

# **Equality, Diversity & Inclusion Strategy 2024-28**

## *Cardiff Council's Strategic Equality Plan*

Mae'r ddogfen hon ar gael yn Gymraeg hefyd.  
This document is also available in Welsh.

## Strategic Equality Objectives

1. **A Fairer Cardiff**: We will reduce inequality experienced by different groups of people and support everyone in Cardiff to fulfil their potential.
2. **An Accessible Cardiff**: We will work to ensure everyone can take part in all Cardiff has to offer, regardless of background or circumstance.
3. **An Inclusive Cardiff**: We will make Cardiff a city where differences are understood and celebrated, and where all communities feel like they belong.
4. **A Council that reflects its communities**: We will make Cardiff Council a more inclusive organisation which reflects the diversity of the people we serve, and where employees are confident to be themselves and are empowered to progress.
5. **Equality, Diversity and Inclusion at the heart of the organisation**: We will ensure that Cardiff Council's core processes support Equality, Diversity and Inclusion.

## **Equality Objective 1:**

**A Fairer Cardiff: We will reduce inequality experienced by different groups of people and support everyone in Cardiff to fulfil their potential.**

To make Cardiff a fairer city, we will:

- Reduce inequality and advance opportunity for children and young people
- Reduce health inequities across the city
- Support people into work
- Deliver sustainable housing solutions
- Tackle homelessness

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## Steps we will take to achieve this:

### Reducing Inequality and Advancing Opportunity for Children and Young People

A child's early years and education have a profound influence on their life chances. Cardiff is already a good place for many of its children and young people to grow up, with the city offering a wealth of opportunities to build a career and take part in sports, leisure pursuits and culture. However, we recognise that some of the city's children and young people are more vulnerable than others and require additional support to be safe, thrive and enjoy positive future prospects and wellbeing.

Ref	We will:	Lead Member	Lead Directorate
	Improve outcomes for children and young people with additional learning needs through successful implementation of the Additional Learning Needs Code in line with the Welsh Government deadline of August 2025.	Cllr Sarah Merry	Education & Lifelong Learning
	Support the achievement and progression of EOTAS learners, through: <ul style="list-style-type: none"> <li>• Robust quality assurance of all EOTAS provision.</li> <li>• Strong support for transition to Education, Employment and Training</li> <li>• Robust quality assurance of all EOTAS provision.</li> <li>• Strong support for transition to Education, Employment and Training</li> </ul>	Cllr Sarah Merry	Education & Lifelong Learning, and Children's Services
	Ensure access to appropriate education for the increased number of pupils with emotional health and well-being and additional learning needs by delivering additional school places to meet presenting demand.	Cllr Sarah Merry	Education & Lifelong Learning
	Deliver the 'Rights, Respect, Equality – Challenging Bullying, Hate Crime and Hate Incidents' Anti-Bullying Strategy for Cardiff, embedding guidance and training, and monitoring its impact.	Cllr Sarah Merry	Education & Lifelong Learning
	Continue to enhance the Cardiff Commitment through harnessing the economic, cultural, and social capital of Cardiff for the benefit of children and young people to secure opportunities through: <ul style="list-style-type: none"> <li>• Targeting programmes informed by labour market intelligence to support young people</li> </ul>	Cllr Sarah Merry	Education & Lifelong Learning

	with barriers and challenges to move into paid employment, training, or education.		
	Refresh the Corporate Parenting Strategy and operational plan for 2024-27, setting out how we will improve outcomes and wellbeing for children looked after.	Cllr Ash Lister	Children's Services
	Improve services to children with disabilities and additional learning needs and reduce reliance on the private sector.	Cllr Ash Lister	Children's Services
	Continue working with partners to develop and implement pathways and a joint model of service provision for children with serious mental health and emotional well-being issues.	Cllr Ash Lister	Children's Services
	Develop approaches to identify early those at risk of Adverse Childhood Experiences (ACEs) and establish preventative, multi-agency interventions that support children and families before they reach crisis point.	Cllr Ash Lister	Children's Services
	Continue the implementation of the Youth Justice Strategy 'Building Safer Futures Together' and Improvement Plan to reduce offending and improve outcomes for young people.	Cllr Ash Lister	Children's Services
	Continue to develop and implement the Safeguarding Adolescents From Exploitation (SAFE) Model.	Cllr Ash Lister	Children's Services

#### Key Performance Indicators:

KPI Ref	KPI Description	Data Holder
	The percentage of EOTAS learners leaving Year 11 making a successful transition from statutory schooling to education, employment or training	Cardiff Council – Education & Lifelong Learning
	The percentage of Children Looked After leaving Year 11 making a successful transition from statutory schooling to education, employment or training	Cardiff Council – Education & Lifelong Learning
	The number of added formal Additional Learning Needs (ALN) places delivered across the city	Cardiff Council – Education & Lifelong Learning

	Schools in Cardiff adhering to the 'Rights, Respect, Equality – Challenging Bullying, Hate Crime and Hate Incidents' anti-bullying strategy for Cardiff and undertaking relevant training.	Cardiff Council – Education & Lifelong Learning
	Number of schools with a Governor who is responsible for 'Equality, Diversity and Inclusion'	Cardiff Council – Education & Lifelong Learning/ Resources
	The number of pupil engagements with Cardiff Commitment partners	Cardiff Council – Education & Lifelong Learning
	The number of first-time entrants into the Youth Justice System	Cardiff Council – Children's Services
	The percentage of children re-offending within six months of their previous offence	Cardiff Council - Children's Services

## Reducing Health Inequities Across the City

Levels of general health in Cardiff are high and healthy life expectancy has been steadily increasing to above the Welsh average. However, there is considerable variation in healthy behaviours and health outcomes across the city, with often avoidable differences in health between different groups of people. Alongside public service partners, we will continue to reduce health inequalities ensuring everyone has the chance to lead a healthy life.

Ref	We will:	Lead Member	Lead Directorate
	Develop innovative, data-led approaches to tackle health inequities, including: <ul style="list-style-type: none"> <li>Improving childhood vaccination and immunisation uptake in Cardiff</li> <li>Improving uptake of bowel screening</li> <li>Reducing the prevalence of smoking</li> </ul>	Cllr Julie Sangani	Adult Services, Housing & Communities
	Increase the percentage of people with a healthy weight and increase physical activity levels, particularly in the more deprived communities, through the Move More, Eat Well framework.	Cllr Julie Sangani	Adult Services, Housing & Communities
	Support community sports clubs with a particular emphasis on under-represented groups.	Cllr Jennifer Burke	Economic Development

	Support work by the Cardiff & Vale University Health Board to improve health support available to marginalised groups including refugees, asylum seekers, prison leavers and the homeless population, including rough sleepers.	Cllr Julie Sangani & Cllr Norma Mackie	Adult Services, Housing & Communities
	Identify and recognise unpaid carers, including young carers, for the vital contribution they make to the community and the people they care for, and in doing so enable unpaid carers to have a life alongside caring.	Cllr Norma Mackie	Adult Services, Housing & Communities
	Develop integrated support services, enabling people with learning disabilities to live as independently as possible in their local community.	Cllr Norma Mackie	Adult Services, Housing & Communities
	Work with people with mental health needs and other stakeholders to find out more about their experiences and priorities, then develop and deliver services that support people to have good mental health.	Cllr Norma Mackie	Adult Services, Housing & Communities

#### Key Performance Indicators:

KPI Ref	KPI Description	Data Holder
	Healthy life expectancy at birth (male & female) including the gap between the least and most deprived	Office for National Statistics (ONS)/ Public Health Wales (PHW)
	Uptake of MMR2 by age 4 (second dose Mumps, Measles, Rubella vaccine) <i>By GP cluster</i>	Cardiff & Vale University Health Board
	Percentage of students who currently smoke at least weekly	SHRN (School Health Research Network)
	Percentage of adults who are current smokers <i>By GP cluster</i>	National Survey for Wales/ PHW
	Percentage of children aged 4 to 5 who are a healthy weight <i>By deprivation fifth</i>	Child Measurement Programme for Wales, PHW
	Percentage of adults reporting being a healthy weight by deprivation	National Survey for Wales/ PHW

	Percentage of students (aged 11-16) who are physically active for more than 60 minutes, less than 3 days a week by family affluence score	SHRN
	Mental well-being: children & young adults and adults	PHW using SHRN
	Percentage of adults who describe their mental health as good. <i>By demographic breakdown/ deprivation fifth</i>	Cardiff Council – Performance & Partnerships
	The number of individuals with learning disabilities who have been supported to step down to greater independence	Cardiff Council – Adult Services, Housing & Communities

## Supporting People into Work

Cardiff's economy is central to creating jobs and attracting investment into Wales, however access to employment and qualifications are not equal. A number of specific groups of people are under-represented in the job market or have lower levels of skills and qualifications. We will close this inequality gap and, in so doing, enhance economic productivity.

Ref	We will:	Lead Member	Lead Directorate
	Increase participation of ethnic minority groups in the Into Work Service by: <ul style="list-style-type: none"> <li>Continuing to deliver regular targeted engagement events and monitor progression of participation.</li> <li>Gathering data of participation within services delivered by Into Work, ensuring it is regularly monitored.</li> </ul>	Cllr Peter Bradbury	Adult Services, Housing & Communities
	Encourage employment and prevent discrimination against older people in the job market.	Cllr Norma Mackie	Adult Services, Housing & Communities
	Use planning and commissioning powers to require employers to recruit apprenticeships from disadvantaged groups and to increase transparency about the diversity of their workforces.	Cllr Chris Weaver & Julie Sangani	Resources



### Key Performance Indicators:

KPI Ref	KPI Description	Data Holder
	Claimant Count Rate (percentage of working age (16-64) people claiming unemployment related benefits in Cardiff) <i>By Age, Sex, Deprivation Fifth, Ward</i>	Cardiff Council using 2019 WIMD and ONS Claimant Count/Mid-Year Estimate data
	Percentage whose employment situation improved over the last 12 months <i>By demographic group/ deprivation fifth</i>	Cardiff Council – Performance and Partnerships
	The percentage of Into Work clients who identify as being from a Black, Asian or Minority Ethnic background	Cardiff Council – Adults, Housing & Communities
	The number of individuals who have attended the designated courses for those aged 50+ delivered by the Into Work Advice Service	Cardiff Council – Adults, Housing & Communities

### Delivering Sustainable Housing Solutions

Access to good quality housing is a cornerstone of wellbeing and essential if people are to achieve their potential. We know, however, that some groups of people are characterised by having poor access to housing or who may be living in difficult conditions. For that reason, improving access to sustainable housing is a key component of making Cardiff a more equal city.

Ref	We will:	Lead Member	Lead Directorate
	Deliver innovative housing solutions to address issues such as overcrowding, under occupation, lack of family accommodation and lack of adapted properties.	Cllr Lynda Thorne	Adult Services, Housing & Communities
	Improve access to the private rented sector and promote this to address housing need, through the Landlord Enquiry and Tenancy Service (LETS) and expansion of the Welsh Government Leasing Scheme.	Cllr Lynda Thorne & Cllr Dan De’Ath	Adult Services, Housing & Communities
	Improve and develop services for Gypsy, Roma and Traveller communities residing on local authority sites.	Cllr Lynda Thorne	Adult Services, Housing & Communities

	Continue to improve specialist accommodation and support pathways for refugees, prison leavers and those leaving hospital.	Cllr Lynda Thorne	Adult Services, Housing & Communities
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### Key Performance Indicators:

KPI Ref	KPI Description	Data Holder
	Percentage reporting that they have good access to good quality housing <i>By demographic group/ deprivation fifth</i>	Cardiff Council – Performance and Partnerships

## Tackling Homelessness

Homelessness remains one of the most visible manifestations of inequality within our city. The Council has therefore set out an ambitious vision for ending homelessness in Cardiff, supported by a whole system change for homelessness support with an emphasis on ensuring that homelessness and housing support delivery meets the needs of diverse groups.

Ref	We will:	Lead Member	Lead Directorate
	Continue to develop homelessness prevention services, ensuring that the complex needs of homeless people are met.	Cllr Lynda Thorne	Adult Services, Housing & Communities
	Prevent youth homelessness and ensure that young people leaving care are supported by: <ul style="list-style-type: none"> <li>• Further enhancing advice and mediation services, with particular regard to young people;</li> <li>• Widening roll-out of targeted interventions and support for school-aged children and their families;</li> <li>• Continuing to ensure the young person’s gateway accommodation meets current needs, reviewing and increasing capacity within the gateway as needed;</li> <li>• Developing new supported housing schemes for young people with complex needs including the scheme proposed for the Citadel site.</li> </ul>	Cllr Lynda Thorne	Adult Services, Housing & Communities
	Ensure that homelessness and housing support service delivery meets the needs of diverse groups such as single men, those from ethnic minority communities and the LGBTQ+ community, by	Cllr Lynda Thorne	Adult Services, Housing & Communities

	gaining a better understanding of how homelessness affects them.		
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**Key Performance Indicators:**

<b>KPI Ref</b>	<b>KPI Description</b>	<b>Data Holder</b>
	The percentage of households threatened with homelessness successfully prevented from becoming homeless	Cardiff Council – Adults, Housing & Communities
	The percentage of people presenting to the homelessness service who are homeless on the day, without previously seeking prevention help	Cardiff Council – Adults, Housing & Communities

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## **Equality Objective 2:**

**An Accessible Cardiff: We will work to ensure everyone can take part in all the city has to offer, regardless of background or circumstance.**

To make Cardiff an accessible city, we will:

- Continue to be a Child Friendly City
- Support an Age Friendly City
- Promote a Dementia Friendly City
- Develop a Neurodiversity Friendly City
- Become a city that reflects the principals of 'CEDAW'
- Enhance the accessibility of Services and City Spaces

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## Steps we will take to achieve this:

### A Child Friendly City

As a UNICEF 'Child Friendly City, we are committed to making Cardiff a great place to grow up for all children. Making every school a good school and embedding children's rights in shaping services will be a key part of this agenda. For some children and young people, however, we know that more needs to be done to close the attainment gap, help them overcome barriers and support them to achieve their potential.

Ref	We will:	Lead Member	Lead Directorate
	Implement the three-year Sustainability Plan 2024-2027 to further progress Cardiff as a Child Friendly City.	Cllr Sarah Merry	Education & Lifelong Learning
	Continue to roll out the 'Passport to the City' with Cardiff University and partners to provide the children and young people who need it the most with access to the wide range of resources and experiences the city has to offer, ensuring the prioritisation of Children Looked After.	Cllr Sarah Merry	Education & Lifelong Learning

#### Key Performance Indicators:

KPI Ref	KPI Description	Data Holder
	The percentage of young people that know about their rights	Cardiff Council – Education & Lifelong Learning
	The number of children looked after engaging with Passport to the City	Cardiff Council – Education & Lifelong Learning

### An Age Friendly City

As an Age Friendly City, we are dedicated to making the city a great place to grow older. Supporting people to live independently, access employment and participate in the and get in their communities will therefore be important as they grow older. We also know that certain groups of older people experience inequality in relation to health life expectancy, access to the job market and a range of other outcomes, which we will work to address.

Ref	We will:	Lead Member	Lead Directorate
	Work with partners as part of our commitment to be an Age Friendly City by:	Cllr Norma Mackie	Adult Services,

	<ul style="list-style-type: none"> <li>Playing a full part in the World Health Organisation's Network of Age Friendly Cities</li> <li>Measuring our success through a city-wide evaluation framework and key performance indicators</li> <li>Producing an annual report on progress.</li> </ul>		Housing & Communities
	Provide opportunities for older people to get involved in their community and, in particular, to support older people to stay active and connected.	Clr Norma Mackie	Adult Services, Housing & Communities
	Listen to the voices of older citizens and increase their choice in care provision by: <ul style="list-style-type: none"> <li>Improving our engagement with older people, seeking meaningful input and feedback.</li> <li>Reviewing current usage of our services and taking steps to ensure all Cardiff communities are aware of, and have access to, our services.</li> </ul>	Clr Norma Mackie	Adult Services, Housing & Communities
	Establish a partnership approach to reduce the number of older people becoming victims of fraud.	Clr Norma Mackie	Performance & Partnerships

#### Key Performance Indicators:

KPI Ref	KPI Description	Data Holder
	The number of events held to support people to keep active and stay mobile/ the number of participants at events held to support people to keep active and stay mobile	Cardiff Council – Adults, Housing & Communities
	The number of events held to support people to remain connected and stay social / the number of participants at events held to support people to remain connected and stay social	Cardiff Council – Adults, Housing & Communities

## A Dementia Friendly City

As a Dementia Friendly City, we will work to improve the support available for people living with dementia and their families. This will involve a range of initiative, including the recruitment of volunteer Dementia Friendly Ambassadors and supporting people with dementia to stay at home and live in the community to ensure that those living with dementia address any inequality of outcomes.

Ref	We will:	Lead Member	Lead Directorate
	<p>Work with partners to deliver our commitment to be a Dementia Friendly City by:</p> <ul style="list-style-type: none"> <li>Recruiting volunteer Dementia Friendly Ambassadors to encourage local businesses to become dementia friendly.</li> <li>Measuring our success through a city-wide evaluation framework and key performance indicators</li> <li>Producing an annual report on progress.</li> </ul>	Cllr Norma Mackie	Adult Services, Housing & Communities
	<p>Support people with dementia to stay at home wherever possible by:</p> <ul style="list-style-type: none"> <li>Reviewing best practice in supporting people with dementia to live in the community and using this to inform the commissioning of new framework arrangements for care homes.</li> <li>Reviewing the dementia training required to ensure that staff can tailor the correct care and support to the person and their family in their home.</li> <li>Implementing and embedding a learning network for care home providers to share good practice and learning regarding dementia care in order to improve quality across the care home sector.</li> </ul>	Cllr Norma Mackie	Adult Services, Housing & Communities
	<p>Raise awareness of Dementia and its determinants whilst working to develop community-based services that enable equitable and timely access to diagnosis and person-centred care.</p>	Cllr Norma Mackie	Adult Services, Housing & Communities

**Key Performance Indicators:**

KPI Ref	KPI Description	Data Holder
	The number of digital and face-to-face Dementia Friendly City events held	Cardiff Council – Adults, Housing & Communities

## A Neurodiversity Friendly City

Cardiff Council has committed to becoming a Neurodiverse Friendly City. This will involve removing the barriers that prevent those with neurodivergent traits from participating fully in society whilst increasing awareness of neurodiversity across the city.

Ref	We will:	Lead Member	Lead Directorate
	Produce a Neurodivergent Friendly Strategy which ensures our services identify and meet the needs of neurodivergent citizens.	Cllr Norma Mackie	Adults Services, Housing & Communities
	Improve services for people with autism by: <ul style="list-style-type: none"> <li>• Reviewing the effectiveness of training and ensuring all staff have access to the appropriate level of training to meet the needs of autistic people;</li> <li>• Embedding the specialist neurodiversity service within Adult Services and reporting on outcomes.</li> </ul>	Cllr Norma Mackie	Adults Services, Housing & Communities
	Ensure people who are Neurodiverse receive the right support at the right time. We will build on our existing service provision by: <ul style="list-style-type: none"> <li>• Strengthening support to ensure the right support is available at the right time</li> <li>• Improving ADHD service provision</li> <li>• Transitional arrangements which enable a seamless journey for young people into adult hood</li> <li>• Meeting the new national guidance on neurodiversity requirements</li> <li>• Improving timeliness and access to assessment and diagnosis</li> <li>• Implementing the Code of Practice</li> </ul>	Cllr Norma Mackie	Adult Services, Housing & Communities

## A City for 'CEDAW'

The Council has agreed to become a city that reflects the principals of Convention on the Elimination of all forms of Discrimination Against Women 'CEDAW'. This will involve a dedicated programme of work to promote gender equality, protect women's rights, and eliminate all forms of discriminatory practices against women.



Ref	We will:	Lead Member	Lead Directorate
	Publish a CEDAW city action plan by May 2024 and deliver all key CEDAW commitments by 2026, including: <ul style="list-style-type: none"> <li>• Creating a programme of activities, informed by women and girls, to empower and engage women and girls.</li> <li>• Delivering a Violence against Women, Domestic Abuse and Sexual Violence Strategy with partners.</li> <li>• Improving women’s feelings of safety in public spaces in Cardiff</li> </ul>	Cllr Lynda Thorne	Performance & Partnerships

#### Key Performance Indicators:

KPI Ref	KPI Description	Data Holder
	Percentage of women feeling safe (at home, walking in the local area, and travelling)	National Survey for Wales, supported by Ask Cardiff Survey data

### Enhancing the Accessibility of Services and City Spaces

The council is committed to identifying and addressing barriers to accessibility, whether physical, digital, or social, in order to create a more accessible and welcoming environment for everyone. This approach highlights the importance of consultation with communities and seldom heard voices to understand their specific needs and experiences, driving meaningful change and fostering a city that is truly accessible to all.

Ref	We will:	Lead Member	Lead Directorate
	Tackle digital exclusion and digital literacy by: <ul style="list-style-type: none"> <li>• Ensuring that, when we are designing digital services, we remove barriers that prevent people from accessing services.</li> <li>• Providing support to local community groups who are working to improve digital inclusion in the area.</li> </ul>	Cllr Chris Weaver	Resources
	Broaden participation and accessibility in city planning and ensure there are appropriate platforms for engagement and community voice in the design of the city	Cllr Dan De’Ath	Planning, Transport and Environment

**Key Performance Indicators:**

KPI Ref	KPI Description	Data Holder
	Percentage reporting facing barriers to accessing services or amenities in their local neighbourhood <i>By demographic group/ deprivation fifth</i>	Cardiff Council – Performance and Partnerships

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### **Equality Objective 3:**

**An Inclusive Cardiff: We will make Cardiff a city where differences are understood and celebrated, and where all communities feel like they belong.**

To make Cardiff safe and inclusive, we will:

- Promote community cohesion
- Support refugees and asylum seekers
- Become an Anti-Racist Cardiff
- Improve outcomes for LGBTQ+ People
- Develop a bilingual Cardiff

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## Steps we will take to achieve this:

### Promoting Community Cohesion

Cardiff has a proud history of inclusion and community cohesion. With the city more diverse than ever before, and over 100 languages spoken in our communities, Cardiff remains an inclusive city. A major survey on quality-of-life survey, undertaken recently, ranked Cardiff as top European City for immigrants from other countries and families with young children. It also ranked Cardiff 4th for minority ethnic and a top 6 European city for LGBTQ+ community. Recognising the harmful impact of division and segregation, the Council will continue to promote a belonging and help communities value people from different backgrounds and circumstances.

This will be delivered through co-ordinated partner-led activities to tackle local hate crime issues and raising awareness of support for victims of hate crime through anti-hate campaigns. Furthermore, the Council will bring together community groups and third sector organisations to help build resilient communities.

Ref	We will:	Lead Member	Lead Directorate
	Deliver the Cohesion Fund, inviting applications from grassroots organisations to deliver activities which strengthen cohesion in the city.	Cllr Julie Sangani	Performance & Partnerships
	Increase visibility of Black and Ethnic Minority role models and public education on Black History through events programming i.e. Mrs Campbells Monument Lecture	Cllr Julie Sangani	Performance & Partnerships
	Follow national best practice and raise awareness towards nurturing stronger communities and advocate for a fairer world through partnership working on 'More In Common' Jo Cox events.	Cllr Julie Sangani	Performance & Partnerships
	Community Safety and Cohesion Team to compile a Year End report highlighting the main activities and achievements to compliment the Welsh Government Cohesion Plan quarterly reports.	Cllr Julie Sangani	Performance & Partnerships

### Key Performance Indicators:

KPI Ref	KPI Description	Data Holder
	People agreeing that they belong to the area; that people from different backgrounds get on well together; and that people treat each other with respect.	National Survey for Wales, supported by Ask Cardiff data

### Supporting Refugees and Asylum Seekers

Refugees and asylum seekers often arrive in Cardiff following traumatic experiences in their countries of origin and on their journeys to the UK. We will ensure that these individuals are supported to rebuild their lives and make a full contribution to Welsh society. Working as a single public service team Cardiff will continue providing, making sure that refugees are safe and supported to buy food and clothes, open a bank account, claim Universal Credit or register with a GP.

Ref	We will:	Lead Member	Lead Directorate
	Continue to lead a city-wide response to support refugees and asylum seekers, including: <ul style="list-style-type: none"> <li>Supporting access to accommodation, education, employment and health services.</li> <li>Managing the impact of accelerated asylum dispersal.</li> <li>Developing an enhanced advice and support service for refugees and asylum seekers.</li> <li>Working with Welsh and UK Governments to ensure equity of funding and deliver a Wales-wide approach.</li> </ul>	Cllr Julie Sangani	Performance & Partnerships
	Continue to support and uphold the rights and best interests of unaccompanied asylum-seeking children and young people.	Cllr Ash Lister	Children Services
	Extend the work of Schools of Sanctuary to a broader network of schools and support the participation of refugee and asylum-seeking communities.	Cllr Sarah Merry	Education & Lifelong Learning

### Key Performance Indicators:

KPI Ref	KPI Description	Data Holder
	Number of Schools of Sanctuary in Cardiff.	Cardiff Council – Education & Lifelong Learning

### An Anti-Racist Cardiff

Cardiff is committed to tackling all forms of hate crime and will work closely with partners to eliminate racism and race inequality. Delivering the recommendations of the Race Equality Task Force and supporting the delivery of the Anti-Racist Wales Action Plan will make a significant contribution to achieving this. The work draws on the lived experience of ethnically diverse communities to address racial disparities and promote equality.

Ref	We will:	Lead Member	Lead Directorate
	Publish an annual end of year review of progress against the recommendations of the Cardiff Race Equality Taskforce	Cllr Huw Thomas & Cllr Julie Sangani	Performance & Partnerships
	Identify and progress relevant local authority actions against the Welsh Government Anti-Racist Wales Action Plan.	Cllr Huw Thomas & Cllr Julie Sangani	Performance & Partnerships

### Improving Outcomes for LGBTQ+ People

Cardiff is committed to being a city where the LGBTQ+ community feel safe and welcomed and has recently been ranked as a top European city for people who are LGBTQ+. Throughout the year, Cardiff hosts a variety of LGBTQ+ events and celebrations, including Pride Cymru, which brings together people from all walks of life to celebrate diversity and help people feel embraced, respected, and empowered to live authentically. We will continue to foster a culture of respect, and acceptance, regardless of sexual orientation or gender identity to strengthen LGBTQ+ equality across the city.

Ref	We will:	Lead Member	Lead Directorate
	Strengthen equality for the LGBTQ+ community by delivering the relevant actions for local authorities set out in the Welsh Government's "LGBTQ+ Action Plan for Wales."	Cllr Julie Sangani	Performance & Partnerships

## A Bilingual Capital City

The Council’s vision is to develop a truly bilingual Cardiff. A capital city where bilingualism is promoted and where people can live their life in the language of their choice. The Council’s five-year Bilingual Cardiff Strategy 2022-27 and promote and facilitate the use of Welsh and increase the number of Welsh speakers and learners in Cardiff to ensure that Cardiff plays its part in supporting the Welsh Government’s vision of a million Welsh speakers by 2050.

Ref	We will:	Lead Member	Lead Directorate
	Deliver the commitments in the city-wide Bilingual Cardiff Strategy 2022-27 and promote and support the growth of the Welsh language to help meet the Welsh Government’s ‘Cymraeg 2050: A million Welsh speakers’ strategy.	Cllr Huw Thomas	Performance & Partnerships

### Key Performance Indicators:

KPI Ref	KPI Description	Data Holder
	Percentage who speak Welsh	National Survey for Wales

## **Equality Objective 4:**

**A Council that reflects its communities: We will make Cardiff Council a more inclusive organisation which reflects the diversity of the people we serve, and where employees are confident to be themselves and are empowered to progress.**

To ensure that Cardiff Council reflects its communities, we will focus on:

- Attracting and Recruiting Diversity
- Supporting the Progression of a More Diverse Workforce
- Supporting our staff networks

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## Steps we will take to achieve this:

### Attracting and Recruiting Diversity

We recognise that a diverse organisation is necessary for the continuing accessibility and quality of our services. It is important that as a Council our workforce is reflective of the communities and citizens that we serve. This is an on-going challenge for the Council, and we understand that there are steps that we must put in place now to help us achieve this goal in the future.

Ref	We will:	Lead Member	Lead Directorate
	Create an environment that will allow Cardiff Council to attract, the best talent through an ongoing review of our attraction and recruitment practices.	Cllr Weaver	Resources/All Directorates
	Pilot Diverse Recruitment Panels	Cllr Weaver	Resources
	Dedicate annual funding to the Council's corporate trainee scheme.	Cllr Weaver	Resources
	<p>Improve access to and visibility of Cardiff Works for ethnic minority groups by:</p> <ul style="list-style-type: none"> <li>Continuing to widen access and visibility of service, monitoring the impact of changes made to the Cardiff Works service in 2021/22 to ensure barriers are reduced for ethnic minority job seekers.</li> <li>Continuing to ensure an outreach, engagement, and communications programme is delivered to raise awareness of the service to ethnic minority job seekers.</li> </ul>	Cllr Peter Bradbury	Resources & Adults, Housing & Communities
	Develop and implement a recruitment and retention programme to increase the diversity of the school workforce, including within school governance.	Cllr Sarah Merry	Education & Lifelong Learning
	Develop and implement a recruitment and retention programme to increase the diversity of the social care workforce.	Cllr Ash Lister & Cllr Norma Mackie	Children Services, Adult Services, Housing & Communities
	Develop a framework to support the integration of social workers from overseas.	Cllr Ash Lister	Children's Services

	<p>Consider what organisations the Council can work with to raise awareness of opportunities in social work and establish links with communities. For example:</p> <ul style="list-style-type: none"> <li>• Faith Council Wales</li> <li>• FGM Consultation Group</li> <li>• Fostering attendance at faith events</li> <li>• Work with Czech-Roma families</li> </ul>	Cllr Ash Lister	Children's Services
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### Key Performance Indicators:

KPI Ref	KPI Description	Data Holder
	Number of monthly applicants from minority ethnic backgrounds into Cardiff Works.	Cardiff Council – Resources
	Percentage of teaching workforce from a minority ethnic background in Cardiff schools.	Cardiff Council – Education & Lifelong Learning/ Resources
	Number of new LA Governor Appointments from minority ethnic backgrounds.	Cardiff Council – Education & Lifelong Learning/ Resources

### Support the Progression of a More Diverse Workforce

Attracting the best talent is important in ensuring a creative and productive workforce. This means that the Council must be an employer of choice for people of all backgrounds and to do this the Council will build on its support programme to promote the professional development of underrepresented groups within the Council. This will include a focus on developing future leaders and diversifying representation within senior positions.

Ref	We will:	Lead Member	Lead Directorate
	Complete pilot of Leadership Development Programme for Members of the Staff Network and look at ways to embed within the suite of training.	Cllr Chris Weaver	Resources
	Roll out the Reverse Mentoring Programme linked to the Leadership Development Programme.	Cllr Chris Weaver	Resources
	Support career progression routes for ethnic minority employees.	Cllr Chris Weaver	Resources

	Provide and promote ESOL (English for Speakers of Other Languages) provision to support staff whose English language skills are a potential barrier to career development within the organisation.	Cllr Chris Weaver & Julie Sangani	Resources & Adults, Housing & Communities
	Monitor our gender and race pay gap reporting and ensure current action plans support the closure of any gaps as appropriate.	Cllr Weaver	Resources
	Increase the number and percentage of Welsh speakers in the workforce, in line with the 'Bilingual Cardiff: Bilingual Council' Policy, and expand capacity to deliver bilingual services by implementing the Welsh Language Skills Strategy	Cllr Huw Thomas	Performance & Partnerships

#### Key Performance Indicators:

KPI Ref	KPI Description	Data Holder
	Number of minority ethnic staff at senior grades (G8-10) and OM+ of the Council.	Cardiff Council – Resources
	The number of attendees at 'Lunch and Learn' lessons.	Cardiff Council – Resources
	Number of Improving Conversational English (ICE) courses delivered and attendees.	Cardiff Council – Resources
	Number of referrals to Cardiff & Vale Learning Partnership for ESOL courses, including staff.	Cardiff Council – Resources
	Number of people from an ethnic minority background in leadership positions in Cardiff Schools	Cardiff Council – Resources
	Difference in the average pay between white employees and employees all other ethnicities employees (Cardiff Council)	Cardiff Council – Resources
	Difference in the average pay between male and female employees (Cardiff Council)	Cardiff Council – Resources
	The number of staff with Welsh language skills (20% increase by 2026/27 in line with the Bilingual Cardiff Strategy 2022-27)	Cardiff Council – Performance & Partnerships
	The number of staff attending Welsh courses (50% increase by 2026/27 in line with the Bilingual Cardiff Strategy 2022-27)	Cardiff Council – Performance & Partnerships

## Support our Employee Networks

The Council has five Employee Network as a way of supporting employees and enabling them to improve the way Cardiff Council works as an employer. We will support the Networks to make a positive contribution to the policies, procedures, and culture of the Council, as well as organising development opportunities and events.

Ref	We will:	Lead Member	Lead Directorate
	Continue to grow the membership of our Employee Networks to empower employees to bring their whole self to work.	Cllr Chris Weaver & Julie Sangani	Resources/ All Directorates
	Continue to support and encourage our Employee Networks to provide a safe space for employees to be themselves.	Cllr Chris Weaver & Julie Sangani	Resources/ All Directorates
	Work closely with Employee Networks to understand how we can foster a more inclusive culture that attracts and encourages applicants from our underrepresented groups.	Cllr Chris Weaver & Julie Sangani	Resources
	Develop and maintain guides and policies to ensure inclusivity for all staff.	Cllr Chirs Weaver	Resources
	Build on our Stonewall Gold Status and retain our position as a Stonewall Top 100 Employer.	Cllr Chris Weaver & Julie Sangani	Resources

## **Equality Objective 5:**

**Equality, Diversity and Inclusion at the heart of the organisation: We will ensure that our core processes support Equality, Diversity and Inclusion.**

To ensure that Equality, Diversity and Inclusion is at the heart of Cardiff Council, we will:

- Strengthen the Council's approach to policy development and decision-making
- Enhance the Council's Equality, Diversity and Inclusion training offer
- Amplify citizen voice
- Improve our understanding of our workforce and service users
- Adopt inclusive commissioning and procurement practices

## Steps we will take to achieve this:

### Strengthen Policy Development and Decision-Making

The Council has an obligation to meet the Public Sector Equality Duty. Systematically completing high quality Equality Impact Assessments will help the Council achieve this, undertake good policy making and improve decision making more generally. The Council will therefore embed an approach to considering the impact of the decisions we take on protected groups and align this with programme of consultation and engagement.

Ref	We will:	Lead Member	Lead Directorate
	<p>Complete high quality Equality Impact Assessments on all relevant decisions, involving:</p> <ul style="list-style-type: none"> <li>• Implementing the Corporate Impact Assessment Tracker</li> <li>• Ensuring all Operational Managers complete Impact Assessment training.</li> <li>• Promote Single Integrated Assessment Form</li> <li>• A rolling three-month programme of review to critically assess the quality of Impact Assessments, by directorates.</li> </ul>	Cllr Julie Sangani	Performance and Partnerships / Resources
	Strengthen the links between the outcomes of Impact Assessments and the Council's consultation and Engagement programme.	Cllr Julie Sangani	Performance and Partnerships
	Support the delivery of the PSB Equality Network	Cllr Huw Thomas & Cllr Julie Sangani	Performance & Partnerships
	<p>Improve the diversity of representation in key decision-making panels:</p> <ul style="list-style-type: none"> <li>• Council representatives and senior managers will endeavour to only participate in conferences/ panels which include a diverse membership.</li> <li>• All Council-run events will endeavour to ensure a diverse panel/line-up of speakers.</li> <li>• Cardiff Council's elected members should support the Welsh Local Government Association's Diverse Council Declaration, to support diversity in democracy and representation of ethnic minority groups in the capital city.</li> </ul>	Cllr Chris Weaver & Cllr Julie Sangani	Resources

	Consider options to further align and integrate other relevant impact assessment, including Welsh Language Impact Assessments and Child Rights Impact Assessments	Cllr Huw Thomas, Cllr Sarah Merry & Cllr Julie Sangani	Performance & Partnerships
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#### Key Performance Indicators:

KPI Ref	KPI Description	Data Holder
	Percentage of EIAs identified as being required for Cabinet Decisions that are completed	

### Enhancing the Council's Equality, Diversity and Inclusion Training Offer

Establishing a comprehensive framework of equality training is essential in ensuring that our commitment to equality, diversity and inclusion is understood and is evident across the organisation. We will therefore work to ensure all staff members receive an appropriate level of equality training, with training mandatory for all staff, specialist training available where needed and more specific training mandatory for certain members of staff and managers.

Ref	We will:	Lead Member	Lead Directorate
	<p>Establish a high-quality, accessible programme of corporate Equality, Diversity and Inclusion Training, including:</p> <ul style="list-style-type: none"> <li>• A mandatory Corporate Equality Training Module for all staff</li> <li>• A dedicated module for those shaping policy/reforming service delivery with a focus on Equality Impact Assessments</li> <li>• Strengthened monitoring arrangements.</li> <li>• A rolling programme of briefings with the Council's Senior Managers.</li> <li>• Embedding a comprehensive training module for members as part of the Council's member induction programme.</li> </ul>	Cllr Chris Weaver	Resources

### Key Performance Indicators:

KPI Ref	KPI Description	Data Holder
	The percentage of Council staff completing equalities training	Cardiff Council – Performance & Partnerships
	The percentage of Council operational managers completing Equality Impact Assessment training	Cardiff Council – Performance & Partnerships
	Number of staff completing Unconscious Bias and Microaggression training.	Cardiff Council – Education & Lifelong Learning
	Number of schools participating in the Anti-Racism 'Promote Equality' Training pilot.	Cardiff Council – Education & Lifelong Learning

### Amplifying Citizen Voice

We want all residents and communities to have a voice on decisions the Council will be taking and play a key role in shaping local service provisions and promoting participation in democracy, whilst ensuring that the diversity of the city is reflected in our work. An analysis of core Cardiff surveys points to a lower response rate consultation and engagement work from children and young people, older people, particularly those aged 75 and over, minority ethnic communities, lower socio-economic wards and disabled people. For that reason, we will deliver the actions within the Participation Strategy, which includes establishing a targeted engagement and feedback programme to build trust and links with communities least likely to engage.

Ref	We will:	Lead Member	Lead Directorate
	Deliver the Participation Strategy action plan to improve engagement with seldom heard voices and amplify the voices of people who are currently less likely to get involved in the decision-making process.	Cllr Julie Sangani & Cllr Peter Bradbury	Performance & Partnerships

### Key Performance Indicators:

KPI Ref	KPI Description	Data Holder
	TBC – Percentage of Respondents to Core Council Surveys <i>By demographic group/ deprivation fifth</i>	Cardiff Council – Performance & Partnerships



	Percentage able to influence decisions affecting their local area	National Survey for Wales
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## Improving our Understanding of our Workforce and Service Users

Establishing an understanding of our services users is essential if we are to understand the effectiveness of our services and ensure we are meeting the needs of our diverse communities. To achieve this, we will take forward a programme of work to improve our understanding of customers and service users.

Ref	We will:	Lead Member	Lead Directorate
	Improve staff monitoring information by: <ul style="list-style-type: none"> <li>• Promoting the Working for Cardiff App.</li> <li>• Encouraging all employees to share their protected characteristics and update their personal records confidentially.</li> <li>• Ensuring managers have the right data to understand their workforce composition.</li> </ul>	Cllr Chris Weaver	Resources/ All Directorates
	Improve the collection, analysis and reporting of service users' equality data, alongside other citizen voice data, by: <ul style="list-style-type: none"> <li>• Embedding indicators of citizen voice within the Council Planning and Monitoring Framework.</li> <li>• Publish good practice guidance on collecting service user data.</li> </ul>	Cllr Julie Sangani	All Directorates

## Adopting Inclusive Commissioning & Procurement Practices

We work in contractual partnerships with the private and voluntary sector for the provision of a wide range of services, infrastructure, and goods. In these cases, effective procurement can help to improve service quality, including better meeting the diverse needs of different ethnic groups. We can use our purchasing powers to advance equality and, where appropriate, achieve wider social benefits, such as creating training or employment opportunities for local people, to prompt employers to recruit apprenticeships from disadvantaged groups and to increase transparency about the diversity of their workforces.

Ref	We will:	Lead Member	Lead Directorate
	Improve Fair Work and Safeguarding practices adopted by suppliers by: <ul style="list-style-type: none"> <li>• Ensuring that tenderers and contractors are aware of the Council's commitment to</li> </ul>	Cllr Chris Weaver & Julie Sangani	Resources

	<p>working with organisations that will support the Council to meet its equality, fair work and safeguarding duties.</p> <ul style="list-style-type: none"> <li>• Using the tender process and contracts to ensure that our contractors are committed to supporting the Council to deliver its equality, fair work and safeguarding duties.</li> <li>• Managing Suppliers and Contractors to ensure that they deliver their equality, fair work and safeguarding commitments within their organisation and supply chain.</li> </ul>		
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**Key Performance Indicators:**

KPI Ref	KPI Description	Data Holder
	Percentage of our tendered contracts including a social value commitment to increase ethnic diversity of workforce.	Cardiff Council – Resources

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