

Equality Impact Assessment
Corporate Assessment Template



Appendix 2

Policy/Strategy/Project/Procedure/Service/Function Title: Cardiff – An Age Friendly City – Application to the World Health Organisation
New/Existing/Updating/Amending: New

Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?	
Name: Jane Thomas	Job Title: Director Adults, Housing and Communities
Service Team: Housing & Communities	Service Area: People & Communities
Assessment Date: August 2021	

1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?

Between 2005 and 2015 Cardiff’s population grew by 11.1%. This is a bigger percentage increase in population than any of the ‘Core Cities’ apart from Manchester and Nottingham. This growth is set to continue with projected growth of over 20% by 2035, making Cardiff the fastest growing core city in percentage terms.

Cardiff’s rapid growth won’t be evenly spread across age-groups. There will be significantly more people between the age of 30 and 50, more school children and more people over 65 years old. These changes in the make-up of Cardiff’s population will put pressure on services because we know that certain age-groups are more likely to rely on public services.

The number of people living with dementia is also projected to rise significantly. There is evidence that the risk of developing dementia at any given age is actually starting to fall, but this decline does not sufficiently offset the rise in the population size. There are thought to be many people currently living with dementia whose condition has not yet been diagnosed.

Cardiff committed to Age Friendly action by joining Mayors and senior political representatives of European cities, municipalities, communities and regions in signing The Dublin Declaration on Age-Friendly Cities and Communities in Europe 2013 during the EU Summit on Active and Healthy Ageing.

Published in March 2017, Cardiff’s Local Well-being Assessment provides an analysis of Cardiff’s social, economic, environmental and cultural well-being and identified the key opportunities and challenges facing Cardiff as the city grows.

Cardiff’s wellbeing plan sets out the priorities of the Public Services Board and focuses

CARDIFF COUNCIL

Equality Impact Assessment Corporate Assessment Template

on areas of public service delivery that requires partnership working between the city's public and community services in collaboration with the citizens of the City. Actions related to Older People are encapsulated within Wellbeing objective 6 – Cardiff is a great place to grow older.

The WHO Global Network for Age-friendly Cities and Communities was established in 2010 to connect cities, communities and organizations worldwide with the common vision of making their community a great place to grow older.

A core element of the process is the collating of the Cardiff 'Working Towards an Age Friendly City' action plan. There are a number of live older person strategies/plans across the partnership board and beyond. Each individual strategy was co-produced with older people fully involved in the process. These strategies have been brought together into a combined document detailing work in progress and aspirations to make Cardiff a better place to live in for older people.

Initiatives that are taking place within the city have been included in the document in the framework of the domains outlined by the WHO as constituting Age Friendly communities as below:

Outdoor space and public buildings

- I. Replacement Local Development Plan 2021-2036
- II. Age Friendly Design in public buildings (Grand Avenue Day Centre)
- III. Cardiff's parks in an Age Friendly city
- IV. Age Friendly Community Hubs

Housing

- V. Older Persons Housing Strategy & Developments
- VI. Rehousing solutions for Older People
- VII. Care & Repair – supporting older people to repair, adapt and maintain their homes

Transport

- VIII. Cardiff Transport White Paper – supporting improvements that will facilitate better access

Community Support & Health

- IX. Regional Partnership Board (Aging Well) – improving outcomes for older people
- X. Cardiff and the Vale Health Board – Re-imagining Aging into the Future
- XI. Public Health Wales – Improving health outcomes for older

CARDIFF COUNCIL

Equality Impact Assessment Corporate Assessment Template

people

- XII. Dementia Friendly Cardiff – working towards a Dementia Friendly city
- XIII. Dementia Learning & Development Team – Cardiff and the Vale University Health Board
- XIV. Independent Living Service (Community Re-ablement Team) – supporting older people to live independently
- XV. Hubs including Wellbeing Support Service – bespoke advice and support services for older people
- XVI. Fire Service – targeted support for older citizens
- XVII. Police Service – The Herbert Protocol
- XVIII. Cardiff University – focus on research to make a difference to the lives of older people
- XIX. Cardiff Metropolitan University – developing innovative devices to improve the lives of people living with late stage dementia

Communication & Information

- XX. DEWIS – providing access to information that help people with their wellbeing
- XXI. Age Connects Cardiff and the Vale – supporting older people to be connected and engaged in their community
- XXII. Dementia Friendly Cardiff Website – providing information on services available to people living with dementia and their families
- XXIII. Age Friendly Cardiff Website – a digital platform to be developed as part of the Age Friendly City initiative providing information and links to the Age Friendly services available across the City

Civic Participation & Employment

- XXIV. 50+ Forum – enabling older people to have a voice in issues that affect them
- XXV. ASK Cardiff annual survey – capturing feedback from citizens on public services
- XXVI. Citizen Panel – Shaping local decision making (strong representation from older people 35% of panel are aged 55+)
- XXVII. Into Work – targeted employment events and training aimed at the older job seeker

Social Participation

- XXVIII. Goldies – singing groups for older people
- XXIX. Friends and Neighbours groups – bringing people together
- XXX. Community Hub Activities – older people's events programme

CARDIFF COUNCIL

Equality Impact Assessment Corporate Assessment Template

Respect & Social Inclusion

- XXXI. Social Care/Schools Pen pal Scheme – creating penpal schemes within Care Homes and Schools
- XXXII. Stay Steady Schools – training young people to work with older people to raise awareness of and reduce the risk of falling
- XXXIII. Love Where you Live – a growing network of volunteers across Cardiff tackling litter and making a difference to their communities (36% are aged 55+)
- XXXIV. Arts in Health initiatives – supporting older people to share their experiences

2. Please provide background information on the Strategy Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

Age

Published in March 2017, Cardiff's Local Well-being Assessment provides an analysis of Cardiff's social, economic, environmental and cultural well-being and identified the key opportunities and challenges facing Cardiff as the city grows.

Between 2005 and 2015 Cardiff's population grew by 11.1%. This is a bigger percentage increase in population than any of the 'Core Cities' apart from Manchester and Nottingham. This growth is set to continue with projected growth of over 20% by 2035, making Cardiff the fastest growing core city in percentage terms.

It is apparent Cardiff's rapid growth won't be evenly spread across age-groups. There will be significantly more people between the age of 30 and 50, more school children and more people over 65 years old.

Life expectancy, for both men and women, has increased steadily over the last twenty years and is higher in Cardiff than in many of the UK core cities. In fact, women in Cardiff are projected to live longer than in any other major British city.

Dementia

Cardiff and the Vale Health Board carried out a health-based assessment focusing on Dementia. The assessment was carried out through a series of focus groups, interviews and steering groups and included people living with dementia and their carers, plus

CARDIFF COUNCIL

Equality Impact Assessment Corporate Assessment Template

service providers and numerous Third sector organisations.

The assessment aimed to systematically review the needs of people with dementia (PWD) and their carers and to inform a refreshed Dementia Strategy for Cardiff and the Vale. It included the epidemiology of dementia, a summary of the evidence base, examples of best practice, a summary of existing local services, and qualitative evaluation which explored in detail the views of PWD, carers, and professionals.

The number of people living with dementia is also projected to rise significantly. There is evident that the risk of developing dementia at any given age is actually starting to fall, but this decline does not sufficiently offset the rise in the population size. Similarly to diabetes, there are thought to be many people currently living with dementia whose condition has not yet been diagnosed.

At the time of the assessment there were approximately 5,000 people living with dementia within Cardiff and the Vale with only 6 in 10 having an official diagnosis.

Adult Carers

At the 2011 Census, 50,580 carers were recorded in Cardiff and the Vale. This represents a 12% rise over the number in the previous Census 10 years earlier. A survey of adult carers in Cardiff was undertaken in 2011. Three quarters of the respondents (77%) were aged 40 or over, including a quarter (24%) who were 75 or over.

Disability

The 2011 Census indicates that 18% of the Cardiff population have a long term limiting illness. 12% of survey respondents identified themselves as disabled. When asked about their specific condition, 91% reported having a long-standing illness or health condition.

Welsh Language

Cardiff has the second highest number of Welsh speakers of any local authority in Wales, with numbers more than doubling over the last 25 years.

3 Assess Impact on the Protected Characteristics

3.1 Age

CARDIFF COUNCIL

**Equality Impact Assessment
Corporate Assessment Template**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years	X		
18 - 65 years	X		
Over 65 years	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Joining the global network for Age Friendly Cities and Communities will commit to an age friendly promise to the people of Cardiff:-

- Demonstrate respect for diversity – Older people are a heterogeneous group with diverse capacities, resources, life-styles and preferences that should be respected
- Equity – Inequities between groups (including but not limited to age, gender, disability, sexual orientation, socioeconomic status, ethnicity, religion/beliefs should be identified and addressed
- The participation of older people in all spheres of life and their contributions should be valued and fostered
- The rights of older people should be respected so that they may age and die with dignity

The project ultimately aims to improve the lives of older people in Cardiff across all of the WHO domains by bringing stakeholders together across the city to work collaboratively. The collective knowledge and experience of the City’s stakeholders will be enhanced by using the WHO network to follow best practice initiatives taking place across the World.

What action(s) can you take to address the differential impact?

A positive impact upon age is expected, therefore there are no specific actions to be taken.

3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment	X		

CARDIFF COUNCIL

**Equality Impact Assessment
Corporate Assessment Template**

Physical Impairment	X		
Visual Impairment	X		
Learning Disability	X		
Long-Standing Illness or Health Condition	X		
Mental Health	X		
Substance Misuse	X		
Other	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The application will have a positive impact on people with disabilities by ensuring that the needs of older people living with disabilities are considered. Existing services that are available to meet their needs will also be promoted via the Age Friendly Cardiff digital platform.

What action(s) can you take to address the differential impact?

A positive impact upon disability is expected, therefore there are no specific actions to be taken.

3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

N/A

What action(s) can you take to address the differential impact?

3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

CARDIFF COUNCIL

**Equality Impact Assessment
Corporate Assessment Template**

	Yes	No	N/A
Marriage		x	
Civil Partnership		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

N/A

What action(s) can you take to address the differential impact?

3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy		x	
Maternity		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

N/A

What action(s) can you take to address the differential impact?

3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact** on the following groups?

	Yes	No	N/A
White	X		
Mixed / Multiple Ethnic Groups	X		
Asian / Asian British	X		
Black / African / Caribbean / Black British	X		
Other Ethnic Groups	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The application will have a positive impact on older people of all races. Existing services that are available to meet their needs will also be promoted via the Age Friendly Cardiff digital platform and barriers to access e.g. language will be addressed.

CARDIFF COUNCIL

**Equality Impact Assessment
Corporate Assessment Template**

What action(s) can you take to address the differential impact?
A positive impact upon race is expected, therefore there are no specific actions to be taken.

3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist	X		
Christian	X		
Hindu	X		
Humanist	X		
Jewish	X		
Muslim	X		
Sikh	X		
Other	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
N/A
What action(s) can you take to address the differential impact?

3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men	X		
Women	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
The application will have a positive impact on older people of all sexes through promotion of existing services and highlighting areas of concern and action.
What action(s) can you take to address the differential impact?
A positive impact upon older people of all sexes is expected, therefore there are no specific actions to be taken.

CARDIFF COUNCIL

Equality Impact Assessment
Corporate Assessment Template

3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual	X		
Gay Men	X		
Gay Women/Lesbians	X		
Heterosexual/Straight	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The application will have a positive impact on people of all sexual orientations.

What action(s) can you take to address the differential impact?

A positive impact upon people of all sexual orientations is expected, therefore there are no specific actions to be taken.

3.10 Welsh Language

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The strategy will have a positive impact on the Welsh Language.

What action(s) can you take to address the differential impact?

A positive impact upon the Welsh Language is expected, therefore there are no specific actions to be taken.

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

There are a number of live older person strategies/plans across the different organisations within Cardiff. Each individual strategy was co-produced with Older people fully involved in the process. These strategies have been brought together into a combined Action plan detailing work in progress and aspirations to make Cardiff a better place to live in for Older People.

CARDIFF COUNCIL

Equality Impact Assessment Corporate Assessment Template

Consultation events on the proposed application took place with the 50+ Forum and Independent Living service users on 10th September 2021 and this two way dialogue will be maintained to allow older people to continuously have a voice.

5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	N/A
Disability	N/A
Gender Reassignment	N/A
Marriage & Civil Partnership	N/A
Pregnancy & Maternity	N/A
Race	N/A
Religion/Belief	N/A
Sex	N/A
Sexual Orientation	N/A
Welsh Language	N/A
Generic Over-Arching [applicable to all the above groups]	<p>The project will improve the lives of all citizens in the city as we look to make Cardiff more Age Friendly. Most issues that impact older people also improve the lives of others either directly or indirectly. E.g If public toilets are improved and made accessible for Older People then everybody benefits. This is the case across many of the Age Friendly actions that have already been carried out by partners as well as future actions that may take place.</p> <p>Please note that 'Age Friendly Cardiff' aims to bring together partnerships and encourage age friendly practices both internally within the Council and externally.</p>

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Nicola Pitman	Date: 14/09/21
------------------------------	----------------

CARDIFF COUNCIL

**Equality Impact Assessment
Corporate Assessment Template**

Designation: Lead Library and Strategy Manager	
Approved By: Jane Thomas	
Designation: Director Adults, Housing and Communities	
Service Area: People & Communities	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 2536 / 3262 or email equalityteam@cardiff.gov.uk