

Stronger Fairer Greener

Cardiff Council 2022



STRONGER. FAIRER. GREENER.

These are the themes that have defined the work of the Council over the past decade, and they will be at the heart of everything we do over the next five years.

A stronger city, with an economy creating and sustaining well-paid jobs, with an education system that helps our young people reach their potential, with good, affordable housing in safe, confident and empowered communities, all supported by well-resourced, efficient public services.

A fairer city, where the opportunities of living in Cardiff can be enjoyed by everyone, whatever their background, where those suffering the effects of poverty are protected and supported, where a fair day's work receives a fair day's pay, and where every citizen is valued and feels valued.

A greener city which, through our One Planet Cardiff programme, takes a lead on responding to the climate emergency, which celebrates and nurtures biodiversity, with high-quality open spaces within easy reach for rest and play which are connected by convenient, accessible, safe sustainable transport options.

In this report, we set out the practical steps we will take over the next five years to turn this ambition into reality.

On each page of this document, in each portfolio, you will see commitments to our city's young people. Our commitments are based on providing early help and family support to all that need it, on taking school investment and education improvement to new levels and supporting the transition to the world of work and further education. They are based on caring for our most vulnerable young people and making sure that Cardiff is a great place to grow up for all young people. They are based on having great parks, green spaces and play areas for our young people, access to the sporting and cultural assets of our capital city and making sure that the voice of young people is heard in our decision-making. In short, we are putting children and young people front and centre of our ambitions for the city.

Similarly, our programme contains commitments to close the gap between rich and poor in our city and, most urgently, tackle the cost-of-living crisis. We have been clear that education is the surest route out of poverty, and this needs to be complemented by a programme that will make sure that good jobs continue to be available in Cardiff – good jobs, paying a fair wage, with security and the offer of career progression – with the right support available to access them.

We will tackle the city's housing crisis. Not only have we built the first Council homes in Cardiff in a generation, but they have been award-winning homes delivered as part of one of the largest Council house-building programmes in the UK. But we know that we need to go further and faster if we are to meet the scale of the housing challenge facing the city. That is why we are raising our ambitions even further and pledging to deliver 4,000 new homes by 2030.

From a high of over 130 people, and the scandal of tens of people living in tents on our streets and parks, there are now only 11 people sleeping rough on our streets. That is still 11 too many, but we are committed to making sure that the radical approach – that we adopted with partners during the pandemic – remains 'business as usual.' There will be no going back.

This administration is committed to leading a response to the climate emergency. We are already delivering our One Planet Cardiff Strategy. A solar farm, the first in a programme of energy schemes under development, is now providing the city with clean, renewable energy, and our housing schemes are winning national awards for their climate resilience and low-carbon footprint. Nowhere is the shift to net zero more evident than in our approach to transport. Over 15 kilometres of new cycleways will soon be delivered, 36 new electric buses have been added to the municipal bus fleet, and communities across the city are safer for pedestrians and cyclists thanks to the roll-out of 20mph zones. All of this forms part of a transformative transport agenda that will change how people move around the city, by making it easier, safer, healthier and cheaper to use active travel and public transport.



We have come through one of the most challenging periods in living memory. As leader of this city, I could not be prouder of how we came together in response to the pandemic. For all the challenges that the pandemic brought, and continues to bring in its wake, there is equally no doubt in my mind that it has brought out the best in our public services, our businesses, our communities, and our city. On behalf of the Council and of the citizens of Cardiff, my deepest thanks go to everyone who played their part.

Now is the time to look to the future with optimism, taking the dynamism and drive, the partnership working and innovation, the passion and commitment of our pandemic response into the great work of renewal.

As leader of this Council, I am privileged to work with talented and dedicated people committed to the success of this city: my Cabinet colleagues and fellow Councillors; our public service partners; businesses and community and faith leaders; my trade union colleagues; our universities, schools, and further education leaders. And most importantly, the people of our great city.

Together, Team Cardiff.

I'm looking forward to working with you all to make Cardiff a Stronger, Fairer, Greener capital city.

Diolch,



Councillor Huw Thomas
Leader of Cardiff Council



LEADER OF CARDIFF COUNCIL

COUNCILLOR

HUW THOMAS

Building on the progress of the last five years, we will continue to develop a powerhouse economy that delivers economic prosperity, not just for the residents of Cardiff, but for the people of Wales. We will also continue to lead the response to the climate emergency by accelerating the transition to a net zero Council and convening a city-wide approach to climate change. And, crucially, we will make Cardiff a fairer city, where the opportunities and advantages of living here can be enjoyed by everyone, whatever their background.

This will mean working with partners – across all sectors, across all levels of Government and across regional and national boundaries- to deliver a stronger, fairer, greener city.



Councillor Huw Thomas
Leader of Cardiff Council



WE WILL:

- Work with Welsh Government and UK Government to ensure that Cardiff is supported and the capital's economic and cultural assets are fully leveraged in the post-pandemic recovery.
- Through the Cardiff Public Services Board, play a leading role in convening cross public service collaboration to address complex problems that can only be tackled by working together.
- Play a leading role in the Capital Region, including developing strategic economic development, transport and planning strategies, as well as governance and delivery arrangements that support Cardiff's role as the economic, cultural and leisure centre of the region.
- Support Cardiff and the Capital Region economy by ensuring the Levelling Up Fund and Shared Prosperity Fund are focused on strategic projects that deliver for the city and its region.
- Work with the Western Gateway to deliver investment into strategic infrastructure across South Wales and South West England, including improving train connectivity and reducing journey times to Bristol, Swansea and London.
- Work alongside Core Cities UK to ensure that the voice of British cities is heard by decision makers in Welsh and UK Government.
- Lead a bilingual capital city where Welsh is spoken and supported in our schools, our workplaces and our communities.
- Deliver the 'One Planet Cardiff' response to the climate emergency, accelerating the transition to net zero by putting sustainable development at the heart of everything we do as a Council.
- Lead a partnership with our city's universities and higher education sector, focussing on student and community life, economic development, student mental health and safety, and the transition to net zero.
- Continue to modernise and join up our public services, taking the innovation of the Covid-19 response into the work of recovery and renewal.



EDUCATION PORTFOLIO

COUNCILLOR

SARAH MERRY

We firmly believe that a good education is the surest route out of poverty and, in turn that, the long-term prosperity of the city relies on us supporting our children and young people to reach their potential. That is why we are committed to making every school in Cardiff a good school, where every child can receive a great education. We will continue our investment programme into new and existing school buildings, continue to drive up educational attainment, and deliver our commitment to put the views of children and young people at the heart of our policy agenda through becoming the first British city to be awarded Child Friendly City status. In doing so, we will place a particular focus on supporting our most vulnerable children, from supporting them and their families in their early years and through school, to the world of work and higher education.



Councillor Sarah Merry
Education



WE WILL:

- Secure UNICEF Child Friendly City status by the end of 2022.
- Support all schools in Cardiff to become Rights Respecting Schools by 2025.
- Establish a young persons' citizens panel to ensure that the voice of children and young people is heard in Council decision-making.
- Set a new vision and strategy for education in Cardiff by refreshing the Cardiff 2030 strategy.
- Support all schools to be ready to deliver the new curriculum for Wales.
- Close the attainment gap for our most vulnerable learners, with a particular focus on children in care, those educated other than at school and children from the most deprived communities.
- Support schools to improve pupil attendance following the Covid-19 pandemic, focusing on tackling persistent absenteeism.
- Ensure that all primary schools are prepared and able to provide Free School Meals to all children.
- Open new campuses for Willows, Cathays, Cantonian, Fitzalan, and Cardiff High Schools through 'Band B' of the 21st Century Schools programme.
- Open up to eight new primary schools and two new secondary schools by 2030, funded through the Local Development Plan.
- Provide additional funding to support maintenance in schools not covered by Bands A-C.
- Invest in digital infrastructure, equipment and new learning technologies for schools – aiming for a pupil to ICT devices ratio of 1:1.
- Promote the benefits of bilingualism, expanding uptake of Welsh-medium education in line with Cymraeg 2050.
- Develop a Community Focused Schools programme so that the excellent facilities available within schools are made available to the wider community.
- Expand and enhance the Cardiff Commitment, recruit new employers, and provide new ways for school pupils to engage with the fast-changing world of work.
- Further embed the Starting Well Partnership, a child-centred, whole-school and multi-agency approach to supporting emotional wellbeing and mental health.
- Implement the recommendations of the Cardiff Race Equality Task Force, including:
 - Supporting the diversification of the teaching workforce through a teaching assistant 'Step into Teaching' programme.
 - Increasing representation of ethnic minority residents in school leadership through a School Governors entry programme.
 - Strengthening the local approach to bullying and prejudice-related incidents at school.
 - Extending the work of Schools of Sanctuary to a broader network of schools and supporting the participation of refugee and asylum-seeking communities.
- Implement a Whole School Approach to preventing gender-based violence and abuse in education and other youth settings.

CLIMATE CHANGE PORTFOLIO

COUNCILLOR

CARO WILD



We are living in a climate emergency. We understand that urgent action is needed if we are to avert the dangers ahead and, through our One Planet Cardiff Strategy, have set out a wide range of ambitious actions that will deliver the transition to a net zero Council and net zero Cardiff in a way that supports new green economies and greater social wellbeing in the city.

The coming five years will be crucial. Achieving our One Planet aspirations will require action across everything we do. We will need to identify local sources of renewable energy, invest in sustainable transport and retrofit housing. We will need to enhance our city's already excellent green spaces, upgrade our flood defences and improve our recycling rates to be amongst the highest for any city anywhere. In doing so, we can make Cardiff a city known across the world for action on climate change and as a world-leading centre for low carbon industries and innovation.



Councillor Caro Wild
Climate Change



WE WILL:

- Develop more large-scale renewable energy generation projects such as the Lamby Way Solar Farm.
- Complete a new sustainable Heat Network, using the heat produced in the Energy from Waste plant to heat buildings in Cardiff Bay.
- Work with businesses and universities to position the region as a world-leading centre for low carbon industries and innovation.
- Lead the debate on the potential for tidal energy in the Severn Estuary through the Western Gateway's Independent Commission.
- Replace all 24,000 residential lights to low-energy LED lighting, saving 836 tonnes of CO₂ and over £400k per annum.
- Publish an action plan, including a set of annual carbon reduction targets, that will set Cardiff Council on the path to being a net zero organization by 2030, including:
 - Reducing the carbon impact of our core offices, wider estate and Council vehicles.
 - Transitioning our fleet to electric or low-emission vehicles.
 - Reducing the carbon footprint of the food served across our estate and services.
 - Decarbonising our supply chain.
- Work with government to strengthen Cardiff's coastal flood defences, particularly in the east of the city.
- Deliver the Council's ambitious green infrastructure plan, ensuring our approach to green infrastructure and biodiversity responds to the One Planet Cardiff Strategy and the nature emergency.
- Reduce the likelihood of river and waterway flooding and ensuring a regional catchment approach is taken to water management.
- Invest in further local, sustainable drainage schemes to protect our communities from extreme weather events and flash flooding.
- Make Cardiff a world-leading city for recycling by achieving 70% recycling performance
- Move towards a more circular economy and reduce the volume of waste by ensuring more resources are re-used and resources stay in Wales. This includes:
 - Removing 27m waste recycling bags from the Council's waste service each year.
 - Working with major venues to remove single-use plastic products.
 - Developing plans for Reuse and Upcycling Centres.
- Work alongside citizens and communities to unlock civic action, and provide additional support for local litter-picking and community-led initiatives.
- Make sure every ward in Cardiff meets the highest standards of street cleanliness, supported by a comprehensive programme of realignment to the Council's Street Scene services.
- Crack down on littering and fly-tipping by recruiting extra front-line staff to strengthen education and enforcement activity and exploring further measures, such as piloting Community Protection Officers.
- Lead a public engagement programme to understand the barriers to behaviour change and design innovative approaches to support people to reduce their carbon footprint.

A photograph of two women standing in a park. The woman on the left has long, curly brown hair and is wearing a dark leather jacket over a maroon turtleneck sweater. The woman on the right has shoulder-length reddish-brown hair and is wearing a grey knit sweater with a red scarf. They are both smiling and looking at each other. The background features trees with autumn foliage in shades of yellow and orange, and a large, historic building with a blue roof in the distance under a clear sky.

CULTURE, PARKS & EVENTS PORTFOLIO

COUNCILLOR JENNIFER

BURKE-DAVIES

Our parks and green spaces, as well as our capital city's culture, entertainment and sports scene, are a big part of what makes Cardiff such a great place to live. The pandemic and the lockdowns underlined how important our parks are to our health, happiness and wellbeing. That is why we will invest in our parks and green spaces, with a focus on improving those in our most deprived communities.

In Cardiff, we have a cultural and sporting infrastructure that can host major international events, and local creative and sporting talent, and venues to rival any city. As we rebuild the cultural, sporting and events economy post-Covid, we will set out a new programme to bring major events to Wales, and through working with local artists and musicians, we will promote local talent, preserve local venues and develop a new signature event that presents the best of Cardiff and Wales to the world.



Councillor Jennifer Burke-Davies
Culture, Parks & Events



WE WILL:

- Secure an additional Green Flag Award each year of the administration – focusing on areas of high deprivation – taking the number of Green Flag Parks from 15 to 20.
- Keep Cardiff Castle open as a public park.
- Roll out our Coed Caerdydd project with continued mass tree-planting and the creation of new woodlands, raising the city's tree canopy and biodiverse areas from 19% to 25% of total land use.
- Grow our park and woodland workforce through additional investment and support for apprenticeships and volunteer groups.
- Complete a playground mapping exercise and act on its recommendations to ensure investment in new play equipment and play spaces is directed to the areas of greatest need.
- Work with partners to develop new nature-focused opportunities for Flat Holm.
- Support Cardiff to become a National Park City.
- Continue to deliver our Music City Strategy to support and nurture music-making at all levels, supporting the Cardiff Music Board to implement the agreed recommendations of the Sound Diplomacy report.
- Use our work on the Music Strategy as a template for a new Cultural Strategy focused on supporting and celebrating Cardiff's creative talent.
- Develop a new pipeline of major events anchored around a homegrown music festival.
- Bid to be a host city for the Euro 2028 football championships, including establishing a legacy programme focused on young people.
- Work with arts and cultural venues to become more accessible to families and children as part of the 'Passport to the city' initiative.
- Ensure St David's Hall retains its position as a world-class auditorium.
- Work with the Royal Welsh College of Music and Drama to deliver a new future for the Old Library as a performance and learning space.
- Investigate a public art endowment fund.
- Seek to better tell the stories of underrepresented groups in the city's statues and public art.
- Introduce a new sports participation strategy focused on increasing physical activity amongst communities and groups with fewer opportunities to take part in sport.
- Prioritise public space and assets for local clubs and organisations and support community sports clubs, with a particular emphasis on under-represented groups, such as women and girls, ethnic minority communities, disabled people, and the LGBTQ+ community.
- Continue our investment in leisure centres, including the refurbishment of Pentwyn Leisure Centre, and provide additional 3G pitch facilities.

FINANCE, MODERNISATION & PERFORMANCE PORTFOLIO

COUNCILLOR

CHRIS WEAVER



Successful cities, with healthy, safe and confident communities, are built on a bedrock of excellent public services. As a Council, we will continue to focus on getting the basics right and on the delivery of good performance that we have seen over the past five years, ensuring that, when residents use our services, they receive the best possible customer experience.

The Covid-19 pandemic was a period of great challenge and great innovation in our public services. The complexity of the issues we were grappling with reached across service and organisational boundaries. Technical experts and managers from multiple disciplines, working in a range of organisations, needed to work together to solve problems on a daily basis, often using digital technologies in new ways. We will take this culture of innovation into the work of recovery and renewal, with digital technologies, skills and leadership to the fore.

We will also continue to use the full size and scale of the Council as a force for social and environmental good, setting the standard for all other organisations to follow. This will mean maximising the social impact of our spend, accelerating the move to net zero and leading the way as a 'Fair Work' employer.



Councillor Chris Weaver
Finance, Modernisation & Performance



WE WILL:

- Build on the change and innovation of the past two years to continue to modernise the way the Council operates.
- Close the budget gap over the next four years and support services disrupted by the long-term impact of Covid to adapt to new sustainable ways of working.
- Deliver hybrid working as ‘business as usual’ across all areas of the Council, providing a more responsive and flexible service for staff and citizens while driving down the Council’s assets, energy and transport costs.
- Place renewed focus on the citizen experience of our services in our service planning and performance, and set high standards for customer care across all Council departments.
- Increase the number of Council services available to citizens via digital platforms and, where appropriate, ensure digital and automation solutions are used to give digital ‘end to end’ services.
- Deliver the Council’s Data Strategy, making the best use of Council data to support performance improvement, solve problems and enhance evidence-based decision-making.
- Continue to champion the Real Living Wage across all sectors and employers, increasing the number of accredited living wage employers in the city to 260 by April 2024.
- Ensure Cardiff Council is a ‘Fair Work’ employer and reduce further our use of agency staff by transferring them onto permanent contracts.
- Deliver the recommendations of the Race Equality Task force, supporting career progression routes for ethnic minority employees and ensuring an inclusive and engaged workforce that reflects the great diversity of Cardiff’s communities.
- Decarbonise the Council’s supply chains by reviewing the carbon imported through our procurement programme.
- Strengthen our Socially Responsible Procurement Strategy to keep Council spending local and more accessible to SMEs (Small and Medium-Sized Enterprises), while generating new training and employment opportunities.
- Use our purchasing power to drive up workers’ rights and improve environmental standards.
- Support staff wellbeing, placing a particular focus on supporting mental health.



HOUSING & COMMUNITIES PORTFOLIO

COUNCILLOR

LYNDA THORNE

To tackle the housing crisis in Cardiff, my priority will be expanding our award-winning Council house building programme. Over the past five years we have built 706 Council homes, but over the next five we need to go further and faster. We will focus too on helping those renting in the private sector, where rents are rising and standards are too often too low, including supporting those who are suffering as a result of the cladding scandal.

During the pandemic, we took radical action to help people off our streets. Rough sleeper numbers fell from over 100 to under 10, and we intend to keep it low, with our preventative, multi-agency approach to supporting people off the streets.

We will continue to invest in our communities, through our expanding network of Community and Wellbeing Hubs and through an enhanced programme of community and district centre regeneration schemes. Allied to this, we will continue to work with the Police to make sure communities in Cardiff are safe, tackle anti-social behaviour and, together, do all we can to prevent people, particularly our young people, from falling into crime or being exploited by criminals.



Councillor Lynda Thorne
Housing & Communities



WE WILL:

- Deliver an expanded Council housebuilding programme to increase the Council's housing stock by a further 1,500 units minimum, focusing on zero-carbon homes.
- Increase energy efficiency and reduce carbon emissions through a Housing Energy Efficiency Retrofit programme across all tenures of housing, reaching 2,000 domestic retrofits per year by 2024.
- Work with Welsh Government and partners to help address the cost of renting in the private sector and raise standards, including exploring the feasibility of community-led housing and introducing further charges on empty properties.
- Continue to support victims of the Cladding/Fire Safety scandal, working with Welsh Government to provide practical interventions, such as installing fire sprinkler systems where appropriate and pressuring developers to provide redress.
- Continue our 'No Going Back' approach to keep rough sleeping at record low levels.
- Deliver a trauma-informed, public health-based approach to positively impact the lives of vulnerable people, especially those with street-based lifestyles.
- Improve the quality of our supported accommodation, including delivering the supported housing schemes for single people at Adams Court and for families at Harrison Drive.
- Prevent youth homelessness and ensure that young people leaving care are supported by:
 - Reviewing and advancing advice in mediation services.
 - Reviewing and increasing capacity within the young person's gateway accommodation.
 - Developing the Citadel supported housing scheme for young people with complex needs.
- Expand our Neighbourhood Regeneration programme and publish a new strategy to support district and local centres, based on 15-minute city placemaking principles.
- Deliver even more Community and Wellbeing Hubs with partners, focused on areas with lower access levels, including a Youth Hub in the city centre and new provision at the Ely Youth Hub. We will also deliver new Health and Wellbeing Hubs at Maelfa, Ely & Caerau and on strategic planning sites.
- Deliver the 'Michaelston College' multi-generational wellbeing village, bringing older person and family housing, as well as health, housing and community facilities, together into one sustainable and transformational project.
- Develop older persons housing that supports independent living across the city, including care ready flats in Rumney, Maelfa and St Mellons, and apartments and flats in Canton, Bute Street and Moorland Road.
- Create more resilient communities by expanding the targeted multi-agency problem-solving group approach to anti-social behaviour hotspots, including deploying CCTV in problem areas.
- Approve, in partnership with Community Safety Partnership members, a new Violence Prevention Strategy focused on preventing young people from falling into crime or criminal exploitation.
- Work with partners to tackle all forms of violence against women and girls, domestic abuse and sexual violence, and take action to strengthen the support available to victims, including agreeing an updated Violence against Women, Domestic Abuse and Sexual Violence strategy and undertaking a full review of refuge accommodation in the city by March 2023.
- Continue to make the case to UK Government for additional funding to cover the cost of policing our capital city, as is the case in other UK capitals.

INVESTMENT & DEVELOPMENT PORTFOLIO

COUNCILLOR

RUSSELL GOODWAY



News of the death of cities, much reported over the pandemic, has been greatly exaggerated. While home and agile working will impact on how cities are used by businesses and workers, and city centres will have to adapt to the shift to online retail, agglomeration, innovation and creativity will continue to drive economic growth and jobs. As Wales' core city, Cardiff will continue to play a leadership role in the Welsh economy post-Covid.

The Council will work with local businesses and investors to lead the city economy's recovery and renewal. Momentum will be rebuilt with an ambitious programme of city centre regeneration, completing the transformation of Cardiff Bay and developing a new industrial park in the east of the city. We will create the right environment for our home-grown business to succeed, while working with partners to attract new, innovative companies to Cardiff. Together, we will build a stronger, greener and fairer economy, delivering greater investment, stronger businesses and, ultimately, more and better jobs for the people of Cardiff.



Councillor Russell Goodway
Investment & Development



WE WILL:

- Deliver the new 17,000-seater Indoor Arena in Cardiff Bay.
- Facilitate the redevelopment of Metro Central and Central Quay.
- Facilitate the comprehensive redevelopment of the Canal Quarter, including reopening the canal and creating new public and commercial spaces on Churchill Way.
- Work with partners to establish new city centre management arrangements to keep the city centre safe, clean and vibrant.
- Deliver a new velodrome as part of a new phase of development in the Sports Village.
- Bring forward proposals to protect and revitalise historic buildings in the Bay.
- Explore the potential for improvements in Cardiff's business tourism offer.
- Work with City Deal partners, the private sector and the University Health Board to bring forward a proposal for a new Science Park Campus at Coryton.
- Support the completion of Cardiff Parkway and deliver a new Llanrumney Bridge as part of our Industrial Strategy for the east of the city.
- Support local businesses and start-ups as part of a focus on the foundational economy, including working with partners to attract investment into innovation and start-up space across the city.
- Engage closely with the retail and hospitality sectors to enable their successful renewal post-Covid and enhance the promotion of Cardiff as a visitor destination by establishing a new events strategy.
- Deliver a leaner and greener Council property estate, including reducing its carbon footprint by 30% and generating £25m in capital receipts through land and asset sales by the end of 2025/26.

A photograph of a woman with short, light-colored hair, wearing a green blazer over a black and white striped scarf. She is looking down at a document she is holding. In the background, another person is partially visible, also holding a document. The setting appears to be an office or a meeting room with large windows.

SOCIAL SERVICES PORTFOLIO

COUNCILLOR NORMA MACKIE

COUNCILLOR ASH LISTER

Our ambition is for Cardiff to be a place where everyone can start well, live well and age well, and social services will play a crucial role in making this a reality. We will ensure Cardiff is a great place to grow old. As people grow older, we will help keep them in good physical and mental health for as long as possible. For those who are unfortunately suffering poor health, we will do all we can to help them live in their own homes and communities – and out of hospital or a care setting – for as long as possible.

We will also work with partners to improve the depth and reach of our mental health services and critically, seek to invest in a greater level of early help and counselling to prevent, not respond, to crises. We will support those with learning difficulties and support those who care for people with learning difficulties by ensuring that our day services meet what their children and dependants need. Doing all this will require continuing the ever-closer partnership working with the University Health Board, with care providers, with civic society and those receiving care. And, above all else, it will require investing in, celebrating and valuing our tireless, committed and compassionate social care workforce.



Councillor Norma Mackie
Social Services
(Lead responsibility for Adult Services)



Councillor Ash Lister
Social Services (Lead responsibility for Children's Services)



Adult Services

WE WILL:

- Work with partners to ensure that Cardiff is an Age Friendly City, where older people can enjoy all aspects of life and continue to play a valued and active role.
- Promote and celebrate Cardiff becoming the first Welsh city to join the World Health Organization's Global Network for Age-friendly Cities, and work with the network to better connect cities, communities, and organisations who share a commitment to making their communities a great place to grow older.
- Ensure effective adult protection systems are in place across the city.
- Build resilient and vibrant communities, providing opportunities for all people to get involved, volunteer and support others to stay connected.
- Deliver a city that is open and accessible to all, and work towards a transport system that all people have the confidence to use.
- Continue to work towards becoming a Dementia Friendly City which helps people living with dementia and their families to thrive.
- Listen to the voices of older people, providing the right help at the right time to support them to live independently at home and be active in their communities for as long as possible, including the use of technology, aids and adaptations.
- Improve access to early help and wellbeing services for people suffering with poor mental wellbeing, identifying those who need help and providing a wide range of support to prevent crisis.
- Support those with significant mental health issues to regain their confidence and rebuild their lives, enhancing current services and using best practice from elsewhere to identify and develop the support required.
- Support people with learning disabilities to live as independently as possible and to engage in their communities by developing a range of local accommodation and support options, also supporting their carers by expanding our complex needs day services and overnight respite provision.
- Improve awareness and further develop services for people with autism, ensuring appropriate help is available and tailored to individual needs.
- Support care experienced young people as they transition to adulthood, enhancing our services as a corporate parent to support them to reach their full potential.
- Listen to unpaid carers and families to better provide the help they need.
- Celebrate and support the social care workforce, recognising the value of the work that they do and ensuring that the way we commission services provides opportunities for job satisfaction and career development.
- Further develop the successful Cardiff Cares Academy to build capacity in the care sector.
- Continue to move towards locality working, bringing together multi-disciplinary services based in local communities to promote health and wellbeing, support independence and prevent unnecessary hospital admissions.
- Work with care providers to actively shape the care market, ensuring that it meets the needs of the people of Cardiff today, and responds to the needs of tomorrow, including increasing the amount of high-quality specialist care for people living with dementia or other complex health conditions.
- Put in place additional support to recruit and retain social workers, occupational therapists and other specialist staff, involving them in the development of good quality and effective social care services.

A photograph of a man and a young boy. The man, on the right, has dark hair and a beard, wearing a dark denim shirt and a watch. He is smiling and looking down at the boy. The boy, on the left, has reddish hair and is wearing a grey denim jacket and large white headphones. He is also smiling. They are sitting on a grey surface, possibly a bench or steps, in front of a grey wall with decorative panels.

SOCIAL SERVICES PORTFOLIO

Cardiff should be a great place to grow up for all children, without exception. Sadly, this is currently not the case. Too many children and families in our city live in poverty and the number of children coming into care is increasing year on year. Helping families stay together will be our first priority, because we know that outcomes for children are best when they are supported to grow up within their own families. When children do need our care, we will do all we can to keep them with their families and as close to home as possible. Again, we know that this leads to better outcomes for children and young people, and is a far more cost-effective approach, making sure that the resource we have goes to the place it is needed most – supporting young people and their families.

We will continue our work with partners to improve services for those children who are in, or have come into, the youth justice system, reducing the number of children entering the system and those re-offending. At the heart of our work will be the knowledge that these are first of all children and only secondly are they children in the youth justice system. We are committed to working alongside all the people in the city – our social workers, teachers, youth workers, nurses, doctors and police officers- who work each day with children and young people, particularly those children who are most vulnerable, to help make Cardiff a great place to grow up.

Children's Services

WE WILL:

- Provide children and families with the best start in life through our Early Help and Support Programme.
- Work to keep children safely with their families, supporting their growth and development needs and helping to prevent the need for care.
- Increase the number of children looked after who are placed with their wider families or community, and reduce the number of children placed in out of county, residential care placements.
- Increase the number of Local Authority Foster Carers and reduce our reliance on independent fostering agency placements.
- Continue to develop and embed a locality approach to service provision across case management teams.
- Celebrate the work of our children's social workers and promote social work as a great career.
- Continue to develop and support the Children's Services' workforce, recruiting and retaining more social workers in Cardiff.
- Work with schools and the health service to deliver an enhanced and joined-up approach – from school counselling to crisis support – for children and young people who are suffering with poor mental health.
- Complete the delivery of 'All Our Futures' development plan and set a new strategy for continuing to improve the Youth Justice Service.
- Protect vulnerable young people from exploitation and address the recent rise in serious youth violence through developing a robust, integrated, data-led approach across Council and partner services that work with young people.
- Deliver the Corporate Parenting Strategy 2021-24 to ensure children in our care are safe, receive the support they need, have high aspirations, can express their views and are ready for independent living.
- Enable all young people who are known to Children's Services to be empowered to play an active and central role in planning for their transition to adulthood.
- Use the information, intelligence and data we have across the Council and public services to develop a 'single view' of the contacts each child or young person has with our services.
- Work closely with Welsh Government to reform the children social care market, driving up quality and removing profit from looking after children.



TACKLING POVERTY, EQUALITY & PUBLIC HEALTH PORTFOLIO

COUNCILLOR JULIE SANGANI

COUNCILLOR PETER BRADBURY

Tackling long-term poverty and inequality is at the heart of all our policy commitments. The priority over the next 5 years will be to help our residents with the cost-of-living crisis and close the inequality gap that, in many cases, has been made worse by the recent pandemic. As we did throughout the Covid pandemic, we will make sure that the long-term prospects of children and young people are front and centre of our thinking and decision making.

We will therefore make sure that we have a great youth service offer available across the city, meeting the needs of children across our different communities. We will provide opportunities for them to access modern play facilities, gain experiences and be supported into training and employment when they leave school. This will mean that the jobs and opportunities that become available through our ambitious programme of house building and city regeneration deliver for young people and local communities.

Building on the excellent public service collaboration over the past two years that helped Cardiff respond to the public health crisis, we will continue to work collaboratively to address the wider harms caused by the pandemic and the pre-existing issues which impact on the health and wellbeing of our population.

We will also continue to celebrate the diversity of its communities. Our city's many languages, cultures, faiths – and cuisines! – are a source of great strength and what makes Cardiff such a welcoming and generous place to live. And we will continue, as we always have, to welcome people to make their homes and build new lives in our city, most urgently supporting those fleeing the conflict in Ukraine.



Councillor Julie Sangani
Tackling Poverty,
Equality &
Public Health
(Equalities &
Public Health)



Councillor Peter Bradbury
Tackling Poverty,
Equality & Public
Health (Tackling
Poverty & Supporting
Young People)



WE WILL:

- Introduce a new Community Participation Strategy, amplifying the voices of people who are currently less likely to get involved in the decision-making process.
- As a City of Sanctuary, welcome refugees and asylum seekers to Cardiff and Wales, supporting them to participate in and contribute to the economic, social and cultural life of the capital city, including continuing to lead the city's response to the Ukraine and Afghanistan crises.
- Work with Public Health Wales and other partners to carry out targeted activity to reduce health inequalities across the city, focused on:
 - Increasing uptake of childhood immunisation.
 - Increasing uptake of bowel cancer screening.
 - Tackling childhood obesity.
- Respond to and implement in full the recommendations of the Race Equality Taskforce.
- Develop a city-wide 'Equality and Diversity' network for employers to encourage good practice and collaboration, particularly to support action in the workplace.
- Build on our Stonewall Gold Status award as part of our commitment to LGBTQ+ inclusivity, aiming to become a Stonewall top 100 employer and the highest ranked local authority in Wales in the Stonewall Index.
- Adopt the principles of the Convention on the Elimination of All Forms of Discrimination Against Women and become a CEDAW City.
- Promote healthy, low-carbon food, with an increased focus on working with partners to tackle food poverty.
- Work with partners to support Cardiff's bid to become the first Gold Sustainable Food Place in Wales.
- Develop plans to ensure that school meals are healthy and rely on more sustainable and lower-carbon supply chains.
- Deliver a Youth Zone in Ely and explore other innovative partnerships to support youth services in the city.
- Respond to the recommendations of the independent review of Youth Services, ensuring that access to the service is available equitably across the city based on need, and is responsive to the different needs of different communities and groups of young people.
- Better integrate play services into our wider offer for young people.
- Scale up the 'Passport to the City' programme to ensure young people from all backgrounds can enjoy the world-class amenities Cardiff has to offer.
- Strengthen the availability of support during holidays, including by repeating the Summer of Smiles programme and growing the School Holiday Enrichment Programme.
- Respond to the cost-of-living crisis, making sure people are aware of and are claiming the maximum amount of benefits that they are entitled to.
- Invest in our Into Work Services and bring together wider employment support services under a single service that can help people into employment or training.
- Use the success of the Cardiff Cares Academy and Cardiff Works Ready schemes as a blueprint to meet any new or emerging workforce demands in the city.
- Work alongside major regeneration projects, including the new Indoor Arena, to support local people into the new jobs the projects create.
- Roll out the new Adult Learning service that can help people get the skills they need to succeed.
- Support the high demand of job vacancies in the construction industry by further developing the Onsite Construction Academy and creating a Taskforce Group, with representation from contactors, recruitment agencies, trade associations and housing associations, to consider the future of work and skills in the sector
- Continue to support new apprenticeships and trainee opportunities within the Council, with a goal of over 500 apprenticeships by 2025.

TRANSPORT AND STRATEGIC PLANNING PORTFOLIO

COUNCILLOR

DAN DE'ATH



Our ambition for transport is to fundamentally transform the way people move around the city, reducing the dependency on private cars whilst making it easier, safer and cheaper for people to walk, cycle or use public transport. This will mean more bike lanes, bus lanes, and 20mph roads, new metro stations and routes, and a commitment to new low-cost bus fares. This will all make a decisive contribution to tackling the climate emergency, addressing inequality and promoting inclusive economic growth.

As a Council, we also have an important role to play in shaping how the city is developed. We need to plan today for the Cardiff of tomorrow, one which is an even better place to live, work and study than it is now, and that is resilient to the challenges of the coming decade, most importantly the climate emergency. We will therefore bring forward a new Local Development Plan to help shape Cardiff for the next 15 years, ensuring the right development – housing, transport and employment land – happens in the right place, at the right time, in a coherent way that can benefit communities, protect the environment, and grow the economy in a sustainable way.



Councillor Dan De'Ath
Transport & Strategic Planning



WE WILL:

- Complete the first phase of Crossrail, strengthening links between the city centre and bay.
- Set out plans for new stations at Crwys Road, Butetown, St Mellons, Velindre, Ely Mill, Roath Park, Gabalfa and Newport Road.
- Radically improve bus transport through introducing more priority measures, new services, and work with partners to introduce a standard £1 bus fare.
- Develop and agree a new Bus Strategy for Cardiff.
- Complete the five strategic cycleways, including a full route to Newport.
- Ensure compliance with the EU Limit value for NO₂ is maintained on Castle Street and take action wherever necessary to ensure good air quality across Cardiff.
- Continue to progress transport and clean air improvements in the city centre, including completing the redesign in and around Central Square, in the east of the city centre and on Boulevard de Nantes.
- Continue to support both bus and taxi sectors to accelerate towards achieving 'Zero Tailpipe' emission fleets in advance of 2028.
- Make our communities healthier and safer by adopting a people-first preventative approach to road safety by making all residential areas 20mph and exploring new enforcement approaches.
- Nurture a strong active travel culture in every Cardiff school by delivering infrastructure schemes to facilitate active journeys to schools and introducing measures to deter car travel to school.
- Continue to deliver an extensive programme of localised improvements to our roads and footways to remove defects such as potholes.
- Consider and review road user charging options to identify opportunities and benefits for Cardiff residents and deliver transport improvements.
- Identify opportunities for secure cycle parking across key local centres.
- Develop a city-wide campaign to promote active travel.
- Develop park and ride sites across the city.
- Protect the green wedge around Cardiff.
- Deliver a new Local Development Plan for Cardiff that will help create a fair, healthy, more liveable, sustainable and low carbon city.
- Work with neighbouring authorities to agree a new Regional Development Plan built around the principle of transit-orientated development.
- Protect local spaces for nature – especially in urban areas – through stricter planning guidance and identification of local land for local growing projects.
- Adopt much stricter controls on Houses of Multiple Occupation (HMOs) and press for reform of the Planning Inspectorate System, engaging with Welsh Government and Planning and Environment Division Wales.
- Adopt robust master-planning principles to ensure that developers in Cardiff can be held to account for their contribution to meeting community needs, improving transport, providing affordable housing and delivering green infrastructure.
- Tackle properties that are long term empty by exploring the application of a 300% Council Tax Premium.
- Protect and celebrate local buildings such as pubs, community spaces and music venues – particularly those rich in the city's working-class history – by strengthening our planning regulations and continuing to lobby the Welsh Government for stronger powers.
- Adopt the principles of a 15-minute city approach, focusing on sustainability, placemaking, and the density of development that this vision requires.
- Broaden participation and accessibility in city planning and ensure there are appropriate platforms for engagement and community voice in the design of the city.
- Publish a Cardiff Smart City strategy which sets out how digital technologies and data will improve city services and infrastructures.
- Integrate great design, placemaking, greening and sustainability principles into all proposals for development and public spaces.
- Deliver a significantly enhanced and modern dogs home.





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