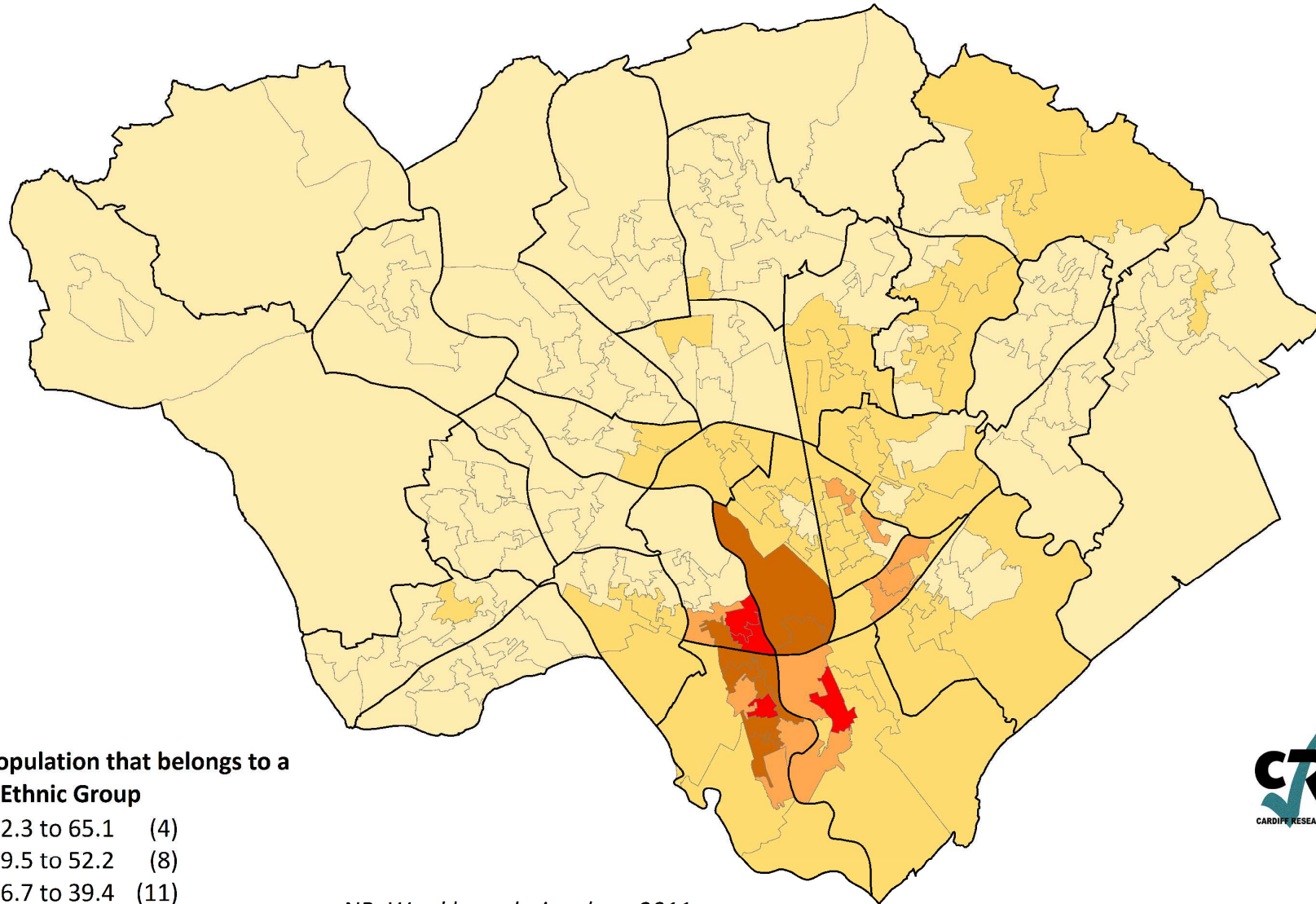
Source: Welsh Index of Multiple Deprivation 2019



2019 Welsh Index of Multiple Deprivation: Cardiff - Overall Ranks



Percentage of Total Population that Belongs to a BAME Ethnic Group by LSOA, 2011 Census



% of Population that belongs to a BAME Ethnic Group

- 52.3 to 65.1 (4)
- 39.5 to 52.2 (8)
- 26.7 to 39.4 (11)
- 13.9 to 26.6 (60)
- 1.1 to 13.8 (131)

*NB. Ward boundaries show 2011
Wards. Current boundaries may differ.*



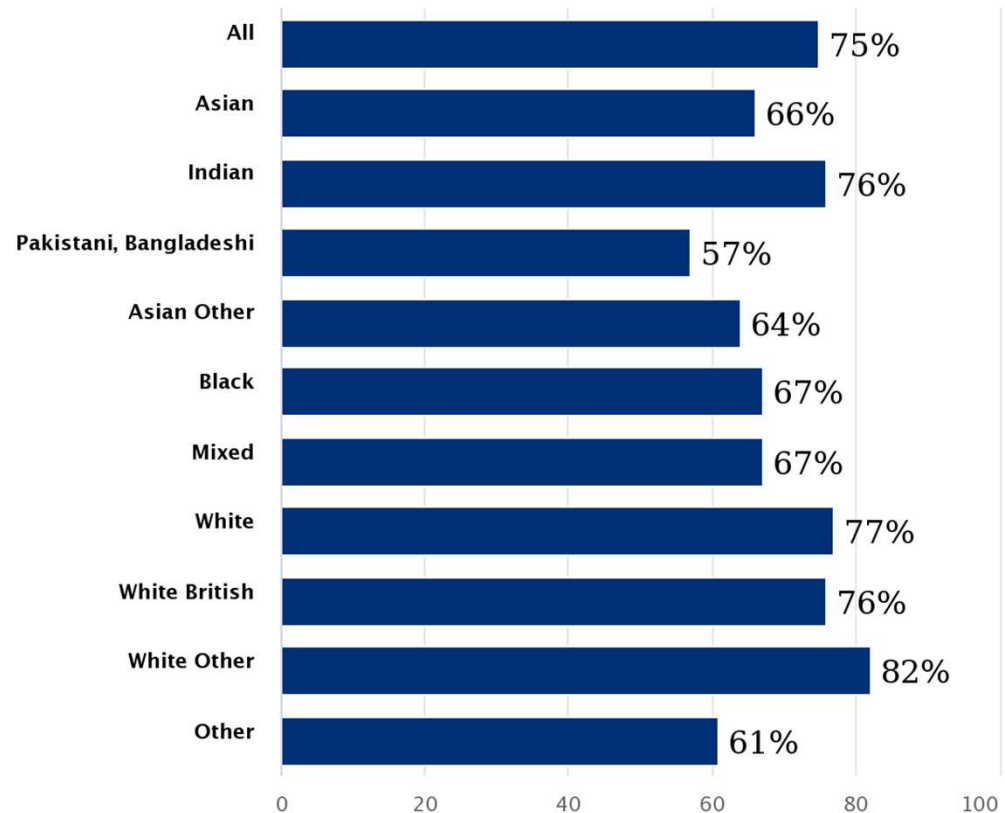
Employment by ethnic group

Summary

Title: Percentage of 16 to 64 year olds who were employed, by ethnicity. Location: England, Wales and Scotland. Time period: 2018. Source: Annual Population Survey | Ethnicity Facts and Figures GOV.UK

This data shows that:

- 75% of working age people (aged 16 to 64) in England, Scotland and Wales were employed in 2018
- 82% of people from the Other White ethnic group were employed, the highest percentage out of all ethnic groups
- 57% of people from the combined Pakistani and Bangladeshi ethnic group were employed, the lowest percentage out of all ethnic groups

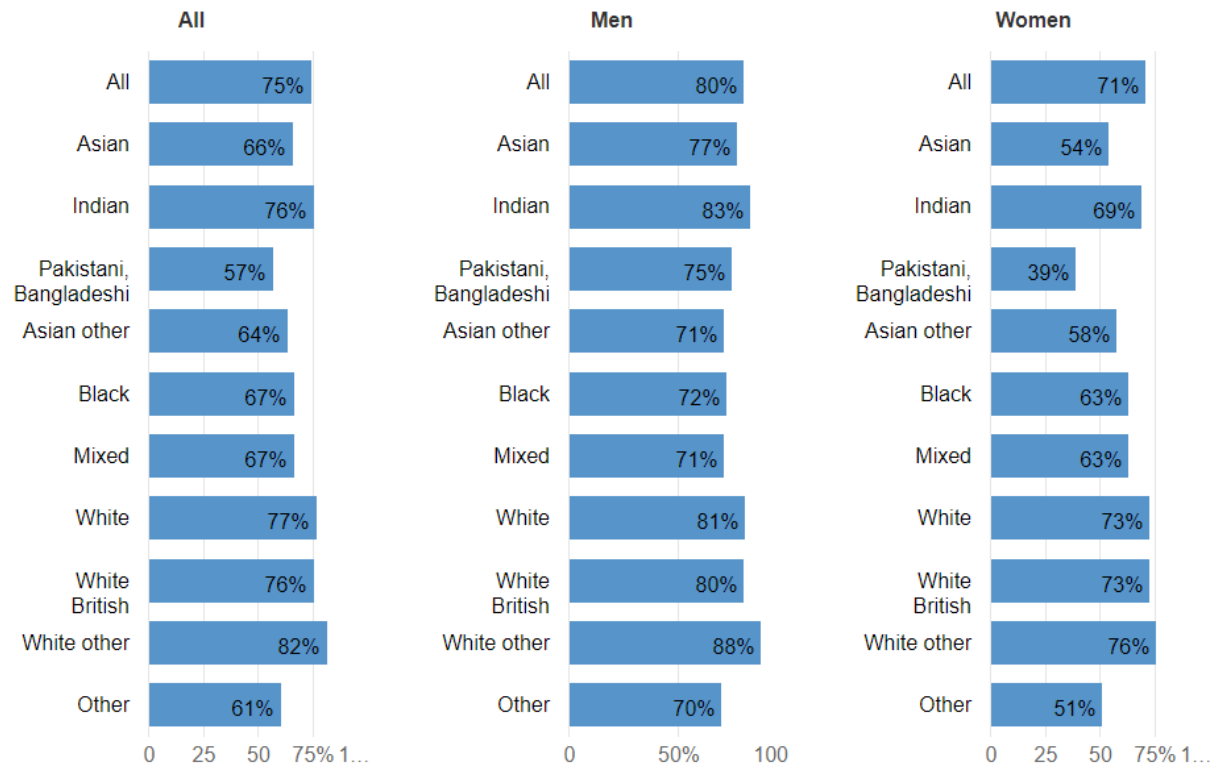


Source: Annual Population Survey (2018 data UK-wide)



Employment by ethnic group & gender

Percentage of 16 to 64 year olds who were employed, by ethnicity and gender



Source: Annual Population Survey (2018 data UK-wide)



Employment by ethnic group & gender

Summary

This data shows that:

- In every ethnic group, the employment rate was higher for men than women
- The gap between men and women was biggest in the combined Pakistani and Bangladeshi ethnic group, where 75% of men and 39% of women were employed (a 36 percentage point difference)
- The gap was smallest in the White British ethnic group, where 80% of men and 73% of women were employed (a 7 percentage point difference)
- For both men and women, the highest employment rate was in the Other White ethnic group (88% for men, 76% for women)
- The lowest employment rate among women was in the combined Pakistani and Bangladeshi ethnic group, at 39%
- The lowest employment rate among men was in the Other ethnic group, at 70%



Source: Annual Population Survey (2018 data UK-wide)



Employment by ethnic group & age

Summary

The data shows that:

- The difference in the employment rate between White people and those from ethnic minorities (excluding White minorities) was biggest among 16 to 24 year olds, where 58% of White people and 36% of those from ethnic minorities were employed
- The difference in the employment rate between White people and those from ethnic minorities was smallest among 50 to 64 year olds, where 72% of White people and 69% of those from ethnic minorities were employed



Source: Annual Population Survey (2018 data UK-wide)



Educational attainment by ethnic group & age- Key Stages 2 & 3

Summary

- In the Foundation Phase (end of year 2), the performance of pupils that are Any Other Ethnic Background, Black and Asian is slightly below White pupils and the Cardiff average.
- At Key Stage 2 (end of year 6), the performance of all pupils except Any Other Ethnic Background is higher than the performance of White pupils and the Cardiff average.
- At Key Stage 3 (end of year 9), the performance of all Ethnic Groups is above White pupils and the Cardiff Average.

	Any Other Ethnic Background	Asian	Black	Chinese	Mixed	White
Foundation Phase 2018/19	76.8%	82.9%	81.1%	90.2%	84.3%	84.3%
Key Stage 2 2018/19	84.2%	88%	88.5%	100%	90.1%	88.5%
Key Stage 3 2018/19	85.9%	90.3%	86.7%	100%	86.5%	84.8%

Educational attainment by ethnic group & age- Key Stage 4

Summary

- At Key Stage 4, the performance of Black pupils in the Capped Points Score is slightly below White pupils and the Cardiff average. All other Ethnic Groups are above both White pupils and the Cardiff average.
- In Literacy, the performance of Black pupils is slightly below White pupils but is higher than the Cardiff average. All other Ethnic Groups are above both White pupils and the Cardiff average.
- In Numeracy, the performance of Black and Mixed pupils is slightly below White pupils and the Cardiff average. All other Ethnic Groups are above both White pupils and the Cardiff average.
- Similarly, in Science, the performance of Black pupils is slightly below White pupils and the Cardiff average. Mixed race pupils perform slightly higher than the Cardiff average but slightly below White pupils.
- Performance in the Skills Challenge Certificate is above White pupils and the Cardiff Average for all Ethnic Groups.

	Any Other Ethnic Background	Asian	Black	Chinese	Mixed	White
KS4 Capped Points 2018/19	404.0	404.6	376.5	426.1	378.5	378.3
KS4 Literacy 2018/19	42.0	43.3	41.1	45.0	41.5	41.4
KS4 Numeracy 2018/19	41.8	42.2	37.0	48.0	38.1	39.0
KS4 Science 2018/19	41.5	42.6	36.3	44.0	37.7	38.6
KS4 Skills Challenge Certificate 2018/2019	41.4	42.6	39.7	49.0	37.5	37.3

Housing

Housing Deprivation:

- A higher proportion of Cardiff's Asian/Asian British ethnic group (**53.4%**) reside in the *most* deprived areas.
- Cardiff's White ethnic group have the highest proportion (**49.6%**) living in the *least* deprived areas.

Tenure:

- A higher proportion of Cardiff's White population (**63.2%**) either own or have shared ownership of their home.
- Cardiff's Black/African/Caribbean/Black British population have a higher proportion (**78.5%**) of people living in rented accommodation.

Occupancy Rating:

- A higher proportion of Cardiff's Other Ethnic Group (**27.1%**) live in overcrowded conditions, alongside Cardiff's Black/African/Caribbean/Black British households (24.9%).
- A higher proportion of Cardiff's White households (**72.2%**) are under occupied.



Source: Welsh Index of Multiple Deprivation 2019 & Census



Health

Health Deprivation Summary:

- The health domain includes 4 indicators: cancer incidence; limiting long-term illness; all-cause death rate; and low birth weight.
- A high proportion of Cardiff's Black/African/Caribbean/Black British ethnic group (31.7%) reside in the most deprived areas within the health domain.
- Cardiff's White ethnic group have the highest proportion (59.2%) living in the least deprived areas.
- Certain BAME groups have higher rates of some health conditions. For example, South Asian and Caribbean-descended populations have a substantially higher risk of diabetes; Bangladeshi-descended populations are more likely to avoid alcohol but to smoke and sickle cell anaemia is an inherited blood disorder, which mainly affects people of African or Caribbean origin.



Source: Welsh Index of Multiple Deprivation 2019 & Public Health Wales



Covid-19 and the impact on ethnic minority communities

Summary

- Data available at a national level shows, unambiguously, that people from ethnic minority background are at greater risk from Covid-19.
- There is early evidence of an association between ethnicity and COVID-19 incidence and adverse health outcomes. For example, observational data from the Intensive Care National Audit and Research Centre, show a third of COVID-19 patients admitted to critical care units are from BAME groups.
- The Council currently lacks both local and Wales-specific data on the ethnicity of Covid-19 Cases and deaths.
- As further data at the local authority level is published, a report which brings together data on COVID-19 in deprived and ethnic minority communities in Cardiff will be developed.



Q&A





Consultation Findings: Cardiff residents' priorities for the Race Equality Taskforce

Charlotte Amoss, Senior Policy Officer: Inclusion and Engagement, Cardiff Council



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Cardiff's Race Equality Taskforce: Priorities

The Council proposed the following initial areas of focus for the Taskforce's consideration and put them out to public consultation:

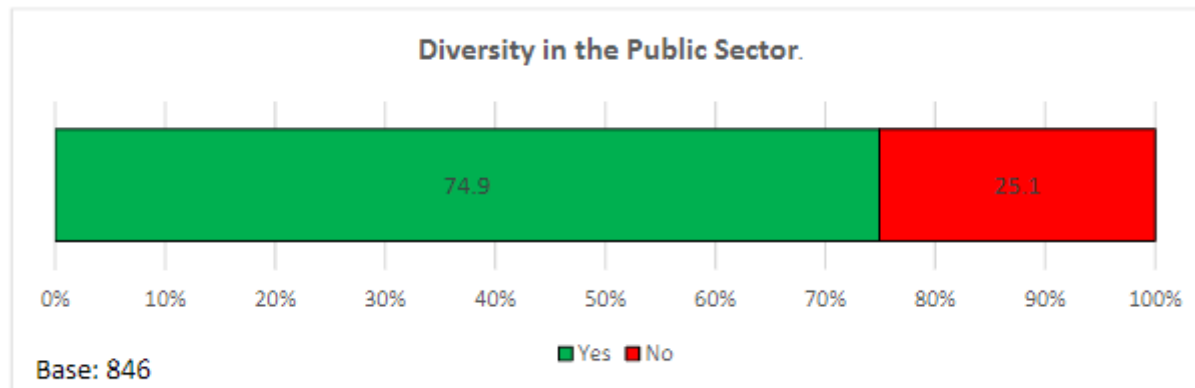
1. What more can be done to ensure that the Council's membership and workforce represents the full diversity of the City it serves.
2. The experiences of ethnic minority children and young people in education
3. Supporting ethnic minority communities to access high quality employment opportunities;
4. Diversity in the public realm;
5. Supporting the civic and democratic involvement of ethnic minority communities through voter registration and participation in the Census 2021.



Cardiff's Race Equality Taskforce: Priorities

1. What more can be done to ensure that the Council's membership and workforce represents the full diversity of the City it serves.

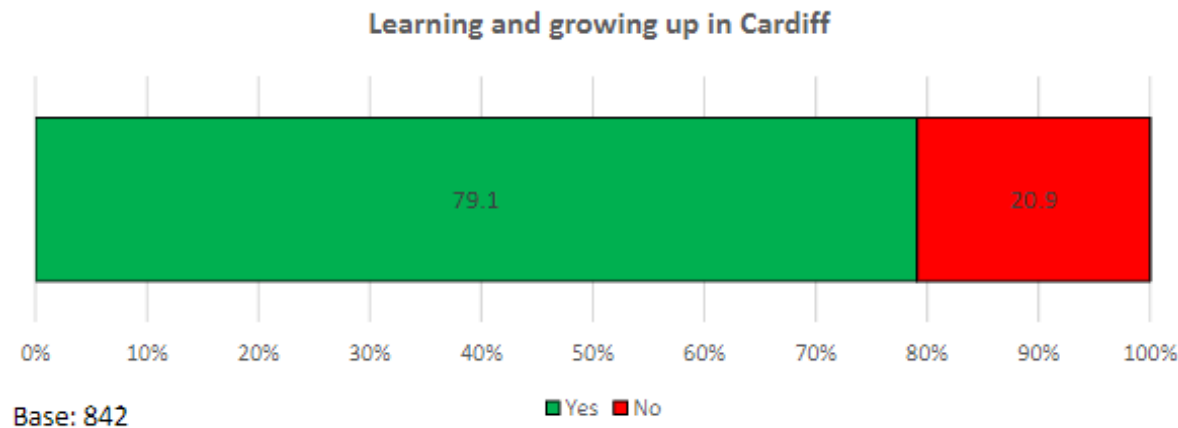
- 74.9% of respondents supported this priority
- 91% of respondents from ethnic minority backgrounds supported this priority



Cardiff's Race Equality Taskforce: Priorities

2. The experiences of ethnic minority children and young people in education

- 79.1% of respondents supported this priority
- 88.4% of respondents from ethnic minority backgrounds supported this priority

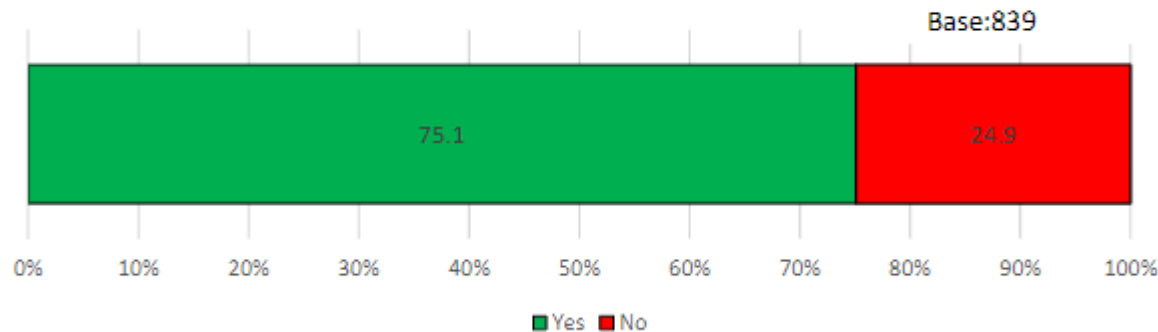


Cardiff's Race Equality Taskforce: Priorities

3. Supporting ethnic minority communities to access high quality employment opportunities;

- 75.1% of respondents supported this priority
- 93% of respondents from ethnic minority backgrounds supported this priority

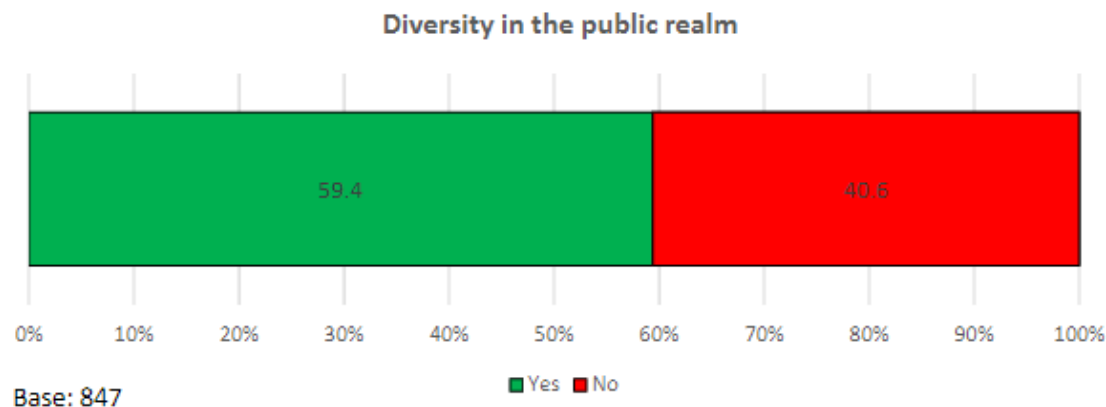
A Fairer Economy: Supporting Black and Minority Ethnic residents to access high quality employment opportunities.



Cardiff's Race Equality Taskforce: Priorities

4. Diversity in the public realm: Reviewing how we commemorate our history in public spaces and cultural life. This will include supporting the Wales-wide audit of statues, street and building names, within the context of exploring connections with the slave trade.

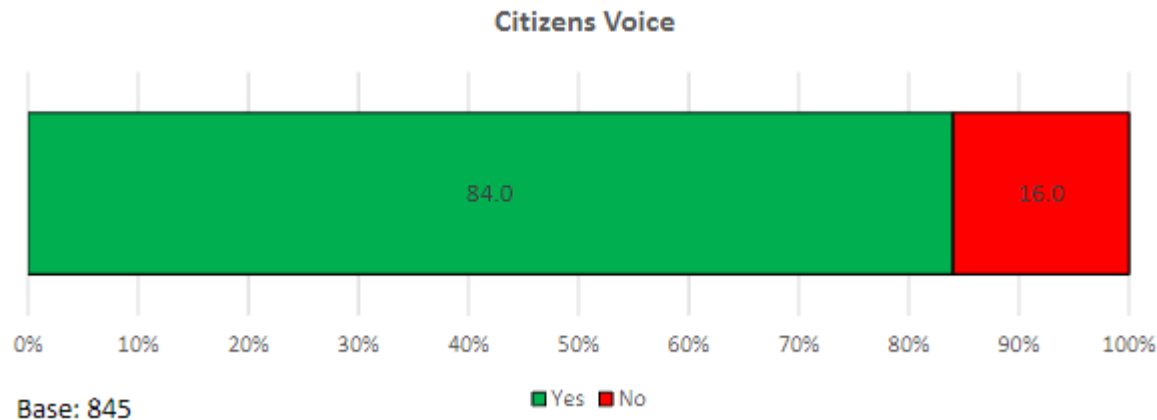
- 59.4% of respondents supported this priority
- 78.7% of respondents from ethnic minority backgrounds supported this priority



Cardiff's Race Equality Taskforce: Priorities

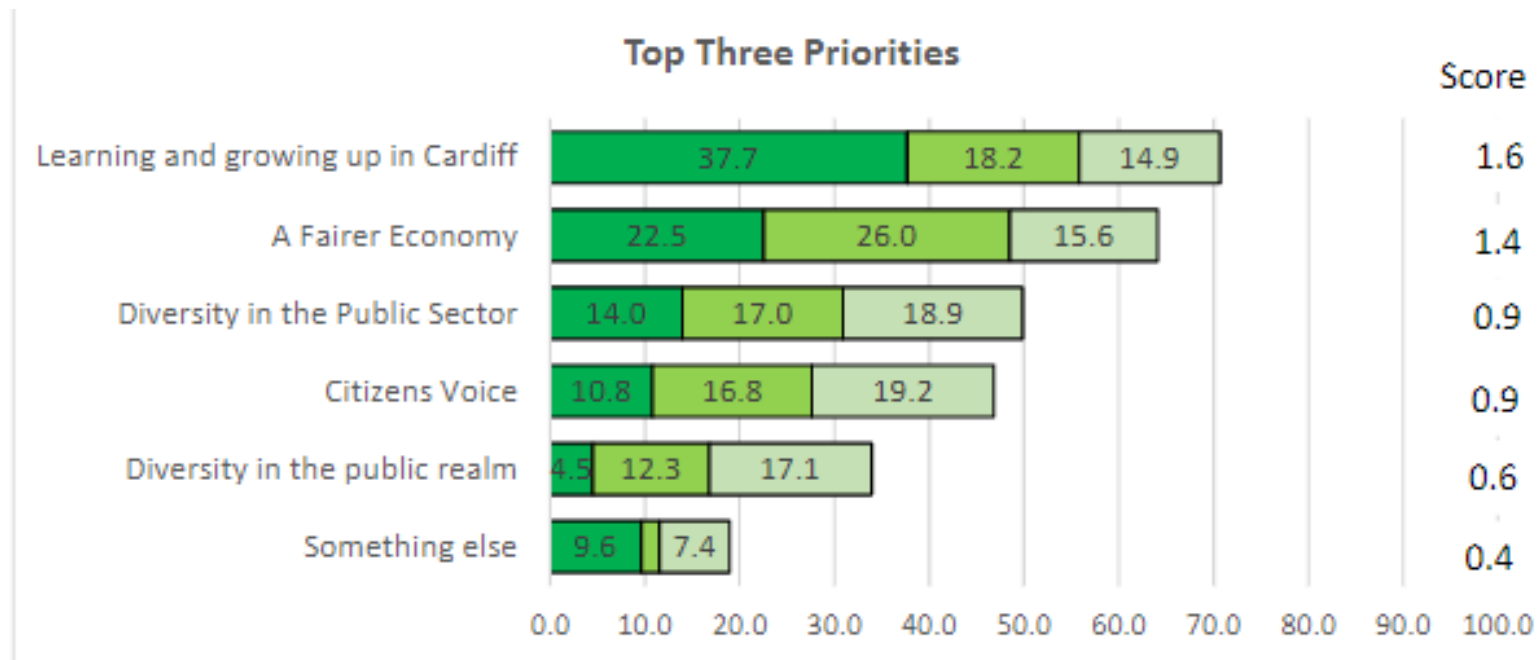
5. Citizens Voice: Supporting the civic and democratic involvement of BAME communities through voter registration and making sure Cardiff's BAME communities are counted in the Census 2021.

- 84% of respondents supported this priority
- 91.5% of respondents from ethnic minority backgrounds supported this priority



Cardiff's Race Equality Taskforce: Priorities

Respondents were then asked to prioritise the different areas of focus, by selecting their top three themes.



Cardiff's Race Equality Taskforce: Priorities

Other suggested themes:

- Teaching of Black History in the curriculum (53 responses)
- Developing anti-racist campaigns (49 responses)
- Criminal justice, particularly stop & search (13 responses)



Cardiff's Race Equality Taskforce: Priorities

Agreed priorities:

Working Groups to be established for each agreed priority and Working Groups to produce initial report on potential short, medium and long term recommendations for next Taskforce meeting

Working Groups to convene quarterly in line with the Taskforce



Cardiff's Race Equality Taskforce: Priorities

Working Groups' role:

- To scope the possible and provide options and models for the Taskforce's consideration
- To progress and implement recommendations accepted by Cabinet relevant to their workstream
- Conduct further research and consultation on topics of interest to the Taskforce to inform their recommendations





Roundtable discussion on Taskforce Work Streams

Chaired by Cllr Saeed Ebrahim



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Cardiff's Race Equality Taskforce: Next steps

- Reviewing and agreeing Terms of Reference circulated in advance
- Programme of future meetings
- Communications





Thank you for attending

Keep in touch via: equalityteam@cardiff.gov.uk

