

CARDIFF COUNCIL

Equality Impact Assessment



Strategy Title: Cardiff Local Well-being Plan 2023-2028
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New/Existing/Updating/Amending: New
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Who is responsible for developing and implementing the Strategy?

Cardiff Public Services Board (PSB)

Assessment Date: 04/01/2023

1. What are the objectives of the Strategy?

The Well-being Plan sets out the Cardiff Public Services Board's (PSB's) priorities for action over the next 5 years, and beyond. The plan focuses on the areas of public service delivery which fundamentally require partnership working between the city's public and community services, and with the citizens of Cardiff.

The Plan contains Well-being Objectives, areas for action that the Cardiff PSB have identified as being most important. It also contains 'Priorities' or the steps that the city's public services, together, will take forward over the next 5 years.

The Plan's Well-being Objectives are as follows:

1. Cardiff is a Great Place to Grow Up
2. Cardiff is a Great Place to Grow Older
3. Supporting People out of Poverty
4. Safe, Confident and Empowered Communities
5. A Capital City that Works for Wales
6. One Planet Cardiff
7. Modernising and Integrating our Public Services

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

Established in 2016, the Cardiff PSB is a statutory board, required under the Well-being of Future Generations Act (2015), and is chaired by the Leader of Cardiff Council, with membership drawn from the city's public and third sector leadership. Membership of the PSB comprises:

- Cardiff Council
- Cardiff and Vale University Health Board
- South Wales Fire and Rescue Service
- Natural Resources Wales
- South Wales Police

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- South Wales Police and Crime Commissioner
- National Probation Service
- Cardiff Third Sector Council
- Welsh Government

The Well-being of Future Generations (Wales) Act is about improving the social, economic, environmental, and cultural well-being of Wales. It requires public services to work together through Public Services Boards to improve the well-being of each Local Authority area and contribute to the 7 national well-being goals.

As part of the Act, every 5 years, Cardiff PSB is required to produce a new Well-being Plan. This is Cardiff's second Well-being Plan covering the period 2023-2028.

The plan focuses on the areas of public service delivery which fundamentally require partnership working between the city's public and community services, and with the citizens of Cardiff. The Well-being Plan should be seen as a complementary document to the strategic plans of each PSB member, focusing on delivering 'collaborative advantage' in areas of city life and public services which fundamentally require joint working between one or more of the public services.

The Plan responds to a wide-ranging evidence base on the quality of life and public services in Cardiff, and how these might change over the years to come. This includes:

- [Cardiff's Local Well-being Assessment](#): a comprehensive study of the quality of life in Cardiff undertaken in 2022. The assessment includes a '[Cardiff Today](#)' report, which identifies where the city is performing well, where it needs to improve and its key challenges, and a '[Cardiff Tomorrow](#)' report, which sets out the long-term trends facing Cardiff and the impact these will have on the city's public services.
- [The Cardiff and Vale Population Needs Assessment](#): an assessment of the needs for care and support amongst the residents of Cardiff and the Vale of Glamorgan, and the range and level of services required to meet that need.
- The views of the people of Cardiff

Why do we need a Well-being Plan?

Cardiff, like all cities, is facing a number of major challenges. In particular, managing recovery and renewal from the Covid-19 pandemic; ensuring population growth and economic success benefits all citizens; reducing the inequity gap between the city's most and least deprived; meeting the needs of a growing older population; responding to increasing demands on health and social services; and urgently making the systemic changes needed to mitigate the impacts of climate change and decarbonise the city.

No one public service can respond to these challenges alone. It will require close partnership working between Cardiff PSB members and other organisations in the

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public, private and third sectors, and most importantly of all, with the citizens of Cardiff.

Measuring Progress

Progress will be measured against a combination of national, regional, and local indicators as listed under each Well-being Objective.

The latest data is available on Cardiff's online city-wide dashboard. The Dashboard brings together a number of data-sets, grouped by different themes, to present a picture of life in Cardiff. The data can be viewed over time, compared with other areas or broken down to ward or deprivation level, where available.

Progress against the Well-being Plan's indicators and priorities will be reported on annually, as part of the PSB's Annual Report.

3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Strategy 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.

The plan will have a positive impact on all age groups, with specific objectives also focused on improving the lives of younger people ('Cardiff is a Great Place to Grow Up') and older people ('Cardiff is a Great Place to Grow Older').

The priorities within the plan are wide-ranging, recognising where Cardiff is 'today' and trends, opportunities and challenges moving forward. This includes addressing: an ageing and increasingly diverse population; Cardiff's roles as an economic driver; inequality across all areas of wellbeing; the climate and nature emergencies; as well as the need to ensure services are able to effectively operate in a post-pandemic world.

Priorities for younger people are wide-ranging - from ensuring that Cardiff gains UNICEF Child Friendly City Status to developing a nurturing, empowering, safe and trusted approach to mental health, as well as improving childhood vaccination/immunisation uptake in Cardiff and the percentage of children and young people with a healthy weight. Priorities also focus on increasing levels of citizen engagement with

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young people, improving services, practices, and outcomes for young people with health and disability needs, as well as protecting vulnerable young people from exploitation.

Priorities for older people range from integrating care and support services to enable older people to live independently and at home for as long as possible, to delivering Cardiff’s Age Friendly City Action Plan and becoming a Dementia Friendly City. There is also a priority to reduce the number of older people becoming victims of fraud.

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

No negative differentials identified. This document will be updated as progress is made on developing the Local Well-being Plan 2023-2028. The Plan’s monitoring system will be utilised to monitor the effectiveness of the Well-being Objectives and the impact of the priorities to promote them.

3.2 Disability

Will this Strategy have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment	X		
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 Well-being Plan and the work of the PSB is intended to improve the economic, social, environmental, and cultural well-being of all of Cardiff’s residents and visitors, including those with a disability, with priorities for partnership working which specifically aim to improve the lives of disabled people, such as:

Great is a Great Place to Grow Up:

- *Deliver a nurturing, empowering, safe and trusted approach to emotional well-being and mental health for children and young people, enhancing preventative services and supporting children presenting in acute psychological distress.*
- *Develop an integrated care model – and improve the support offer - for children and young people with co-occurring complex health and disability needs.*

Cardiff is a Great Place to Grow Older:

- *Establish integrated, locality-based, health and care services focused on*

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<p><i>meeting and improving the health and well-being of the local population.</i></p> <ul style="list-style-type: none"> • <i>Work towards becoming a Dementia Friendly City which helps people living with dementia and their families to thrive and which ensures that public and commissioned services are reshaped to meet current and future demand. This includes ensuring an equitable and timely access to a diagnosis and person-centred care delivered locally, as well as increasing awareness of dementia and ways to reduce risk.</i> <p>Safe, Confident and Empowered Communities:</p> <ul style="list-style-type: none"> • <i>Reduce - and ultimately prevent - health and wellbeing harms from substance use, focussing on prevention and early identification of harmful alcohol use, and developing safe alternatives for people who currently use substances in public spaces.</i>
<p>What action(s) can you take to address the differential impact?</p> <p>No negative differentials identified. This document will be updated as progress is made on developing the Local Well-being Plan 2023-2028. The Plan’s monitoring system will be utilised to monitor the effectiveness of the Well-being Objectives and the impact of the priorities to promote them.</p>

3.3 Gender Reassignment

Will this Strategy have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
<p>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 attributes of sex)</p>	X		

<p>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</p> <p>The Well-being Plan aims to holistically improve the economic, social, environmental and cultural well-being of Cardiff’s residents and visitors, with inclusivity a theme which runs throughout the Plan.</p>
<p>What action(s) can you take to address the differential impact?</p> <p>No negative differentials identified. This document will be updated as progress is made on developing the Local Well-being Plan 2023-2028. The Plan’s monitoring system will be utilised to monitor the effectiveness of the Well-being Objectives and the impact of the priorities to promote them.</p>

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3.4. Marriage and Civil Partnership

Will this Strategy have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage	X		
Civil Partnership	X		

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

The Well-being Plan aims to holistically improve the economic, social, environmental and cultural well-being of Cardiff's residents and visitors.

No differential impact that has been identified as a direct result of the Marriage or Civil Partnership status of any person/s.

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

No negative differentials identified. This document will be updated as progress is made on developing the Local Well-being Plan 2023-2028. The Plan's monitoring system will be utilised to monitor the effectiveness of the Well-being Objectives and the impact of the priorities to promote them.

3.5 Pregnancy and Maternity

Will this Strategy 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.

The Well-being Plan aims to holistically improve the economic, social, environmental, and cultural well-being of Cardiff's residents and visitors.

No differential impact that has been identified as a direct result of Pregnancy and/or Maternity.

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

No negative differentials identified. This document will be updated as progress is made on developing the Local Well-being Plan 2023-2028. The Plan's monitoring system will

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be utilised to monitor the effectiveness of the Well-being Objectives and the impact of the priorities to promote them.

3.6 Race

Will this Strategy have a **differential impact [positive/negative]** 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.

Cardiff is a diverse city. As well as being the most diverse authority in Wales, with 21.2% of the population belonging to an ethnic minority group.

Inclusivity is a theme which runs throughout the Well-being Plan, including increasing equality of opportunity. The economic impact of the pandemic is highlighted within the Plan, and how it has further deepened existing inequities. This includes how some sectors are continuing to be impacted, such as hospitality and retail, which typically employ those with an ethnic minority background, as well as young people and women. It is highlighted that, moving forward, a focus will need to be placed on investing in skills and training and into-work support, ensuring that this support is accessible to ethnic minority communities in order to address the gap in economic activity and employment. Priorities therefore include implementing the Real Living Wage across the public and private sectors, working to deliver new apprenticeship and trainee opportunities across the city's public services, as well as maximising opportunities for local employment and supply chains during the development and building of significant new public infrastructure.

The Plan also highlights that the long-term health and wellbeing consequences of the Covid-19 economic crisis are also likely to exacerbate (already existing) health inequalities for individuals from ethnic minority groups, as well as those from poorer and disadvantaged backgrounds and deprived communities. Health-related priorities are therefore noted within the Plan, including improving childhood vaccination/ immunisation uptake in Cardiff, improving bowel screening rates and increasing the percentage of people with a healthy weight.

In recognising that Cardiff has an increasingly diverse population, with people from

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many different cultures and backgrounds, it is highlighted that Cardiff has seen positive total net migration for a number of years, and this is projected to increase over the next 15 years. It is noted that Cardiff is to remain a key place of welcome, particularly for those seeking refuge and asylum, with a priority under 'Safe, Confident and Empowered Communities' being: *welcome and support refugees and asylum seekers to build a new life in Cardiff, including continuing to lead the local response to the Ukraine and Afghanistan crises.*

In order to ensure that public services respond to and reflect the diversity of the city, a priority under the Well-being Objective 'Modernising and Integrating our Public Services' relates to responding to and implementing the full the recommendations of the Race Equality Taskforce. The Taskforce was convened in order to shape change in Cardiff, contributing to a fairer and more equal society for Black and ethnic minority communities, both longstanding and new.

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

No negative differentials identified. This document will be updated as progress is made on developing the Local Well-being Plan 2023-2028. The Plan's monitoring system will be utilised to monitor the effectiveness of the Well-being Objectives and the impact of the priorities to promote them.

3.7 Religion, Belief or Non-Belief

Will this Strategy 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.

The Well-being Plan aims to holistically improve the economic, social, environmental, and cultural well-being of Cardiff's residents and visitors. It is recognised that certain religious beliefs are held predominantly by persons of a certain ethnic group. The differential impacts of the Well-being Plan upon varying ethnic groups have been considered in section "3.6 Race." There is therefore no significant differential impact that has been identified as a direct result of a person's religious belief or non-belief.

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What action(s) can you take to address the differential impact?
No negative differentials identified. This document will be updated as progress is made on developing the Local Well-being Plan 2023-2028. The Plan’s monitoring system will be utilised to monitor the effectiveness of the Well-being Objectives and the impact of the priorities to promote them.

3.8 Sex

Will this Strategy 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.
<p>The Well-being Plan aims to holistically improve the economic, social, environmental, and cultural well-being of Cardiff’s residents and visitors and will therefore have a positive impact for both men and women.</p> <p>The differing experience of men and women is referenced throughout the Plan – namely in terms of safety and employment. For instance, it is acknowledged that whilst Cardiff is a safe city for the vast majority, a small number of people – particularly women and children – are subject to violence abuse and exploitation. It is also noted that women, in particular, feel least safe when walking in the city centre. The following priority for partnership working, under the Well-being Objective ‘Safe, Confident and Empowered Communities’ specifically aims to improve the lives of women: <i>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 and implementing an updated Violence against Women, Domestic Abuse and Sexual Violence strategy by March 2023.</i></p> <p>It is also noted that some sectors continue to be impacted by the pandemic, such as hospitality and retail, which typically employ women, as well as young people and those with an ethnic minority background. Priorities, particularly under the Well-being Objective ‘A Capital City that Works for Wales’ are therefore related to skills training and into-work support.</p>
What action(s) can you take to address the differential impact?
No negative differentials identified. This document will be updated as progress is made on developing the Local Well-being Plan 2023-2028. The Plan’s monitoring system will be utilised to monitor the effectiveness of the Well-being Objectives and the impact of the priorities to promote them.

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3.9 Sexual Orientation

Will this Strategy 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 Well-being Plan aims to holistically improve the economic, social, environmental, and cultural well-being of Cardiff's residents and visitors. There is no differential impact that has been identified as a direct result of a person's sexual orientation.

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

No negative differentials identified. This document will be updated as progress is made on developing the Local Well-being Plan 2023-2028. The Plan's monitoring system will be utilised to monitor the effectiveness of the Well-being Objectives and the impact of the priorities to promote them.

3.10 Socioeconomic Duty

Is the change anticipated to reduce or contribute to inequality of outcome as a result of socio-economic disadvantage? (e.g. will the change negatively impact on those on low-incomes or those living in deprived areas)

	Yes	No	N/A
Socioeconomic impact	X		

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

Making Cardiff a fairer city is a theme which runs throughout the Well-being Plan. Creating a 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, and where a fair day's work receives a fair day's pay.

It is recognised that, as with other cities in the UK, significant and entrenched inequalities exist in Cardiff. In terms of income deprivation, almost one fifth of the Lower Super Output Areas (LSOAs) in Cardiff are ranked in the most deprived in Wales, the third highest proportion of all Welsh Local Authorities. This turns to over a third when looking at LSOAs in the 'Southern Arc' – an area stretching from Ely in the West to St Mellons in the East with a population of 170,000 people.

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In the Plan it is noted that there is a need, in particular, to address inequality across all areas of wellbeing. One of the major drivers of inequality is poverty – with those living in the more deprived areas of the city more likely to suffer poorer health, lower pay, and higher crime, resulting in greater pressures on services and budgets across the public sector. It is noted that the pandemic has served to highlight the levels of inequality that exist across Cardiff, and this is only set to further deepen due to the cost-of-living crisis.

It is highlighted that the Covid-19 pandemic has had, and continues to have, a direct and differential impact on communities, with the long-term health and well-being consequences of the pandemic likely to be unequally distributed, exacerbating health inequalities for individuals from poorer and disadvantaged backgrounds and deprived communities, as well as ethnic minority groups.

Furthermore, it is recognised that too many children are living in relative-low-income families in the city, which can have a detrimental impact on a child's future prospects and well-being. For instance, children from low-income families are more likely to be at risk of Adverse Childhood Experiences and the rates of children considered to be at risk, placed on the child protection register, or taken into care, are significantly higher in the city's most deprived communities.

Many of the plan's priorities are therefore focused on reducing the inequity gap between the city's most and least deprived. The Well-being Plan focuses on delivering inclusive growth that benefits the more deprived areas of the city and supports those in poverty and those impacted by the pandemic to access work, education or training. It recognises that an inclusive economic recovery is needed that drives forward development and regeneration across the city, delivering excellent education, jobs that pay at least the Real Living Wage and jobs that provide opportunities for progression. To address health inequities, it is acknowledged prevention will need to be at the heart of improving health outcomes and that a whole system approach will be needed that amplifies the importance of and supports the take up of immunisations, screening and healthy and active lifestyles and improves environmental factors such as air quality and access to green space.

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

No negative differentials identified. This document will be updated as progress is made on developing the Local Well-being Plan 2023-2028. The Plan's monitoring system will be utilised to monitor the effectiveness of the Well-being Objectives and the impact of the priorities to promote them.

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3.11 Welsh Language

Will this Strategy 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 Plan will have a positive impact on Welsh Language. The Well-being Plan acknowledges the importance of cultural well-being, an important part of which is celebrating the Welsh Language and making Cardiff a truly bilingual capital of Wales by increasing the use of Welsh in the city's schools, workplaces and its communities and achieving its ambition of doubling the number of Welsh speakers in the city by 2050.

A priority, under Well-being Objective 'A Capital City that Works for Wales' is therefore: *aim to double the number of Welsh speakers in Cardiff by 2050.*

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

No negative differentials identified. This document will be updated as progress is made on developing the Local Well-being Plan 2023-2028. The Plan's monitoring system will be utilised to monitor the effectiveness of the Well-being Objectives and the impact of the priorities to promote them.

4. Consultation and Engagement

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

Before publishing its final Local Well-being Plan, the Cardiff PSB must undertake a statutory period of consultation, which must last for a minimum of 12 weeks. The consultation began on 28 October 2022 and finished on 20 January 2023.

The following statutory consultees were provided with a copy of the draft Local Well-being Plan as part of the consultation:

- The Commissioner
- The Board's invited participants
- Its other partners
- Such of the persons who received but did not accept an invitation from the board under Section 30 as the board considers appropriate
- The local authority's overview and scrutiny committee
- Relevant voluntary organisations as the board considers appropriate
- Representatives of persons resident in the area

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- Representatives of persons carrying on business in the area
- Trade unions representing workers in the area
- Such persons with an interest in the maintenance and enhancement of natural resources in the board's area, as the board considers appropriate
- Any other persons who in the opinion of the board, are interested in the improvement of the area's economic, social, environmental, and cultural well-being

In terms of direct public consultation, the Cardiff PSB invited views and opinions on the draft Plan and the priorities it covers via an online survey, published on the Cardiff Partnership website. The survey was promoted via the Council's media channels, to the Citizen Panel (5,000 people), as well as through networks and community groups.

Experience of consultation and engagement on strategic plans (including the Well-being Plan 2018-23) told us that public engagement was likely to be limited. Prior to launch, it was therefore decided that the annual 'Ask Cardiff' survey would be used to supplement the results of the direct consultation on the Well-being Plan.

The Ask Cardiff Survey is an annual survey that gives people living and working in Cardiff, as well as those visiting the city, the chance to share their experiences of public services.

The survey is well established in Cardiff – it has been running since 2002 and, as a citizen survey, has one of the highest response rates of any local authority in Wales or UK Core City. An extensive engagement programme is developed for the survey, both online and in communities, with a focus on groups with a typically low response rate.

The survey provides citizens with a chance to comment on their satisfaction with issues such as city life, public services, their own well-being, community safety, food poverty, public health, transport, housing, the economy, the environment, and climate change. Issues that are integral to the Well-being Plan.

The Ask Cardiff Survey was launched on 3 October 2022 and was open until 20 November 2022, aligning with the consultation on the Wellbeing Plan.

The findings of the online survey and Ask Cardiff (and other relevant surveys, including the Child Friendly City survey) have been analysed, thereby ensuring that the Well-being Plan and the PSB's priorities align with issues identified by citizens.

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

Groups	Actions
Age	No improvement actions necessary
Disability	No improvement actions necessary
Gender Reassignment	No improvement actions necessary
Marriage & Civil Partnership	No improvement actions necessary
Pregnancy & Maternity	No improvement actions necessary
Race	No improvement actions necessary
Religion/Belief	No improvement actions necessary
Sex	No improvement actions necessary
Sexual Orientation	No improvement actions necessary
Welsh Language	No improvement actions necessary
Generic Over-Arching [applicable to all the above groups]	No improvement actions necessary

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: Abigail Taylor	Date: 04/01/2023
Designation: Planning & Improvement Officer	
Approved By: Gareth Newell	
Designation: Head of Performance & Partnerships	
Service Area: Performance & Partnerships	