

# **Cardiff Equality Needs Assessment 2023**

*Developed: December 2023*

## Introduction

### Purpose of this Report

This report has been developed as a comprehensive evidence review to identify the most significant issues currently facing people with different protected characteristics – as well as characteristics beyond those protected by legislation – or experiencing socioeconomic disadvantage in Cardiff. This report will inform the development of Cardiff Council’s new Strategic Equality Plan (2024-2028), which will set out refreshed Strategic Equality Objectives.

### Legislative Context

#### *Equality Act 2010*

#### Public Sector Equality Duty

As a public body, Cardiff Council is bound to fulfil its duties under the **Equality Act 2010**, including the **Public Sector Equality Duty (general duty)**, which came into force in 2011. The Public Sector Equality Duty is defined as:

*“A public authority must, in the exercise of its functions, have due regard to the need to –*

*(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;*

*(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*

*(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.”*

The general duty covers eight protected characteristics:

- Age
- Sex
- Race
- Disability
- Religion or belief (including non-belief)
- Sexual Orientation
- Gender Reassignment
- Pregnancy and Maternity

The duty applies to marriage and civil partnership, but only for having due regard to the need to eliminate discrimination.

Having due regard for advancing equality involves:

- Removing or minimising disadvantages experienced by people due to their protected characteristics;
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- Encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

## Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

The **Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011** set out the specific steps that public authorities in Wales must take to demonstrate that they are paying due regard to the general duty. This includes publishing a Strategic Equality Plan that sets out equality objectives, at least every four years (from 6 April 2012).

## Socio-economic Duty

The **Socio-economic Duty** came into force in 2021. The overall aim of the duty is to deliver better outcomes for those who experience socio-economic disadvantage. It requires a public body “when making decisions of a strategic nature about how to exercise its functions, [to] have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.”

## **Structure**

The Equality Needs Assessment is structured around the following themes, aligning to the Council’s Wellbeing Objectives, as set out in the [Corporate Plan 2023-2026](#)<sup>1</sup>.

At the end of each chapter, a summary of key points is provided.

- Demography
- Health and Wellbeing
- Wellbeing Objective 1: Cardiff is a Great Place to Grow Up
- Wellbeing Objective 2: Cardiff is a Great Place to Grow Older
- Wellbeing Objective 3: Supporting People out of Poverty
- Wellbeing Objective 4: Safe, Confident and Empowered Communities
- Wellbeing Objective 5: A Capital City that Works for Wales
- Wellbeing Objective 6: Cardiff Grows in a Resilient Way
- Wellbeing Objective 7: Modernising and Integrating our Public Services

## **Methodology**

To provide a holistic and comprehensive assessment, this report brings together a range of existing data, reports, and research relevant to protected characteristic groups, as well as characteristics beyond those protected by legislation, and socioeconomic disadvantage. The information presented is from a variety of sources, ranging from a local (Cardiff, including sub-Cardiff) level to a Wales-wide and UK-wide level. This includes engagement work that has been undertaken locally by the Cardiff Research Centre (CRC)<sup>2</sup>.

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<sup>1</sup> In accordance with the requirements of the Wellbeing of Future Generations (Wales) Act 2015, the Council’s Corporate Plan sets out Cardiff’s Wellbeing Objectives. These are set following a process of self-assessment and policy development as part of the Council’s planning and performance cycle and highlight high-level priorities/ areas for action. The Council publishes a new Corporate Plan each year, with a review of the Wellbeing Objectives undertaken.

<sup>2</sup> The CRC is the Council’s consultation and engagement team, which has established a track record of producing high-quality research. Access to all reports published by the Cardiff Research Centre is available [here](#). The reports analyse the results of surveys conducted by the centre and can be filtered by topic, date of publication or ward.

As highlighted, throughout the assessment, consideration is given to people experiencing socioeconomic disadvantage in the city. Reference is specifically given to Cardiff's 'most deprived' and 'least deprived' areas to gain a nuanced understanding of disparities between communities. To assess overall deprivation, the Welsh Government's Welsh Index of Multiple Deprivation (WIMD) is utilised, which provides a comprehensive and multifaceted perspective on economic and social disparities<sup>3</sup>. In this regard, reference is frequently given to Cardiff's 'Southern Arc' – an area stretching from Ely in the West to St Mellons in the East, with a population of almost 155k people (2021 Census) – where deprivation is concentrated in the city across the domains of the WIMD.

The source of information included is highlighted throughout the report. A full bibliography of evidence and policy sources which informed the assessment can be found at **Appendix I** of this report.

### *Data Limitations*

- The assessment has been developed based on the latest data available and therefore provides a snapshot in time (December 2023).
- Some of the data referenced in this assessment has been sourced from the 2021 Census. It's important to recognise that the 2021 Census was conducted during the pandemic and a period of lockdown/ pandemic restrictions, which could have influenced some of the results.
- It's important to note that the availability of data varies; for instance, in certain cases, data may be disaggregated for specific protected characteristics while information for others may not be as readily available. The assessment therefore allows insight into disparities where data permits.
- Throughout the assessment, consideration is given to gender. In certain instances, references may use traditional binary terms, such as 'man' or 'woman' to reflect conventional understandings. In other instances, a deeper exploration of gender identity is undertaken, recognising that not everyone's gender identity aligns with their sex at birth. This approach recognises that gender is a complex and multifaceted aspect of human identity.
- The Equality Act 2010 defines disability as *"a physical or mental impairment [which has] a substantial, long-term adverse effect on a person's ability to carry out normal day-to-day activities."* Of note, many data sources/ reports referenced within this assessment do not disaggregate by disability type. Where information relates to a specific physical or mental impairment, this is specified.
- It is acknowledged that inequality of outcome can be further increased when considering intersectionality and that therefore one single form of discrimination, whether that is based on, for instance, race, gender, sexuality, disability, class, age, or faith, cannot and should not be understood in isolation from one another. Limitations in the data available, however, means that the assessment cannot always explore intersectionality in depth. Notably, much

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<sup>3</sup> Further information on the Welsh Index of Multiple Deprivation (WIMD) can be found in Wellbeing Objective 3: Supporting People out of Poverty.

of the analysis by protected characteristic within this report does not take into account the interplay of other characteristics within these groups. It is therefore important to acknowledge that any differences across these groups are unlikely to be exclusively attributed to the specific characteristic under examination.

## Cardiff: Demographic Profile

### Introduction

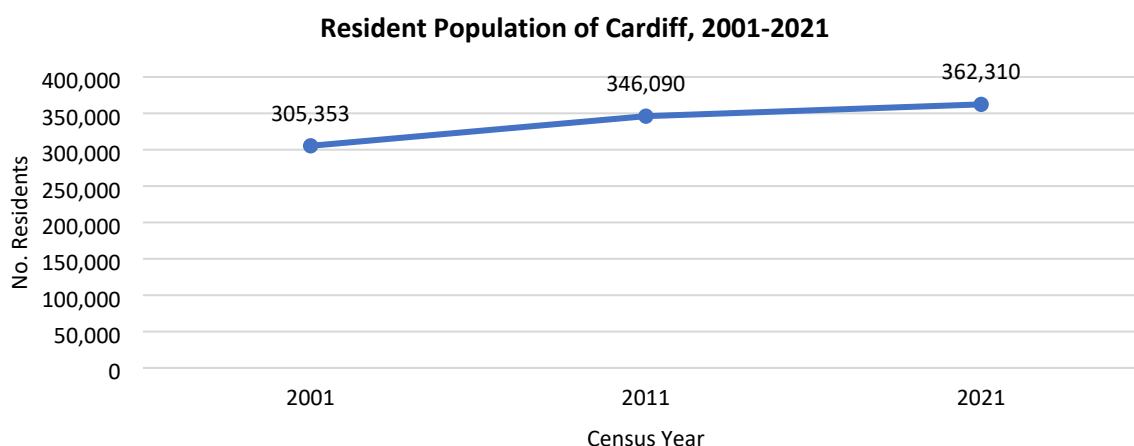
This chapter explores Cardiff's diverse and dynamic population, by providing an overview of the city's demographic profile – predominantly using Census data - through the lens of<sup>4</sup>:

- Age
- Sex
- Ethnicity<sup>5</sup>
- Disability
- Religion
- Sexual Orientation
- Gender Identity<sup>6</sup>
- Marriage and Civil Partnership
- Pregnancy and Maternity (General Fertility Rate)
- Welsh Speaking Ability

### Overall Population

#### *Census Data*

According to the 2021 Census, Cardiff has a resident population of around 362,300 residents. This represents an increase of nearly 57k residents (18.7%) since 2001, although the rate of growth has slowed since 2011.



Source: 2001-2021 Census

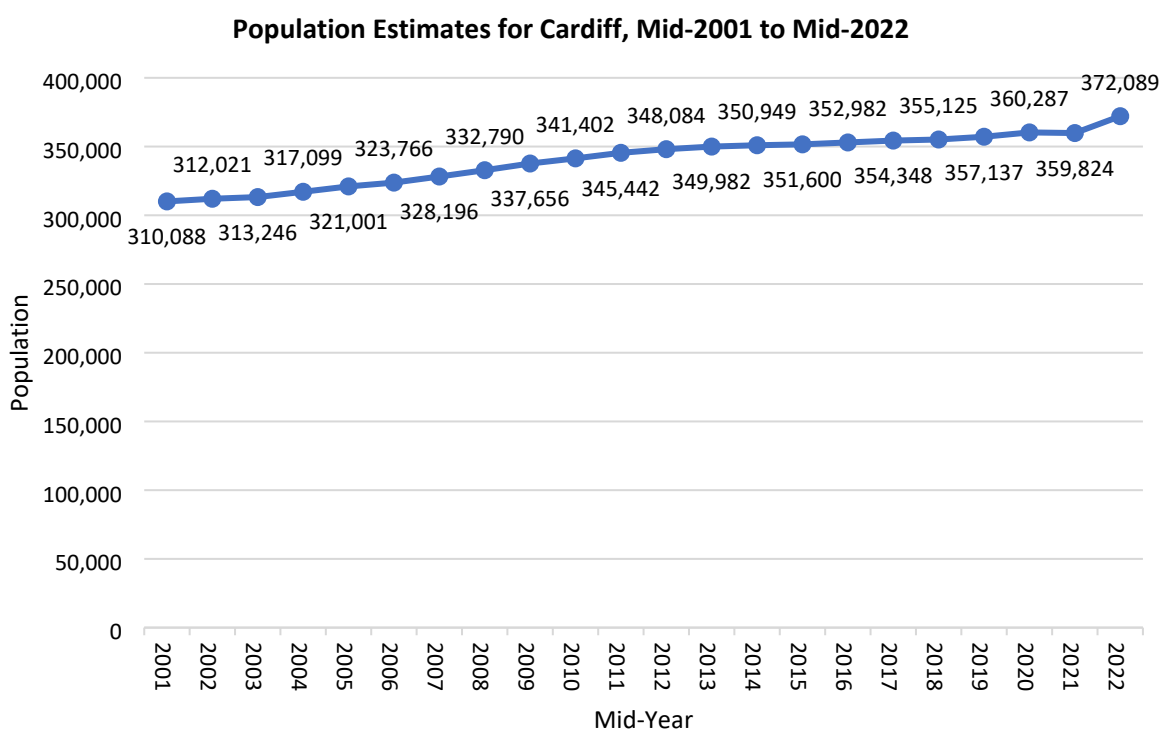
<sup>4</sup> Please note that the information included in this section has largely been taken from Census data. The following groups therefore align with the protected characteristics as defined by the Equality Act 2010; however, whilst race and gender reassignment are protected characteristics under the Equality Act 2010, here ethnicity and gender identity are considered. Welsh speaking ability is not a protected characteristic/ not part of the Equality Act 2010, but it is covered by its own specific legislation, namely the Welsh Language Act 1993 and Welsh Language Measure 2011.

<sup>5</sup> The ethnic group that the person completing the census feels they belong to. This could be based on their culture, family background, identity or physical appearance.

<sup>6</sup> Gender identity refers to a person's sense of their own gender, whether male, female or another category such as non-binary. This may or may not be the same as their sex register at birth.

## ONS Population Estimates

It is important to note, however, that in November 2023, the ONS released mid-2022 population estimates, as well as rebased figures for mid-2012 to mid-2020 estimates. The rebased figures for Cardiff are lower than previous versions of the population estimates. According to the estimates, the population of Cardiff has slowly increased year-on-year since mid-2001, with the rate of growth generally slower from 2011 to 2021 than from 2001 to 2011. However, the mid-2022 estimate of 372,089 shows an annual increase of over 12k people from mid-2021. This represents an annual percentage increase of 3.4%; the largest in Wales and across the Core Cities in England and Wales, as well as one of the largest increases across the whole of England and Wales. The main driver of this increase has been international migration, with a net increase of nearly 11k over the year, while those of university age (aged 19-21) have seen a combined increase of over 3.5k people.



Source: ONS

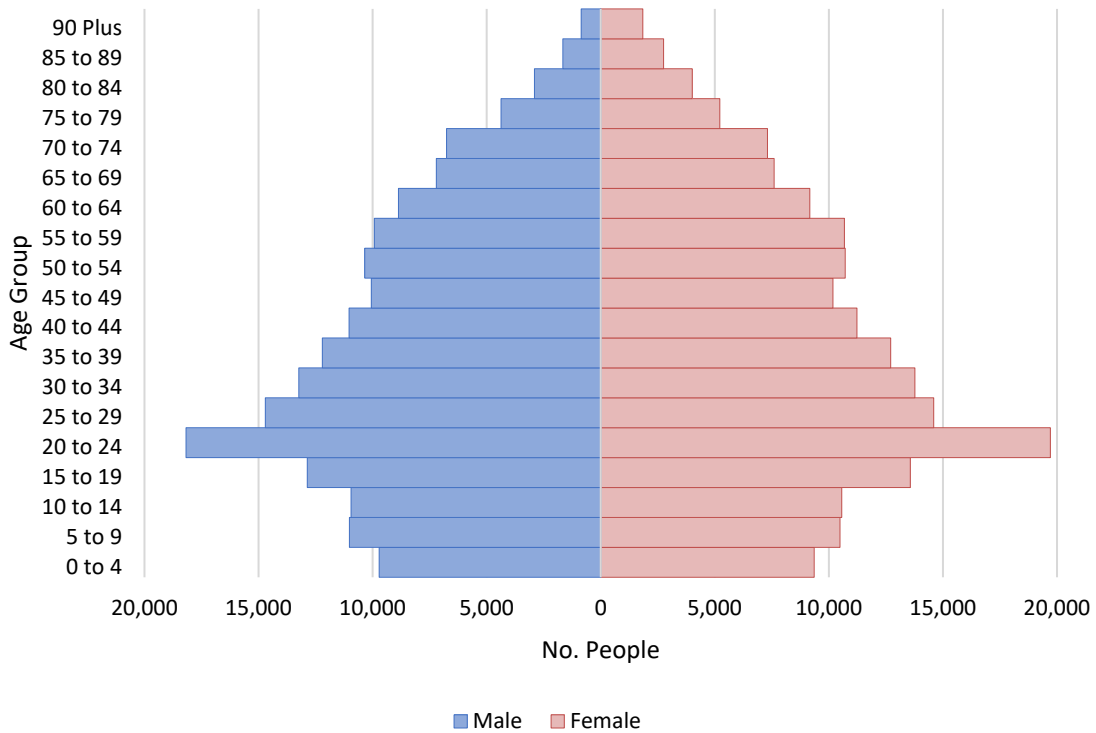
**NB: With the exception of the General Fertility Rate, the rest of this section largely considers Census data.**

## Age

### 2021 Position

Due to the city's sizeable student population, the 20-24 age range is comfortably the largest five-year age group with almost 38k people. More than 52k residents are aged 65+, including over 7k that are aged 85+. Around 62k people are aged 0-14, although only three-tenths (19k) of these are aged 0-4.

### Cardiff Population Age Structure by Sex (No. People), 2021



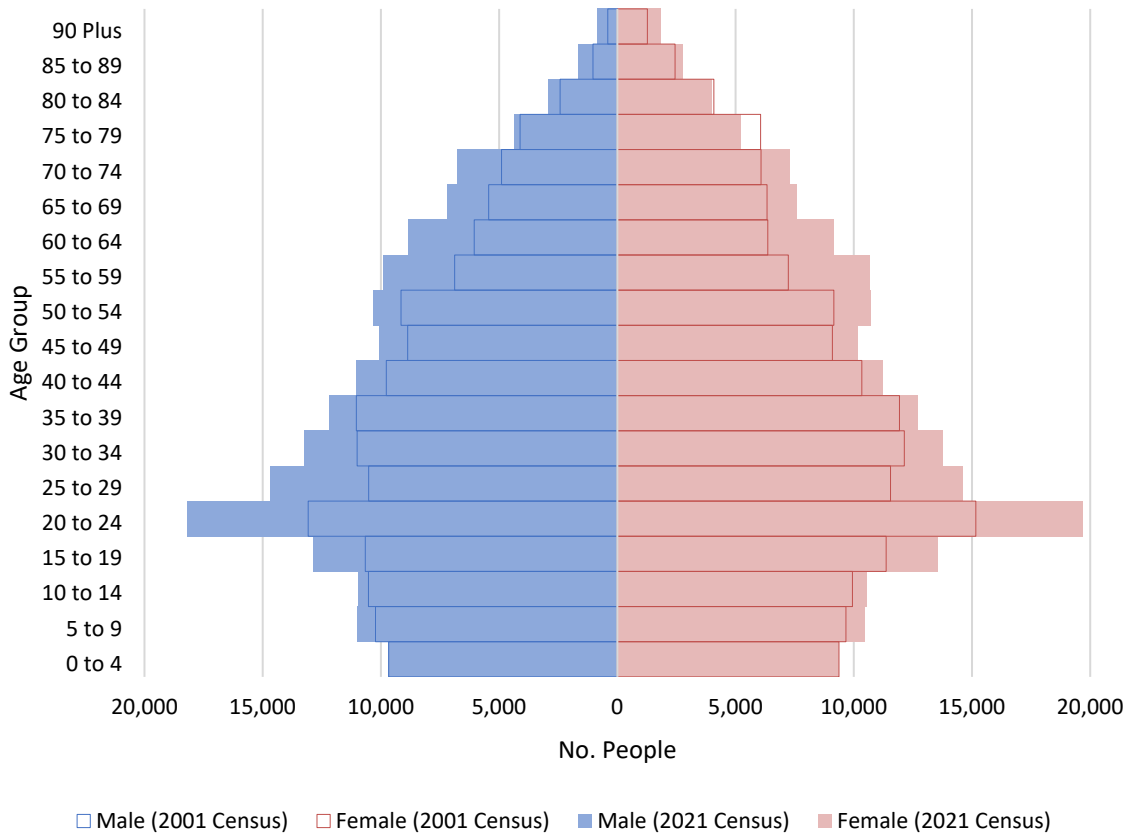
Source: 2021 Census

#### 2001 vs 2021

Between 2001 and 2021, the vast majority of age groups have seen numbers increase for both sexes. The largest growth has been for those aged 20 to 24 for both males and females. However, the youngest (0-14) and oldest (80+) age groups have seen only relatively minor increases when compared with the working age population. However, it is important to note that, despite numbers aged 85+ only growing by 2k people over the period, this represents an increase of nearly two-fifths. Meanwhile, the 75 to 79 age group has, in fact, seen an overall decline in numbers due to a reduction in the number of females within this category.



### Cardiff Population Age Structure by Sex (No. People) , 2001 vs 2021



Source: 2001 & 2021 Census

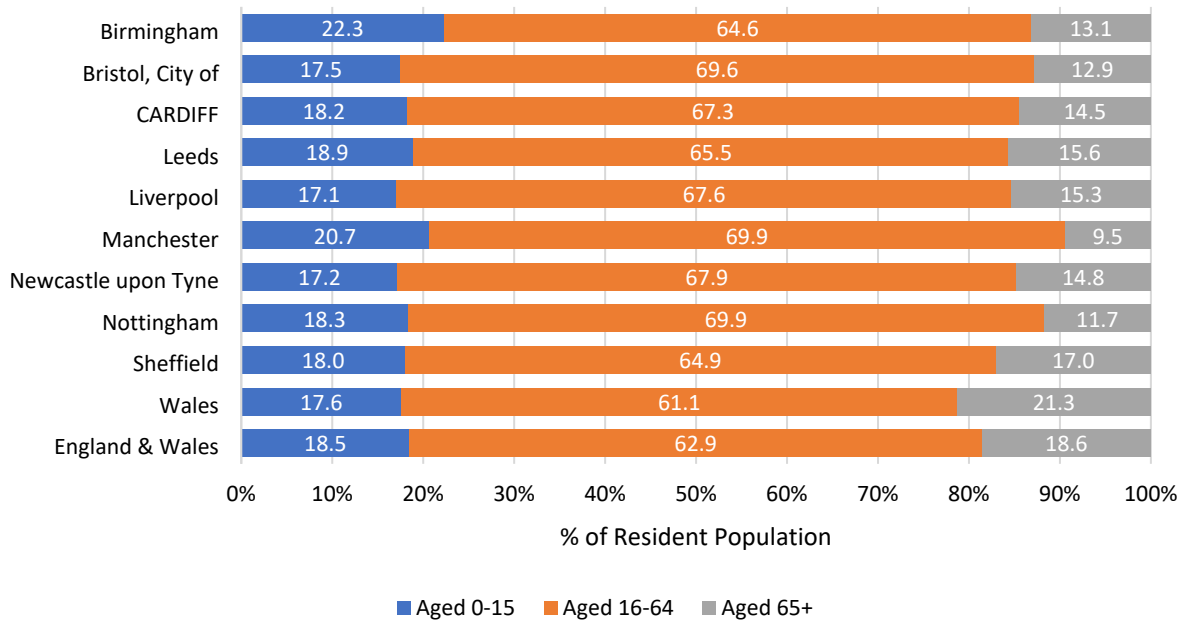
### Core Cities Comparison

In comparison to the Core Cities in England and Wales<sup>7</sup>:

- Less than a fifth (18.2%) of residents are aged 0-15; the fifth highest proportion across the Core Cities in England and Wales.
- Just over two-thirds (67.3%) of Cardiff residents are aged 16-64; the fourth lowest proportion across the Core Cities.
- 14.5% of Cardiff residents are aged 65+; the fifth highest proportion across the Core Cities.

<sup>7</sup> The Core Cities in England and Wales include: Birmingham, Bristol, Cardiff, Leeds, Liverpool, Manchester, Newcastle, Nottingham and Sheffield.

### Age of Resident Population, Core Cities, 2021



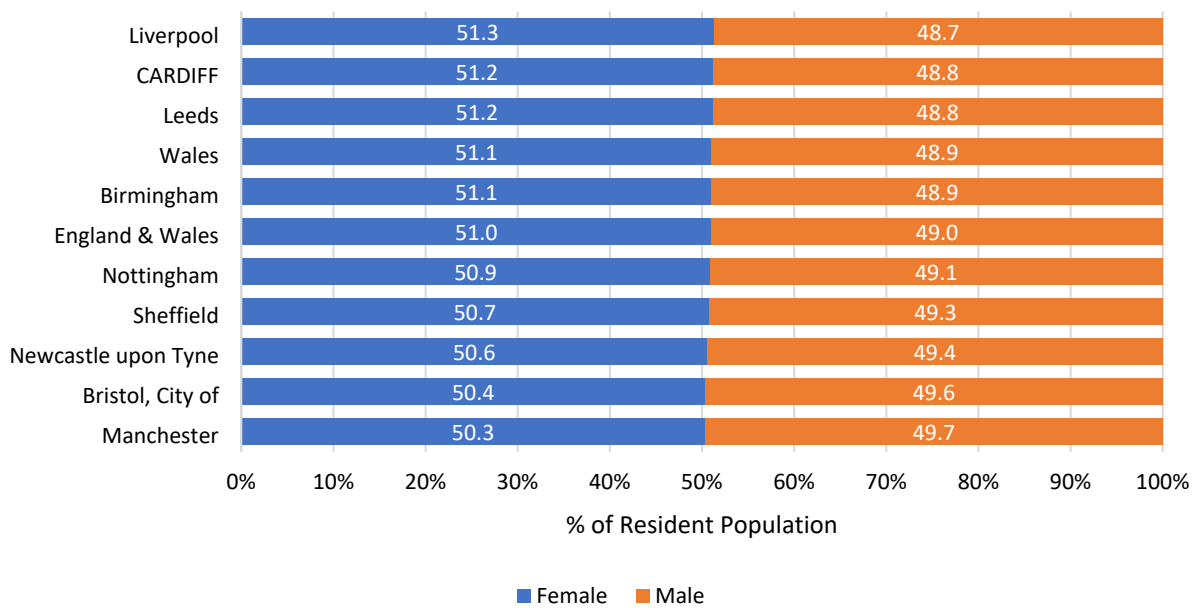
Source: 2021 Census

## Sex

### 2021 Position and Core Cities Comparison

According to the 2021 Census, just over half of Cardiff’s resident population are female (51.2%). This is the joint-second highest proportion across the Core Cities in England & Wales where the figure ranges from 50.3% in Manchester to 51.3% in Liverpool. The Cardiff proportion also exceeds the figures for both Wales (51.1%) and England & Wales (51.0%).

### Sex of Resident Population, Core Cities, 2021



Source: 2021 Census

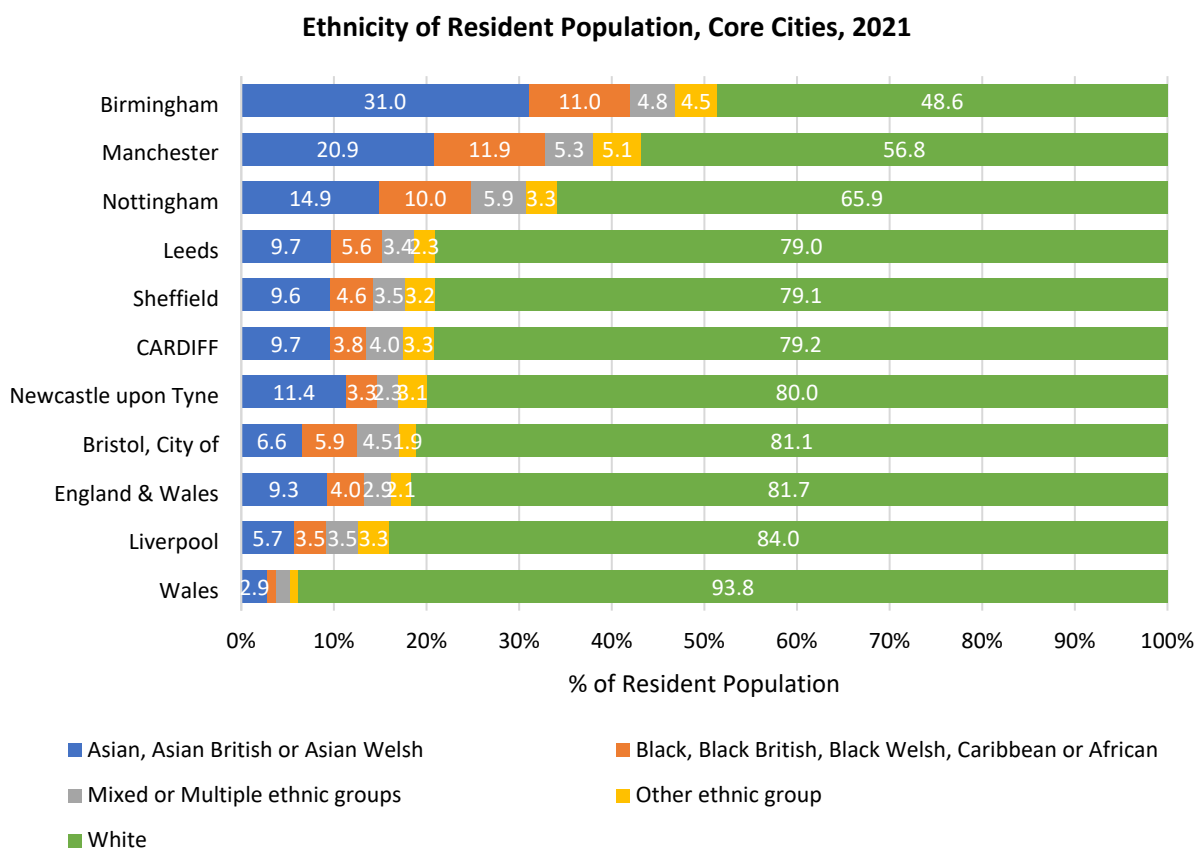
## Ethnicity

### 2021 Position and Core Cities Comparison

According to the 2021 Census:

- Just under four-fifths (79.2%) of Cardiff residents belong to a White ethnic group
- Almost a tenth (9.7%) are Asian, Asian British or Asian Welsh
- 3.8% are Black, Black British, Black Welsh, Caribbean or African
- 4.0% belong to a Mixed or Multiple ethnic group
- 3.3% belong to an Other ethnic group.

Over a fifth (21.2%) of Cardiff's residents belong to a Minority Ethnic group<sup>8</sup>. This is the fourth lowest proportion across the Core Cities in England and Wales, where the figure ranges more than threefold from 16.3% in Liverpool to 51.6% in Birmingham. However, the Cardiff proportion exceeds the figure for England and Wales (18.6%) and is more than three times the proportion for Wales.



Source: 2021 Census

<sup>8</sup> The Minority Ethnic group includes the following ethnic groups:

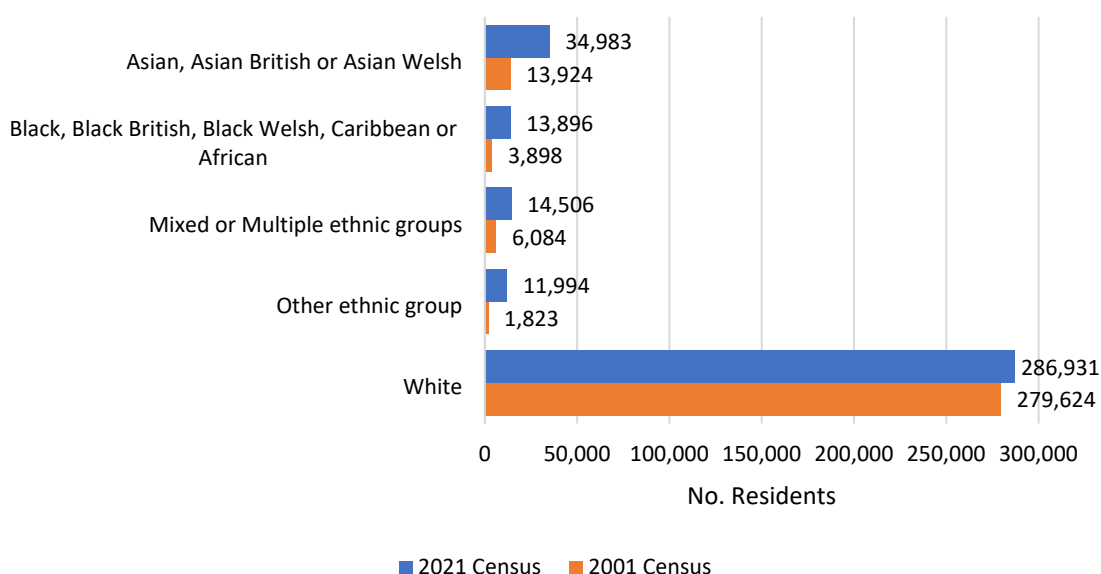
- All Asian, Asian British or Asian Welsh categories
- All Black, Black British, Black Welsh, Caribbean or African categories
- All Mixed or Multiple Ethnic Groups categories
- All Other Ethnic Group categories
- White: Gypsy or Irish Traveller
- White: Roma

## 2001 vs 2021

The proportion of Cardiff's resident population that belong to a Minority Ethnic group has increased significantly from 2001 to 2021. In 2001, this figure was just 8.4%, but by 2011 had risen to 15.5% and in 2021 stood at 21.2%.

Although the number of residents belonging to a White ethnic group increased by over 7k between 2001 and 2021, this group accounted for just 79.2% of the population in 2021, down from 91.6% in 2001. Each of the other broad ethnic groups have seen their numbers rise significantly over the 20-year period, with a combined increase of almost 50k people (+193.0%) from 25.7k in 2001 to 75.4k in 2021.

**Ethnicity of Cardiff's Resident Population (No. Residents), 2001 vs 2021**



Source: 2001 & 2021 Census

## Disability

### 2021 Position and Core Cities Comparison

Almost a fifth of Cardiff's resident population are disabled under the Equality Act (18.6%)<sup>9</sup>. This includes 8.2% whose day-to-day activities are limited a lot and 10.4% whose day-to-day activities are limited a little.

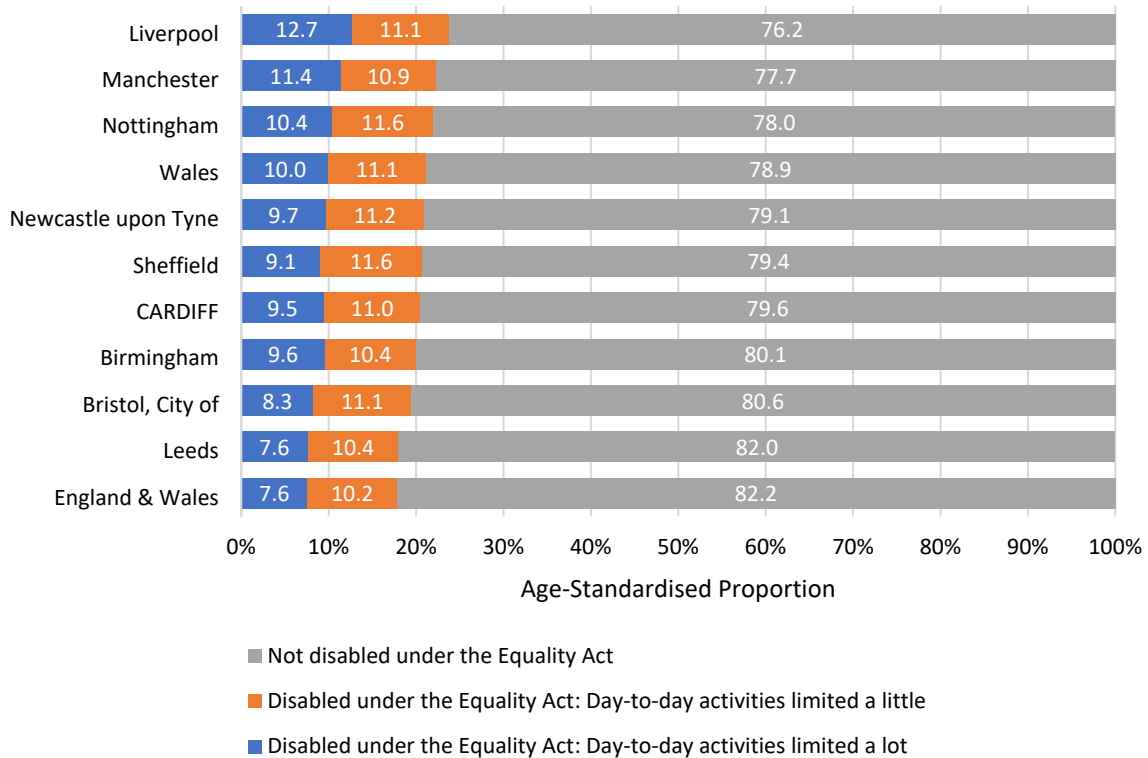
Age-standardisation allows for comparisons between populations that may contain proportions of different ages, represented as a percentage:

- 79.6% (age-standardised) of Cardiff residents stated that they are not disabled under the Equality Act. This is the fourth highest proportion across the Core Cities in England & Wales and compares with 78.9% for Wales and 82.2% for England & Wales.
- 9.5% are disabled with day-to-day activities limited a lot – the fourth lowest figure across the Core Cities.

<sup>9</sup> Under the Equality Act (2010), a person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

- 11.0% are disabled with day-to-day activities limited a little – the fourth lowest figure across the Core Cities.

### Disability of Resident Population (Age-Standardised Proportions), Core Cities, 2021



Source: 2021 Census

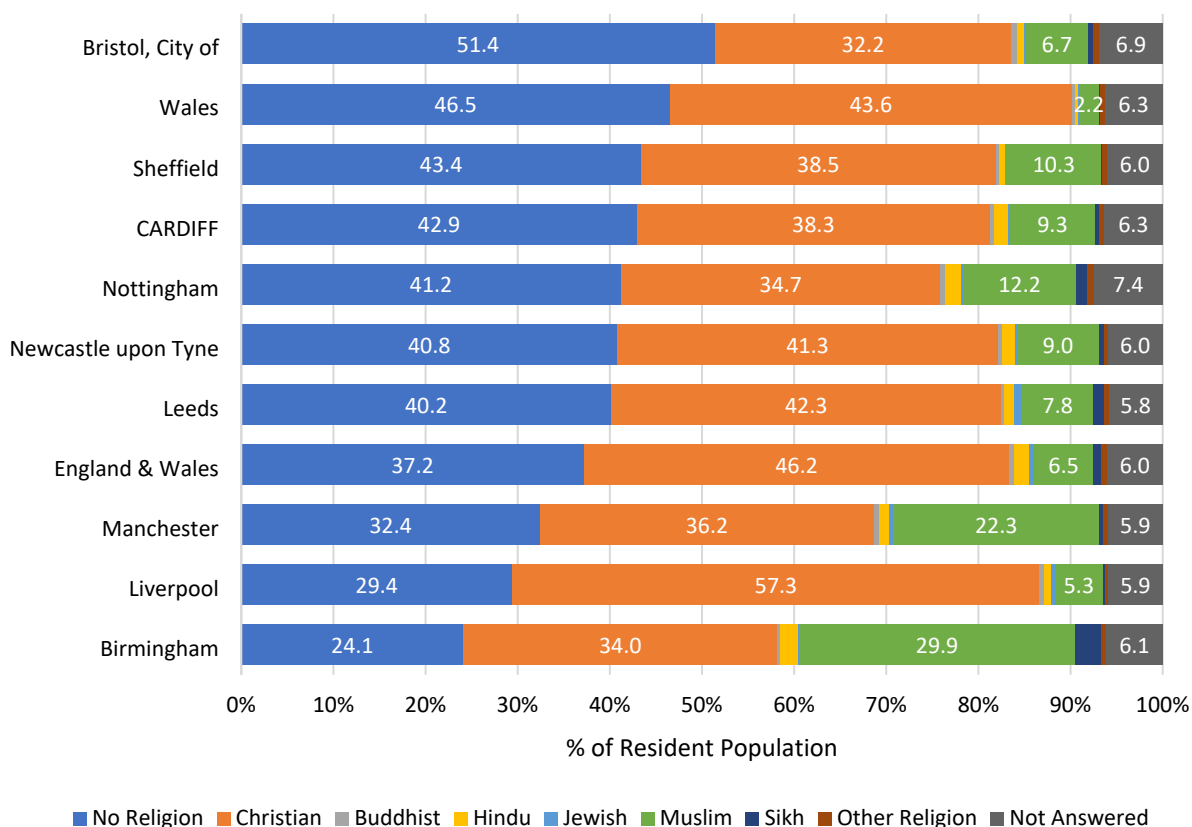
## Religion<sup>10</sup>

### 2021 Position and Core Cities Comparison

According to the 2021 Census, more than two-fifths (42.9%) of Cardiff’s resident population have no religion. This is the third highest proportion across the Core Cities in England & Wales. The most common religion in Cardiff was Christianity (38.3%) followed by Islam (9.3%). 6.3% of Cardiff residents chose not to answer the question.

<sup>10</sup> Not all residents provided their religion as part of the Census.

### Religion of Resident Population, Core Cities, 2021 Census



Source: 2021 Census

12.4% of Cardiff residents follow a non-Christian religion. This is the fourth highest proportion across the Core Cities in England & Wales. The Cardiff proportion is more than three times that of Wales (3.6%) and also exceeds the figure for England & Wales (10.6%). Islam is by far the most common non-Christian religion in each of the areas. In Cardiff it accounted for around three-quarters of all residents following a non-Christian religion.

### Sexual Orientation<sup>11</sup>

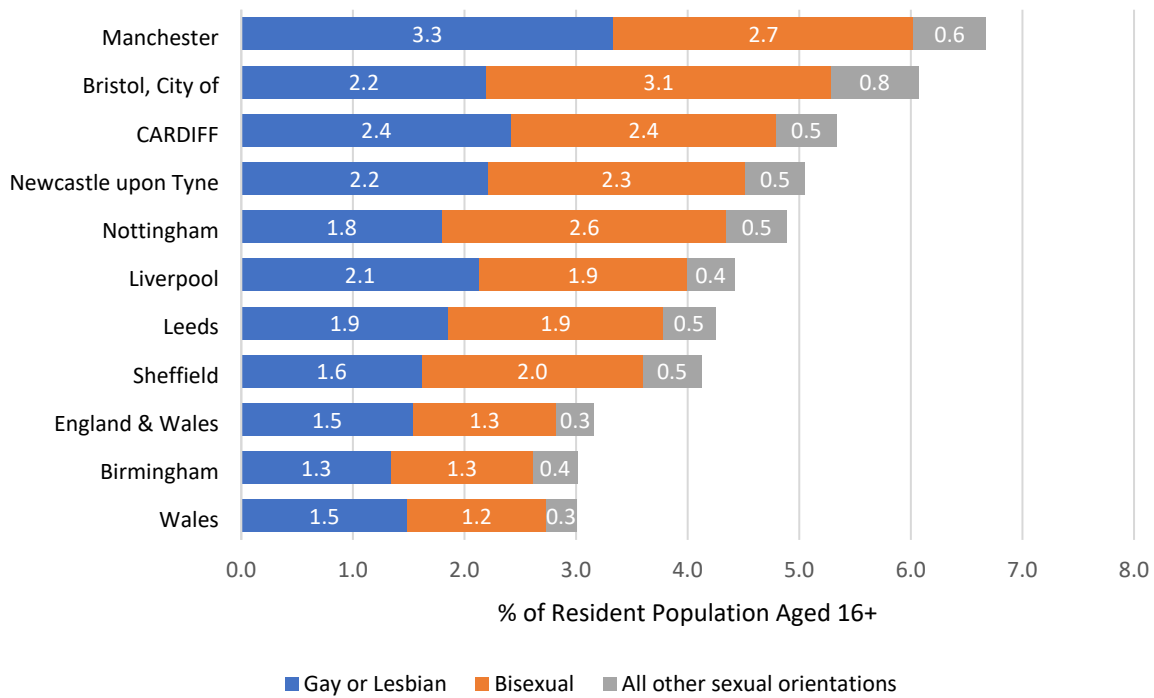
#### 2021 Position and Core Cities Comparison

87.0% Cardiff’s resident population (aged 16+) are straight/heterosexual. This is the fourth lowest proportion across the Core Cities in England & Wales, although the figure only ranges from 84.6% in Manchester to 88.4% in Leeds. Each of the Core City proportions are below those of both the figures for Wales and England & Wales (both 89.4%). 7.7% of Cardiff residents aged 16+ chose not to answer the question.

5.3% of Cardiff residents (aged 16+) identified with a non-straight/heterosexual sexual orientation - 2.4% as gay/lesbian; 2.4% as bisexual; and 0.5% as other. This is the third highest proportion across the Core Cities in England & Wales. The Cardiff proportion also exceeds the figures for both Wales (3.0%) and England & Wales (3.2%).

<sup>11</sup> Not all residents provided their sexual orientation as part of the Census.

### Sexual Orientation of Resident Population Aged 16+ (Non-Straight/Heterosexual), Core Cities, 2021



Source: 2021 Census

### Gender Identity<sup>12</sup>

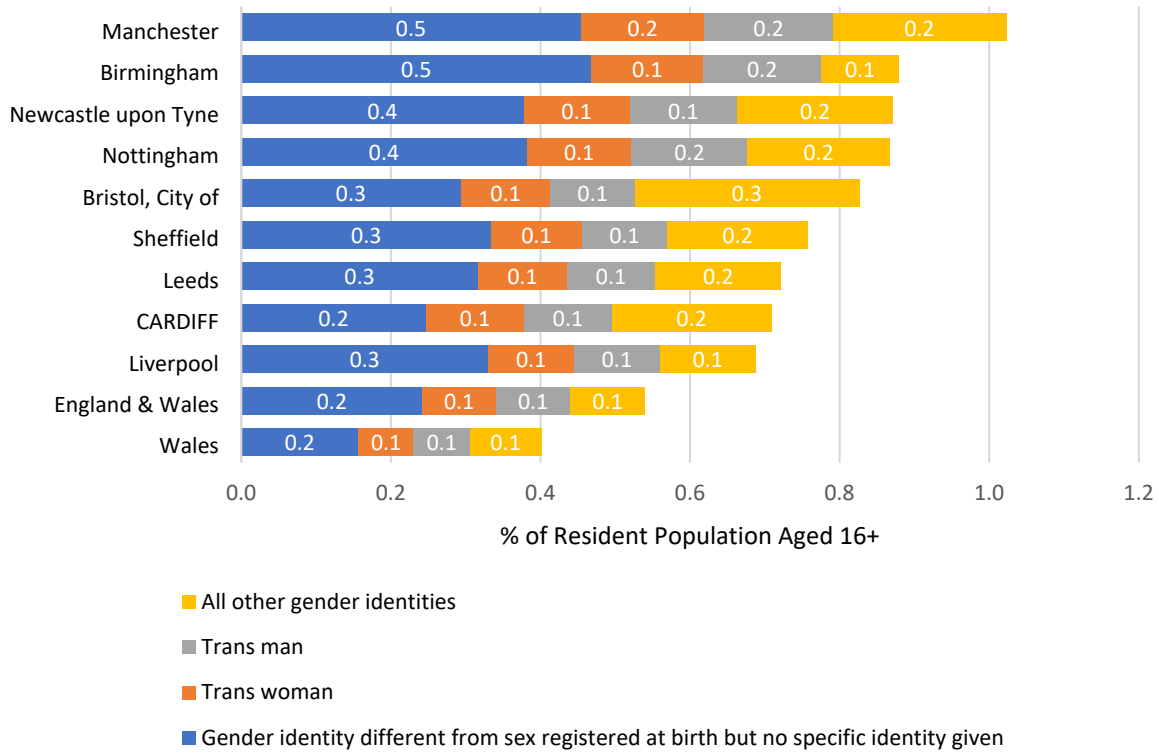
#### 2021 Position and Core Cities Comparison

92.9% of Cardiff’s resident population (aged 16+) have a gender identity the same as the sex registered at birth. This is joint-third highest proportion across the Core Cities in England & Wales, although the figure only ranges from 90.6% in Nottingham to 93.2% in Liverpool and Leeds. Each of the Core City proportions are below those of both Wales (93.3%) and England & Wales (93.5%). 6.4% of Cardiff residents aged 16+ chose not to answer the question.

0.7% of Cardiff residents aged 16+ have a gender identity that is not the same as the sex registered at birth. This is the joint-lowest proportion across the Core Cities in England & Wales, where the figure is highest in Manchester (1.0%). However, the Cardiff proportion exceeds those of both Wales (0.4%) and England & Wales (0.5%).

<sup>12</sup> Not all residents provided their gender identity as part of the Census.

**Gender Identity of Resident Population Aged 16+ (Not the same as sex registered at birth), Core Cities, 2021**



Source: 2021 Census

**Marriage and Civil Partnership**

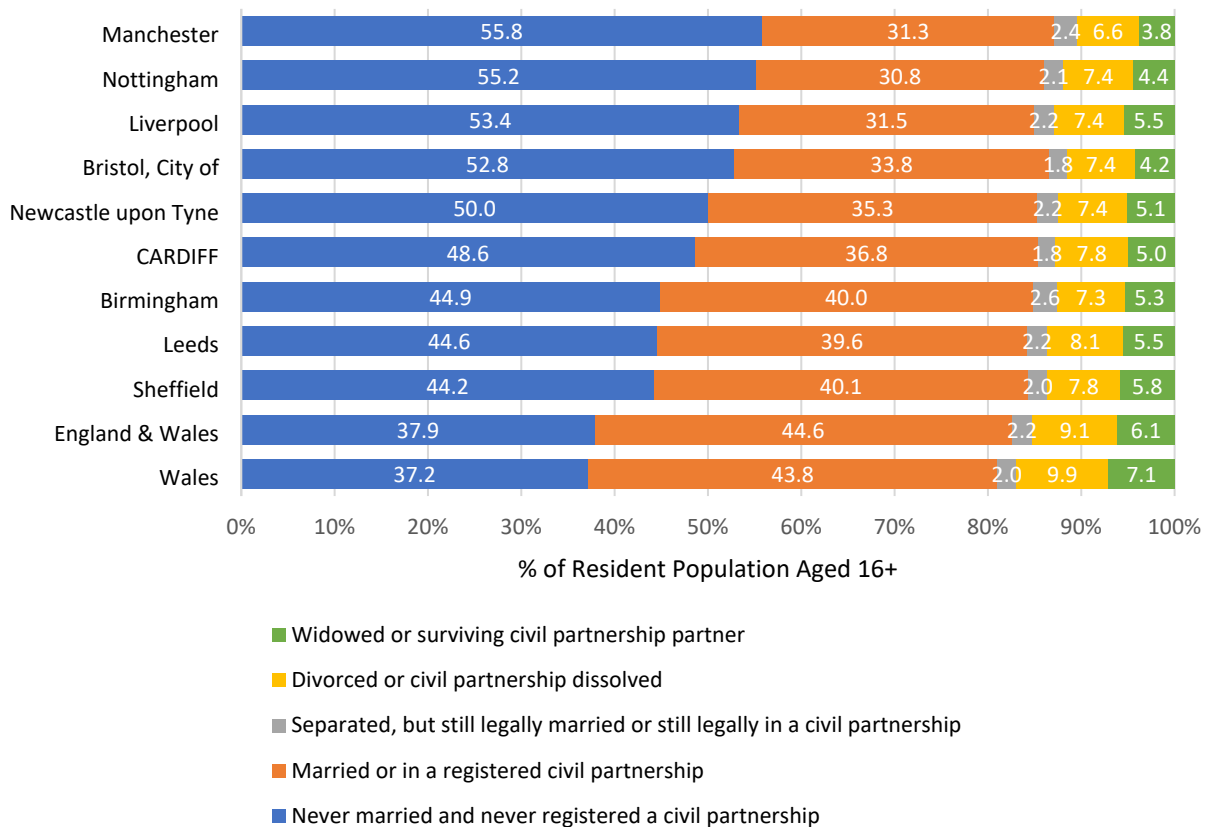
*2021 Position and Core Cities Comparison*

According to the 2021 Census:

- Almost half (48.6%) of Cardiff’s resident population (aged 16+) have never married/never registered a civil partnership – the fourth lowest figure across the Core Cities in England & Wales and the only category where the Cardiff proportion exceeds those of Wales and England & Wales.
- 36.8% have married or are in a registered civil partnership – the fourth highest figure across the Core Cities in England and Wales.
- 1.8% are separated but still legally married/still legally in a civil partnership – the joint lowest figure across the Core Cities in England and Wales.
- 7.8% are divorced/civil partnership dissolved – the joint second highest figure across the Core Cities in England and Wales.
- 5.0% are widowed/surviving civil partnership partner – the fourth lowest figure across the Core Cities in England and Wales.



### Legal Partnership Status of Resident Population Aged 16+, Core Cities, 2021



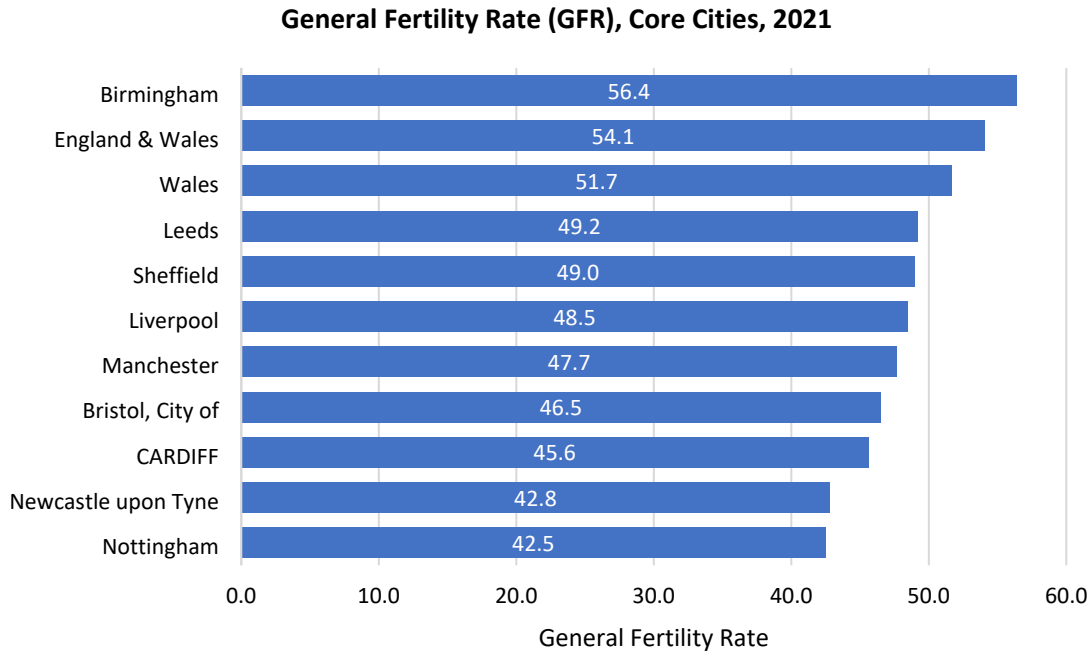
Source: 2021 Census

### Pregnancy & Maternity (General Fertility Rate)

#### 2021 Position and Core Cities Comparison

In 2021, Cardiff's General Fertility Rate (GFR)<sup>13</sup> was 45.6 live births per 1,000 females aged 15-44. This was the third lowest rate across the Core Cities in England & Wales. Cardiff's GFR was also below the rates for both Wales (51.7) and England & Wales (54.1).

<sup>13</sup> The General Fertility Rate (GFR) is the number of live births per 1,000 female population aged 15 to 44, calculated using mid-year population estimates.



Source: ONS

In 2021, Cardiff's Total Fertility Rate (TFR)<sup>14</sup> was 1.36 children. This was the fourth lowest rate across the Core Cities in England & Wales, where it ranged from 1.32 in Bristol and Newcastle to 1.68 in Birmingham. Cardiff's TFR was also below the rates for both Wales (1.50) and England & Wales (1.55).

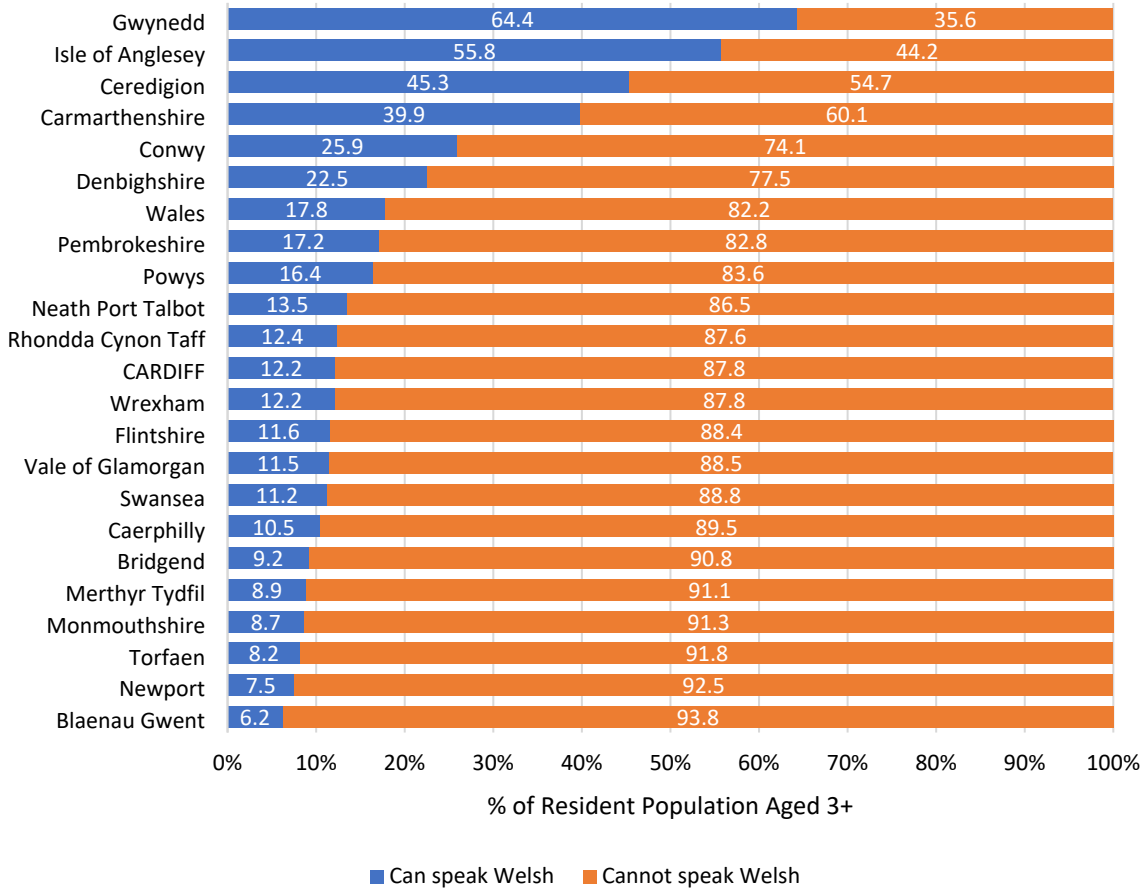
## Welsh Speaking Ability

### *2021 Position and Welsh Local Authorities Comparison*

12.2% of Cardiff's resident population (aged 3+) are able to speak Welsh. This is a mid-ranking figure across the Welsh local authorities, where it ranges from 6.2% in Blaenau Gwent to 64.4% in Gwynedd. The Cardiff proportion is below that of Wales as a whole (17.8%).

<sup>14</sup> The Total Fertility Rate (TFR) is the average number of live children that a group of women would bear if they experienced the age-specific fertility rates of the calendar year in question throughout their childbearing lifespan.

### Welsh Speaking Ability of Resident Population Aged 3+, Welsh LAs, 2021



Source: 2021 Census

#### 2001 vs 2021

Between 2001 and 2021, the number of Welsh speakers (aged 3+) increased by over 10k people (31.5%), from 32,504 in 2001 to 42,757 in 2021. The proportion of the population aged 3+ that are Welsh speakers also increased from 11.0% to 12.2% over the 20-year period.

## Health and Wellbeing

### Introduction<sup>15</sup>

Levels of general health in Cardiff are high; broadly, healthy life expectancy (at birth) has been steadily increasing and is now above the Welsh average (ONS, 2018-2020). However, there is considerable variation in healthy behaviours and health outcomes across the city, with often avoidable, unfair and system differences in health between different groups of people. This chapter therefore explores the widespread differences in health between different groups.

### Health Inequities: An Overview

Health inequalities are gaps in health status between different groups – for example, those who live in different areas or are of different ethnicity or socioeconomic status – not all of which are possible to change (e.g., inherited characteristics or geographical location). Health inequities, however, are avoidable, unfair, and result in widespread differences in health between different groups. These avoidable and unfair differences include the chance to lead healthy lives. As noted within the [2021 Cardiff & Vale Director of Public Health \(DPH\) Report, ‘Delivering Better Outcomes for People Through a Value-based Approach’](#), groups that can experience inequity include:

- People with lower income
- People with protected characteristics such as age, sex, race, ethnicity, or sexuality
- People who are socially excluded, such as people experiencing homelessness, including those in temporary accommodation.

A diverse and complex range of social, economic, and environmental factors influence people’s mental and physical health; differences in health therefore come from the conditions in which we are born, grow, live, work and age, which are known as the wider determinants of health. The wider determinants of health interact with each other to powerfully influence health chances.

### *Access to Healthcare Services*

Health inequities are often evident when considering access to healthcare services. The [2022 Cardiff & Vale Population Needs Assessment \(PNA\)](#), created by the Cardiff and Vale Regional Partnership Board<sup>16</sup>, notes that the following groups often experience difficulties in accessing healthcare services: older people, individuals with a disability – particularly individuals with a learning disability, individuals with neurological conditions and individuals with sensory loss<sup>17</sup> - refugees and asylum seekers, veterans (and their families), and individuals who are homeless. The [Welsh Government’s Anti-racist Wales Action Plan \(2022\)](#), as well as [Cardiff’s Race Equality Taskforce Report \(2022\)](#), notes that variation remains in how services provide access to and engage with Black, Asian and Minority Ethnic people, with significant specific challenges for women from ethnic minority backgrounds,

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<sup>15</sup> Please note: the health and wellbeing of Cardiff’s children and young people is discussed in the chapter: Cardiff is a Great Place to Grow Up, whilst the health and wellbeing of Cardiff’s older people is discussed in the chapter: Cardiff is a Great Place to Grow Older.

<sup>16</sup> The Cardiff and Vale Regional Partnership Board was established by the Social Services and Well-being (Wales) Act 2014 to ensure local health boards, local authorities and the third sector work together to deliver services, care and support that meets the needs of people who live in Cardiff and Vale.

<sup>17</sup> The All Wales Standards uses the term ‘people with sensory loss’ to describe people who are Deaf, deafened, or hard of hearing; people who are Blind or partially sighted; people who are Deafblind (whose sight and hearing impairment cause difficulties with communication, access to information and mobility).

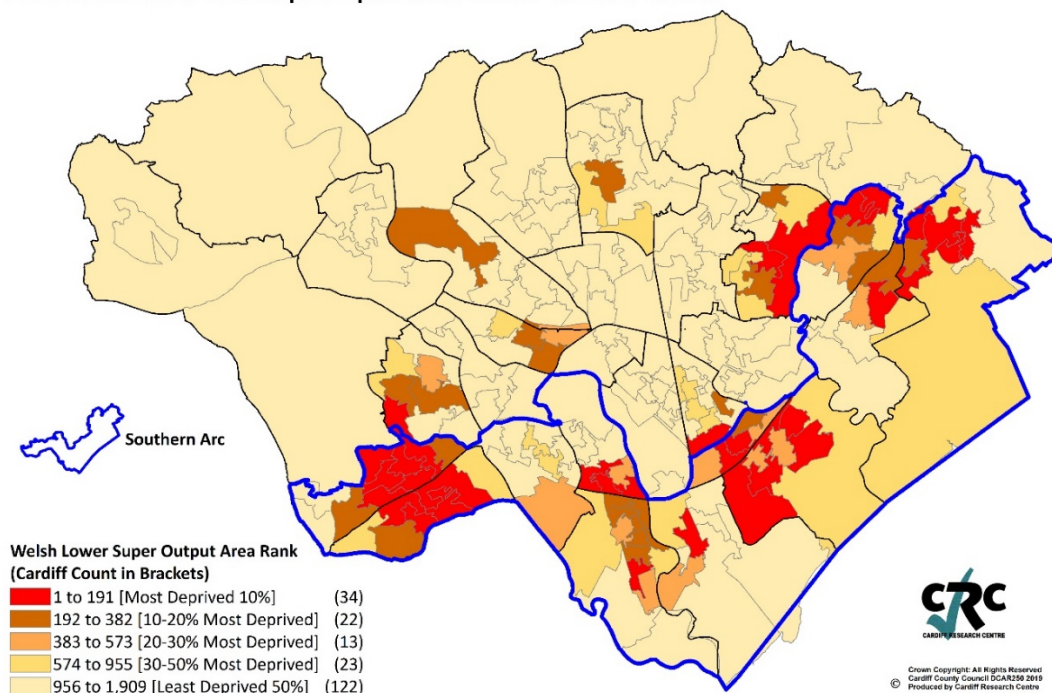
refugees and asylum seekers, as well as Gypsy, Roma and Traveller families. Whilst [Welsh Government's \(2023\) LGBTQ+ Action Plan for Wales](#) highlights that LGBTQ+<sup>18</sup> communities are more likely to experience a range of inequalities or worse outcomes compared with heterosexual and cisgender<sup>19</sup> populations, including poorer access to healthcare services. The Equality and Human Rights Commission's ['Is Wales Fairer'? \(2023\) report](#) highlights that older trans people in Wales, in particular, report that health and social care providers lack the knowledge required to care for them.

The 2021 DPH report notes that the care accessed by groups experiencing health inequity can often be urgent and unplanned, with a greater risk of associated harms. For example, a study in Wales showed that those with lived experiences of homelessness access emergency departments at more than six times the rate of the general population. The report further notes that the key barriers to appointments, long waiting times, appointments being in different places with different services, and facing stigma and discrimination. The PNA (2022) further notes that a key barrier to accessing services is language and communication needs not being met.

### *Spatial Inequalities*

Analysis reveals spatial inequalities in terms of health across the city. When considering the Health Domain of the WIMD (2019, Welsh Government), Cardiff is above the Wales average in the proportion of Lower Super Output Areas (LSOAs) in the 10% most deprived in Wales, with wards in the 'Southern Arc' most deprived in terms of health.

**2019 Welsh Index of Multiple Deprivation: Cardiff - Health Domain**



Source: 2019 WIMD, Welsh Government

<sup>18</sup> LGBTQ+ refers to lesbian, gay, bisexual/bi, transgender/trans people, queer or questioning. Other letters can be added to the acronym to include other groups, orientations and identities, such as I (intersex) and A (asexual/aromantic). The + (plus) in the acronym is used as a shorthand to include and acknowledge other diverse terms people identify with and use to describe their identities and orientations, including intersex, asexual and aromantic people.

<sup>19</sup> Cisgender denotes or relates to a person whose sense of personal identity and gender corresponds with their birth sex.

## Impact of Covid-19

As outlined within the [2020 Director of Public Health \(DPH\) Report, 'Let's leave no one behind in Cardiff and the Vale of Glamorgan'](#), the Covid-19 pandemic had direct and differential impacts on communities within Cardiff, with poorer outcomes from the disease itself associated with underlying health conditions and disability, levels of deprivation, housing conditions, occupation, income and being from an ethnic minority community. The pandemic had a significant negative impact in Wales on mental health and wellbeing, particularly amongst children and young people<sup>20</sup>, with further evidence<sup>21</sup> highlighting that disproportionate impacts were also identified for disabled people, particularly autistic people<sup>22</sup>.

The DPH 2020 report notes that the pandemic also had substantial indirect impacts on health and social care services, limiting access to prevention, diagnosis, treatment, and rehabilitation, as well as disruption to hospital admissions, primary care, and community services. Evidence – whilst it is still emerging - highlights that this disruption not only followed a socio-economic gradient but that the long-term impacts will be felt for years to come.

Furthermore, the report suggests that the long-term health and wellbeing consequences of the Covid-19 economic crisis – including the subsequent cost of living crisis – are likely to be similarly unequally distributed, exacerbating health inequalities for individuals from poorer and disadvantaged backgrounds, ethnic minority groups and deprived communities.

## Healthy Life Expectancy

According to the latest data from the Office for National Statistics (ONS) (2018-20), healthy life expectancy (HLE) at birth is slightly higher for females (65.86 years) than males (62.87 years) in the city. Cardiff's HLE at birth for males has steadily increased over time and is above the Welsh average (61.46), as well as the second highest of the UK's 'Core Cities'<sup>23</sup> and Edinburgh. In comparison, for females, HLE has increased from a 2015-17 low (of 61.11) and is also above the Welsh average (62.38) and second highest of the UK's Core Cities and Edinburgh.

For males, the proportion of life spent in good health has steadily increased over time and moved above the Welsh average (80.57% compared to the Welsh average of 78.49%). The proportion of life spent in good health is slightly lower for females (79.57%) but is also above the Welsh average (76.02%).

In 2021, the [ONS released a statistical bulletin looking at life expectancy by ethnic group \(using 2011 to 2014 data across England and Wales\)](#). The bulletin concluded that, in the period 2011 to 2014 in England and Wales, both males and females in the White and Mixed ethnic groups had lower life expectancy at birth than all other ethnic groups, while the Black African ethnic group had statistically significant higher life expectancy than most groups:

- Cancers and circulatory diseases account for 61% of male and 53% of female deaths in the study and were therefore an important influence on the life expectancy differences seen between ethnic groups.

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<sup>20</sup> The health and wellbeing of children and young people is covered in Wellbeing Objective 1: Cardiff is a Great Place to Grow UP.

<sup>21</sup> [Locked out: liberating disabled people's lives and rights in Wales beyond Covid-19 \(2021\)](#)

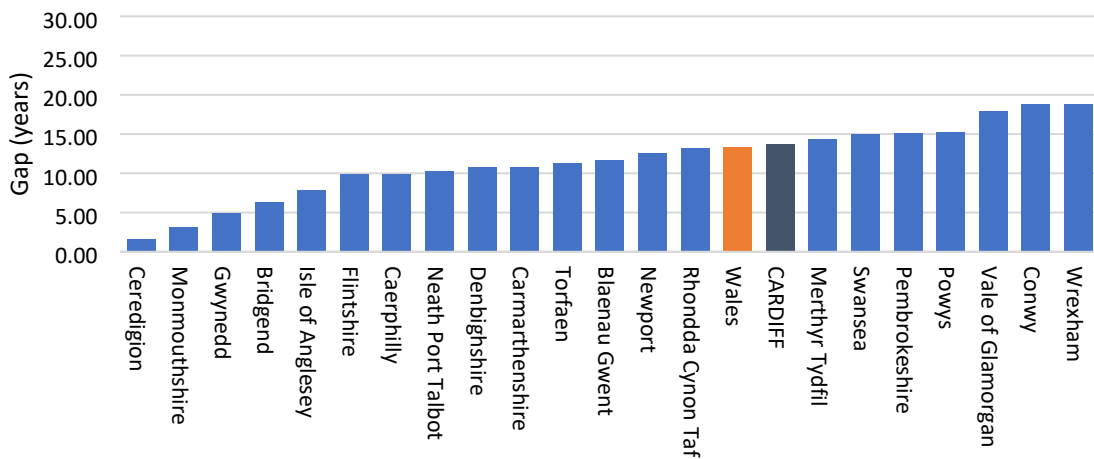
<sup>22</sup> Mental health is discussed on page 25.

<sup>23</sup> The UK's Core Cities include: Belfast, Birmingham, Bristol, Cardiff, Glasgow, Leeds, Liverpool, Manchester, Newcastle, Nottingham and Sheffield.

- Statistically significant higher age-standardised mortality rates from cancer were present among males and females of the White ethnic group compared with Black and Asian ethnic groups.
- Statistically significant higher age-standardised mortality rates from circulatory (heart and related) diseases were present among Indian, Bangladeshi and Mixed males and Pakistani, Indian and Mixed females compared with the White group.

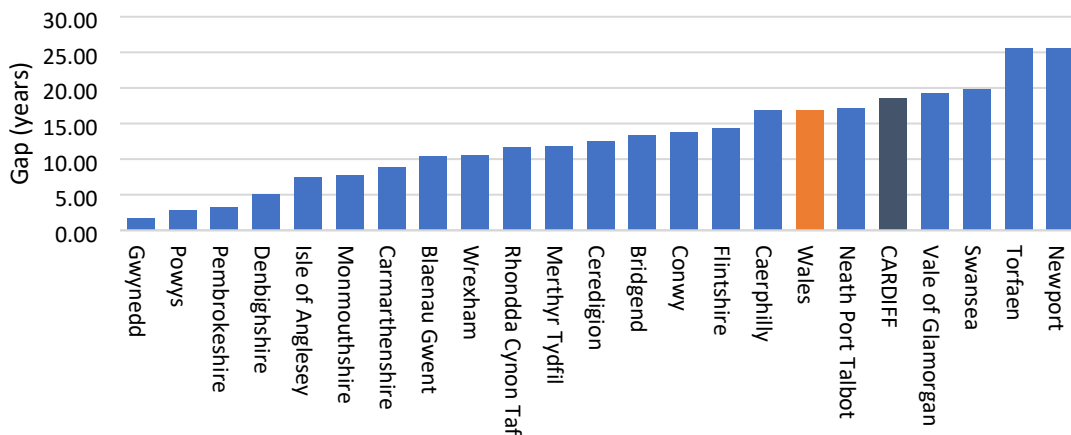
2018-20 Public Health Wales Observatory data<sup>24</sup> shows that for males, Cardiff has a healthy life expectancy gap of 13.66 years - slightly above the Welsh average of 13.34 - between those living in the least and most deprived areas of the city. The healthy life expectancy gap is higher for females at 18.52 years, and above the Welsh average of 16.93 years.

**Absolute Gap in Healthy Life Expectancy at Birth (comparing least to most deprived fifth): Males, 2018-20**



Source: Public Health Wales Observatory

**Absolute Gap in Healthy Life Expectancy at Birth (comparing least to most deprived fifth): Females, 2018-20**



Source: Public Health Wales Observatory

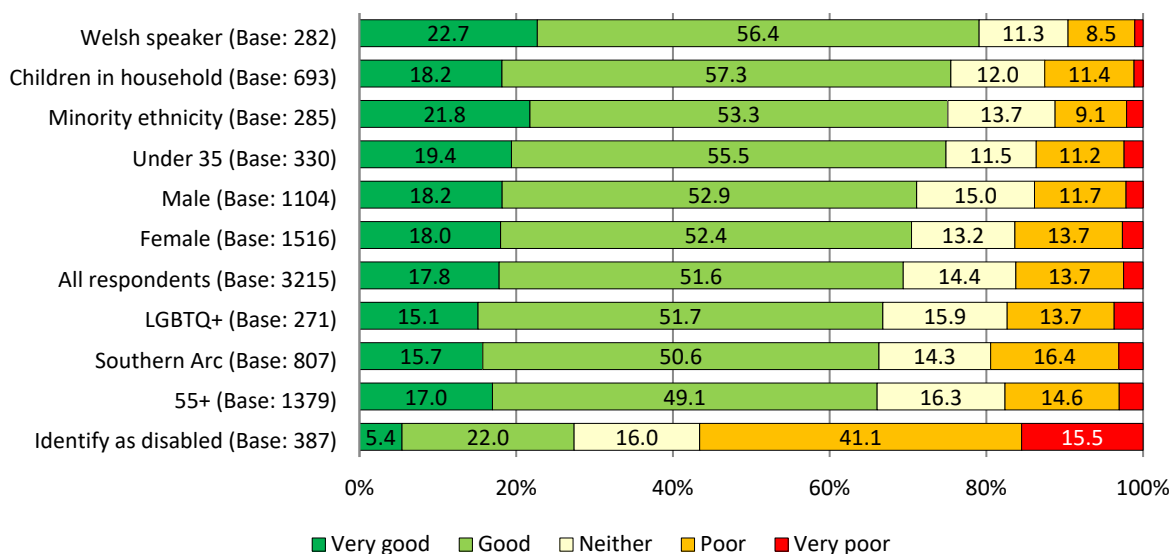
<sup>24</sup> Using APS, 2011 Census, PHM, MYE (ONS) and WIMD 2019 (WG)

## Physical Health

As part of the [2022 Ask Cardiff survey](#), respondents were asked to describe their physical health. Fewer than seven in ten respondents (69.4%) described their physical health as ‘good’ or ‘very good’, with this downward trend continuing for the fourth year in a row.

Analysis of the different demographic groups<sup>25</sup> showed a broad consistency of those describing themselves as being in good physical health, with the exception of those identifying as disabled – just 27.4% of this group described their physical health as ‘good’ or ‘very good’; one in seven (15.5%) described their physical health as ‘very poor’, an increase of more than ten percentage points from the 2021 survey.

### How would you describe your physical health?



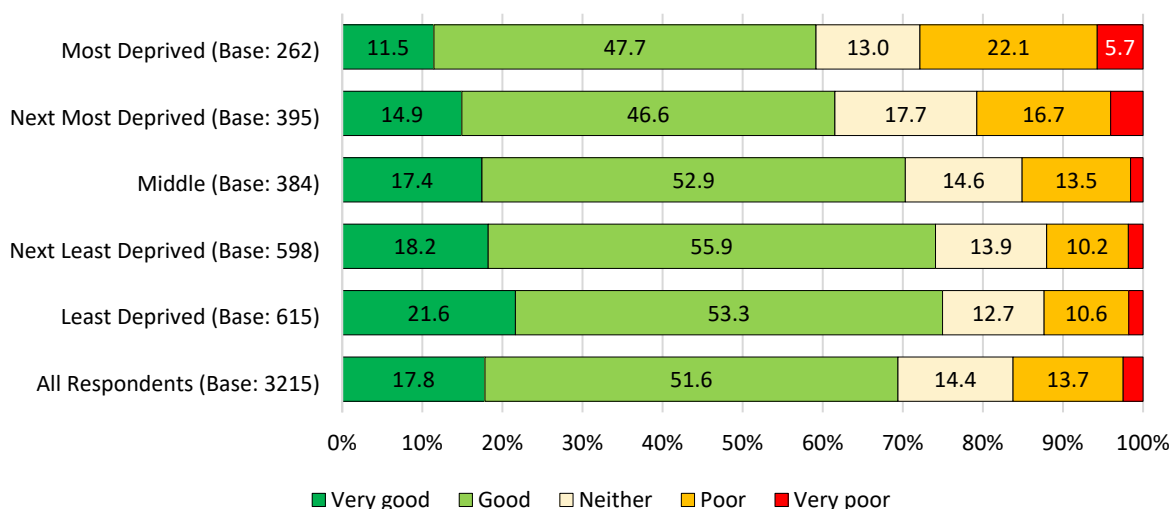
Source: Ask Cardiff 2022 Survey, Cardiff Council

Furthermore, respondents living in the least deprived areas were more likely to describe their physical health as ‘good’ or ‘very good.’

<sup>25</sup> The Ask Cardiff survey breaks down responses by age, gender, ethnic background, Welsh speakers, those with a disability, those identifying as LGBTQ+, and those living in the least or most deprived areas, as well as those living in the ‘Southern Arc’ of Cardiff.



### How would you describe your physical health? Deprivation Fifth



Source: Ask Cardiff 2022 Survey, Cardiff Council

As part of the 2022 Ask Cardiff survey, respondents were also asked to consider their physical health compared to a year ago:

- Around a third of respondents under the age of 35 (35.9%) and those from a minority ethnicity (35.4%) felt their physical health was better than a year ago.
- Men (50.8%) and those aged 55 or older (50.5%) were most likely to report no change in their physical health.
- Almost three in five of those identifying as disabled reported a decline in their physical health compared with a year before (58.4%).

### Mental Health

According to findings from the National Survey for Wales, in 2022/23, adult mental wellbeing in Cardiff compared well to other Welsh Local Authorities (joint third highest), with an overall score of 49.4<sup>26</sup> - this was, however, a reduction from the 2018/19 score (53.2). The data further highlights that 11% of adults have a (self-reported) mental disorder in Cardiff<sup>27</sup>.

As part of the 2022 Ask Cardiff survey, respondents were asked to describe their mental health. As with physical health, there was a drop in the proportion of respondents describing their mental health as 'good' or 'very good', dropping from 70.3% in 2021 to 65.0%, and 11.5 percentage points lower than pre-pandemic levels in 2019.

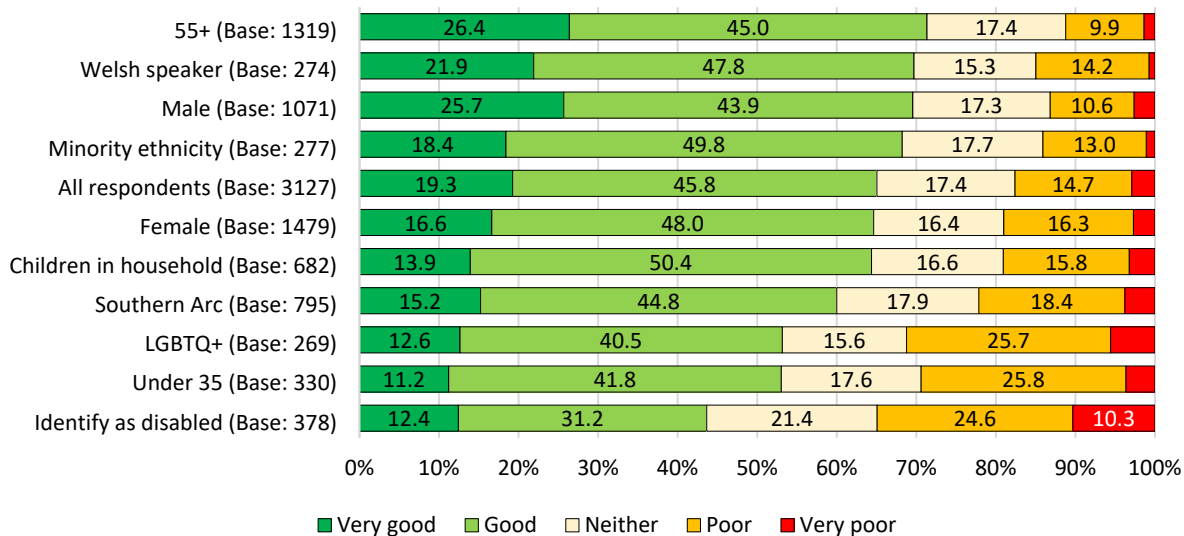
Respondents identifying as disabled reported the lowest levels of mental health, with fewer than half (43.7%) describing their mental health as 'good' or 'very good'. One in ten (10.3%) of this group described their mental health as 'very poor'.

<sup>26</sup> Mental wellbeing scores range from 14 to 70, a higher score suggests stronger mental wellbeing.

<sup>27</sup> National Survey for Wales, Welsh Government, 2021-22 & 2022-23 (combined)

Older respondents (55+) were notably more likely than their younger counterparts (under 35) to describe their mental health as good (71.3% compared with 53.0% respectively). This corresponds with Wales-wide trends<sup>28</sup>.

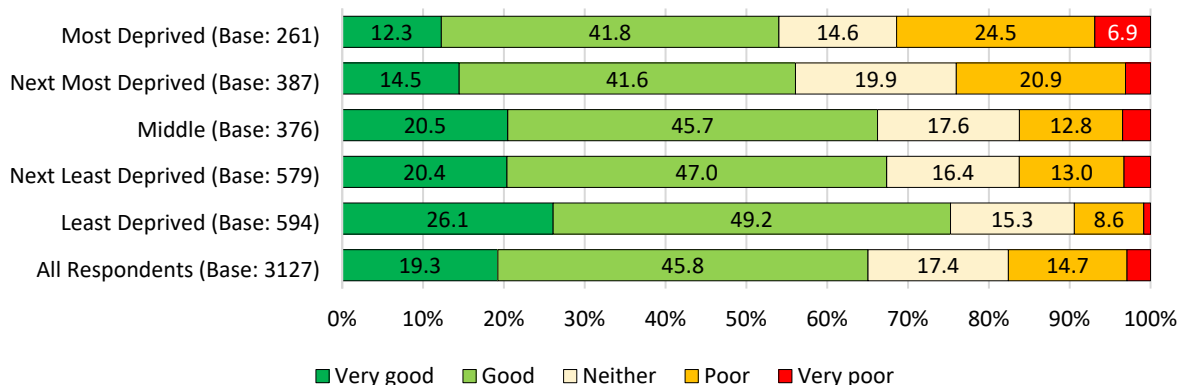
### How would you describe your mental health?



Source: Ask Cardiff 2022 Survey, Cardiff Council

Furthermore, there was a correlation between mental health and level of deprivation, with those living in the most deprived areas of the city reporting the lowest proportion of ‘good’ mental health (54.0%, compared with 75.3% amongst those living in the least deprived areas). This corresponds with Wales-wide trends<sup>29</sup>.

### How would you describe your mental health? Deprivation Fifth



Source: Ask Cardiff 2022 Survey, Cardiff Council

<sup>28</sup> National Survey for Wales (2018-19) – Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) by age and gender

<sup>29</sup> National Survey for Wales (2018-19) – Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) by WIMD deprivation quintile

As part of the 2022 Ask Cardiff survey, respondents were also asked to consider their mental health compared to a year ago:

- Under 35s were most likely to report a change in their mental health, with 38.7% saying their mental health was better, contrasting with 31.4% who reported a decline.
- More than a third of respondents identifying as disabled (37.5%) reported their mental health was worse than it had been a year ago.
- There was a correlation with those reporting their mental health was 'much worse' and level of deprivation, with those in the most deprived areas almost five times as likely to state this as those in the least deprived areas (9.7% compared with 2.0%).

The 2022 PNA further highlights that the mental health of Welsh adults varies between different communities. Across Wales:

- Individuals who are homeless are likely to experience mental health concerns but struggle to access certain services, particularly mental health services. Homelessness charity [Crisis](#) highlights that housing affordability and subsequent housing insecurity<sup>30</sup> has a two-way relationship with mental health: prior mental health conditions have an impact on housing outcomes; and housing affordability (and therefore housing conditions) predict health outcomes, including mental health outcomes.
- Disabled people are more likely to experience mental health concerns than non-disabled.
- Unpaid carers experience stress, isolation and loneliness and poor mental health due to their caring responsibilities.
- Mental health disorders are known to be prevalent amongst people in prison – during a 2019 inspection of HMP Cardiff, 65% of people in prison had a mental health problem (PNA, 2022).
- Mental health problems amongst asylum seekers and refugees are particularly prominent due to trauma experienced prior to or during travel. Lack of support structures may deepen these needs.
- Mental health is a primary need for veterans. Veterans with mental health difficulties were seen to be more likely to live in areas of the UK with higher deprivation levels, amongst those who sought support from Combat Stress in a 2017 study.

Additionally, the LGBTQ+ Action Plan for Wales highlights that LGBTQ+ communities are more likely to experience a range of inequalities or worse outcomes compared with heterosexual and cisgender, with those communities reporting experiencing poorer mental health. Whilst the Anti-racist Wales Action Plan for Wales notes that improved access to mental health and support services is needed for Black, Asian and Minority Ethnic people, with recognition given to the unique needs of asylum seekers, refugees and migrants.

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<sup>30</sup> Housing is considered in more detail in Wellbeing Objective 3: Supporting People out of Poverty.

### *Life Satisfaction, Feeling Worthwhile, Anxiety Levels and Happiness*

As part of the 2022 Ask Cardiff survey, respondents were also asked how they felt in terms of life satisfaction, feeling worthwhile, anxiety levels and happiness. The results highlighted that:

- Respondents identifying as disabled reported the lowest scores for satisfaction with their life, happiness and feeling the things they do are worthwhile.
- Respondents under the age of 35 were typically less satisfied, less happy, more anxious, and less likely to feel the things they do in their life are worthwhile, contrasting with those aged 55 or over.
- Those identifying as LGBTQ+ were also less satisfied with their life, happy, feel the things they do are worthwhile and feel more anxious than the average respondent.
- Whilst there was not a clear correlation with level of deprivation, respondents living in the most deprived areas of the city were amongst the least satisfied, least happy, most anxious, less likely to feel the things they do in life are worthwhile. Those living in the least deprived areas recorded the highest scores for satisfaction, happiness and feeling the things they do are worthwhile, and were less anxious than average.

### *Impact of Covid-19*

It is pertinent to note that the pandemic had a significant negative impact in Wales on mental health and wellbeing, with significant and sustained increases in demand for mental health support, particularly amongst children and young people<sup>31</sup> (PNA, 2022). Furthermore, [Welsh Government's report 'Locked out: liberating disabled people's lives and rights in Wales beyond Covid-19' \(2021\)](#) highlights that, across Wales, the pandemic had a disproportionate negative effect on disabled people's mental health and wellbeing. Factors such as isolation, loneliness, restrictions on movement, withdrawal of established social and statutory support, inaccessible services and public spaces, poor socio-economic living conditions, confusing public messaging, etc. played significant contributory roles. The report also highlights that negative mental health impacts were particularly significant for autistic people during the pandemic, specifically depression and anxiety.

### **Disabled Under the Equality Act - Limitation of Day-to-Day Activities**

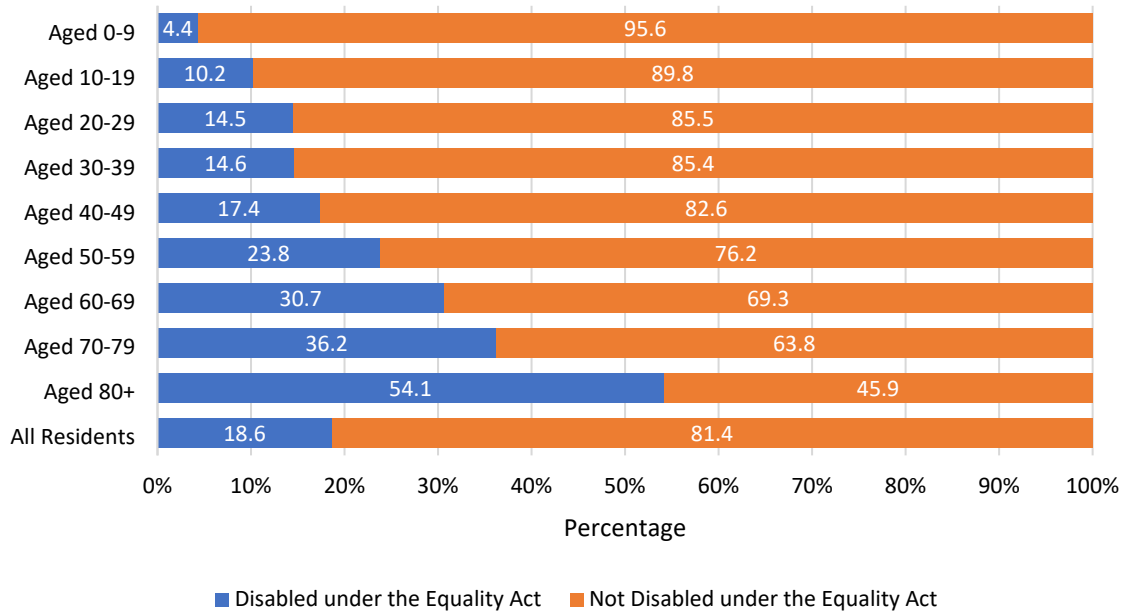
The Equality Act 2010 defines an individual as disabled if they have a physical or mental impairment that has a substantial and long-term negative effect on their ability to carry out normal day-to-day activities. As part of the 2021 Census, residents were identified as 'Disabled under the Equality Act' if their day-to-day activities are limited a lot/ a little, and 'Not Disabled Under the Equality Act' if they have a long-term physical or mental health condition but day-to-day activities are not limited/ they have no long-term physical or mental health condition. The 2021 Census identified that 18.6% of all residents are disabled under the Equality Act. Following further analysis:

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<sup>31</sup> The health and wellbeing of children and young people is covered in Wellbeing Objective 1: Cardiff is a Great Place to Grow UP.

- **Age:** The likelihood of being disabled under the Equality Act increases with age, with residents aged 80+ having the highest percentage identified as disabled under the Equality Act (54.1%) compared to all other age groups.

**Disability Status of Cardiff Residents by Age, 2021**



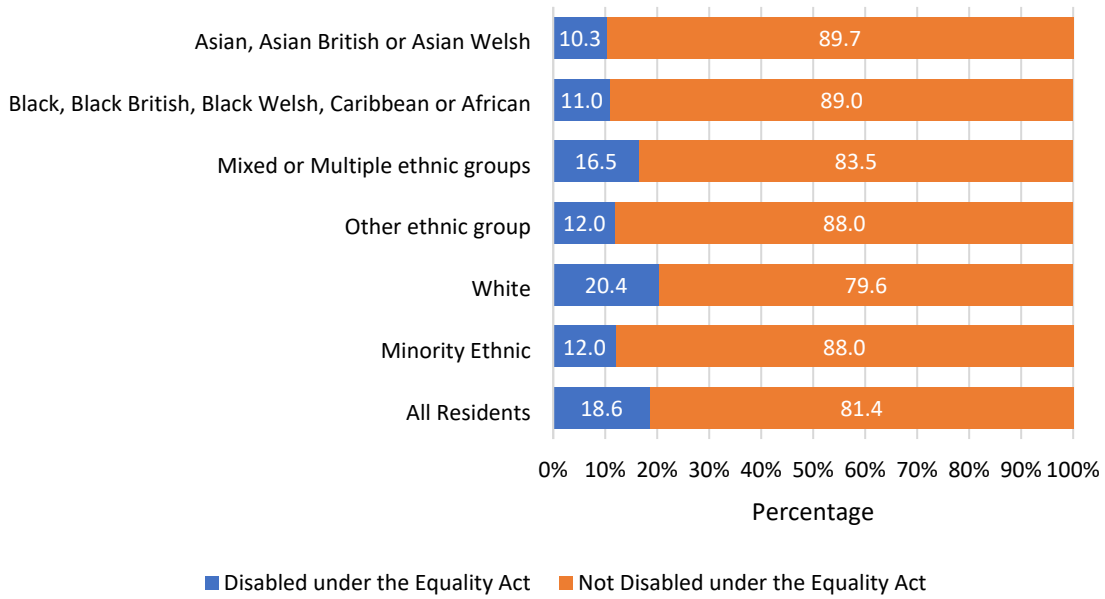
Source: 2021 Census

- **Sex:** A higher percentage of female residents were identified as disabled under the Equality Act (20.3%) compared to males (16.8%).
- **Ethnicity:** Residents from the White ethnic group were more likely to be disabled under the Equality Act, at 20.4%, compared to residents from a Minority Ethnic group<sup>32</sup> (12.0%).

<sup>32</sup> The Minority Ethnic group includes the following ethnic groups:

- All Asian, Asian British or Asian Welsh categories
- All Black, Black British, Black Welsh, Caribbean or African categories
- All Mixed or Multiple Ethnic Groups categories
- All Other Ethnic Group categories
- White: Gypsy or Irish Traveller
- White: Roma

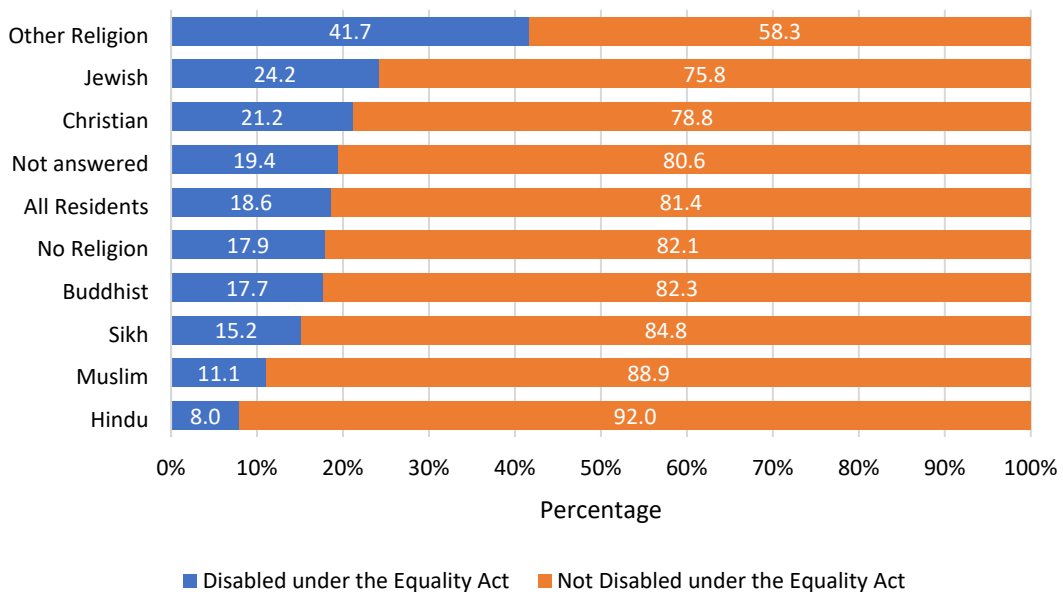
### Disability Status of Cardiff Residents by Ethnic Group, 2021



Source: 2021 Census

- Religion<sup>33</sup>:** 41.7% of residents who were categorised as belonging to an ‘other religion’ were identified as disabled under the Equality Act, the highest percentage compared to other religious groups (including those with no religion). Hindu residents had the lowest percentage (8.0%) who were identified as disabled under the Equality Act.

### Disability Status of Cardiff Residents by Religion, 2021 Census

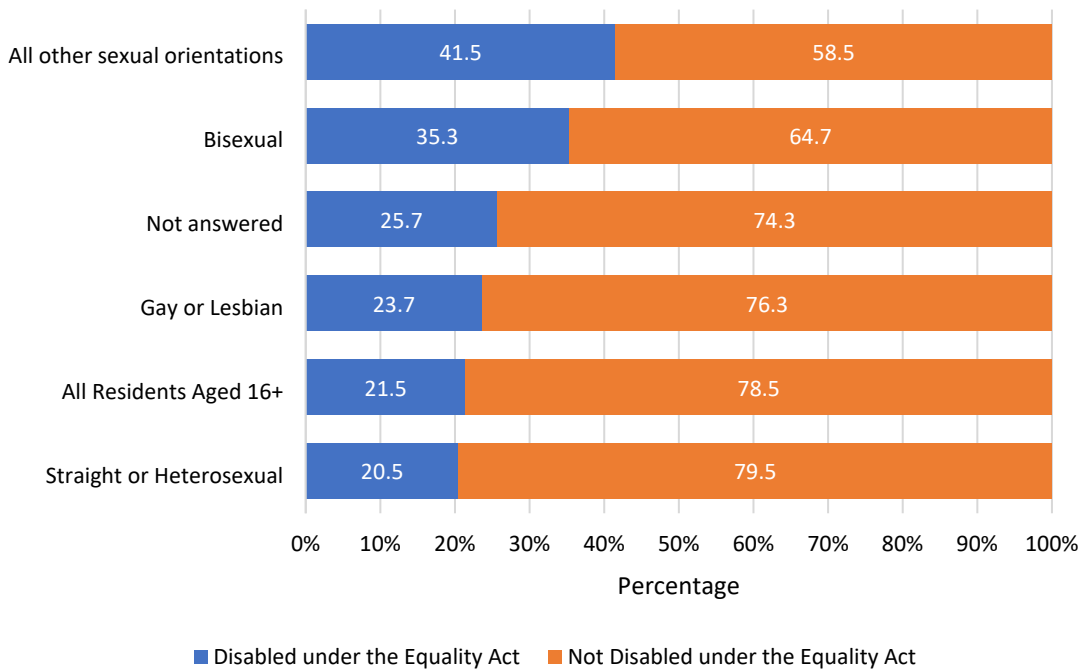


Source: 2021 Census

<sup>33</sup> Not all residents provided their religion as part of the Census.

- Sexual Orientation<sup>34</sup>:** When considering the Disability status of Cardiff residents (aged 16+) by sexual orientation, residents who provided a sexual orientation which was different to the options specified ('all other sexual orientations') had the highest percentage who were identified as disabled under the Equality Act (41.5%) compared to other sexual orientation groups. This compares to 20.5% of residents who stated that they are straight or heterosexual, the lowest percentage compared to other sexual orientation groups.

**Disability Status of Cardiff Residents (Aged 16+) by Sexual Orientation, 2021**



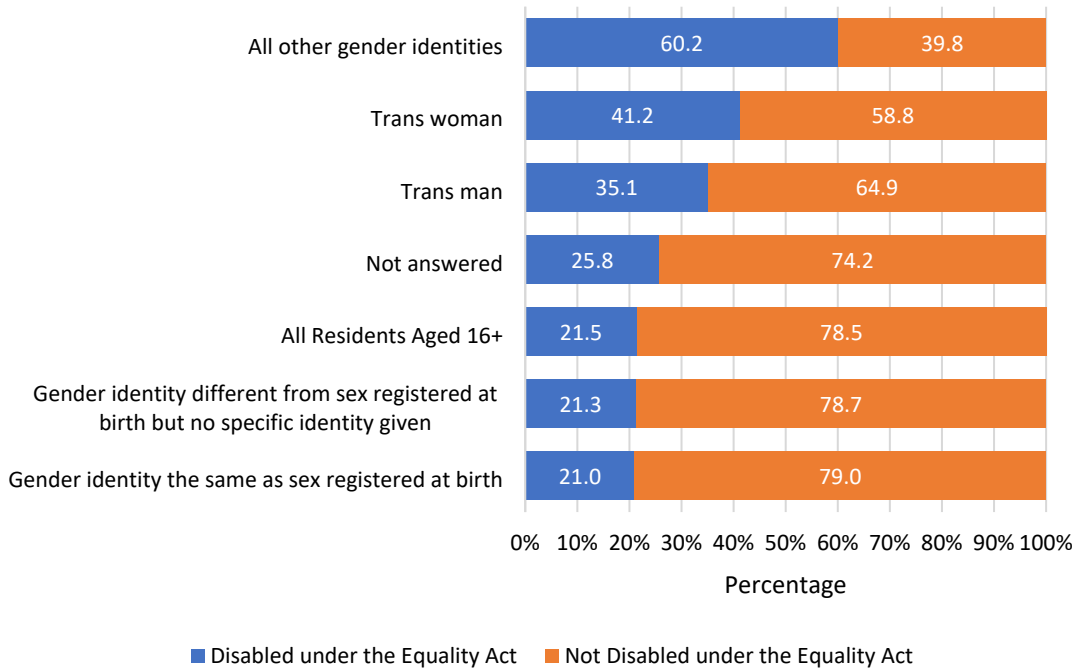
Source: 2021 Census

- Gender Identity<sup>35</sup>:** When considering the Disability status of Cardiff residents (aged 16+) by gender identity, residents who provided a gender identity which was different to the options specified ('all other gender identities') had the highest percentage who were identified as disabled under the Equality Act (60.2%) compared to other gender identities. This compares to 21.0% of residents who stated that their gender identity is the same as sex registered at birth, the lowest percentage compared to other gender identities.

<sup>34</sup> This data has been taken from the 2021 Census but refers to those aged 16+. 21.5% of residents aged 16+ were identified as disabled under the Equality Act. Not all residents provided their sexual orientation as part of the Census.

<sup>35</sup> This data has been taken from the 2021 Census but refers to those aged 16+. 21.5% of residents aged 16+ were identified as disabled under the Equality Act. Not all residents provided their gender identity as part of the Census.

### Disability Status of Cardiff Residents (Aged 16+) by Gender Identity, 2021



Source: 2021 Census

- Marital and Civil Partnership Status<sup>36</sup>:** 48.7% of residents (aged 16+) who stated that they are widowed, or the surviving civil partnership partner were identified as disabled under the Equality Act, the highest percentage compared to other status groups. This compares to 18.4% of residents who stated that they are married or in a registered civil partnership, the lowest percentage compared to other status groups.
- Welsh Speaking Ability<sup>37</sup>:** 11.6% of residents who can speak Welsh were identified as disabled under the Equality Act. This compares to 20.2% of residents who cannot speak Welsh.

Furthermore, as part of the 2022 Ask Cardiff Survey, respondents were asked if their day-to-day activities are limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months (including problems related to old age).

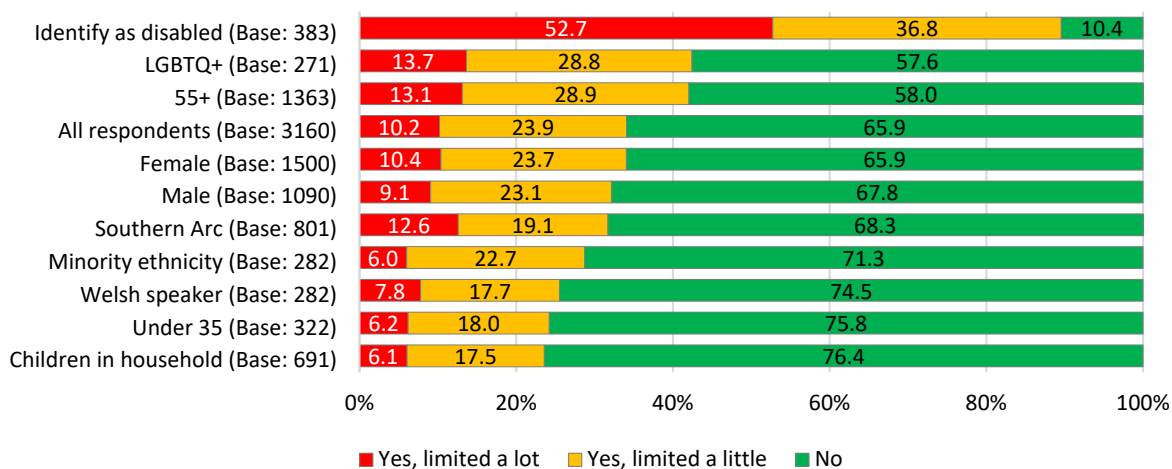
Overall, 10.2% of respondents reported their day-to-day activities were limited a lot because of a health problem or disability, with a further 23.9% saying their activities were limited a little. Those identifying as disabled were most likely to report a limit to their activities (89.6%).

<sup>36</sup> This data has been taken from the 2021 Census but refers to those aged 16+. 21.5% of residents aged 16+ were identified as disabled under the Equality Act.

<sup>37</sup> This data has been taken from the 2021 Census but refers to those aged 3+. 19.2% of residents aged 3+ were identified as disabled under the Equality Act.



### Are your day-to-day activities limited because of a health problem or disability?



Source: Ask Cardiff 2022 Survey, Cardiff Council

### Healthy Lifestyles

Healthy lifestyles are broadly considered as:

- Eating five or more portions of fruit and vegetables the previous day
- Being physically active for at least 150 minutes the previous week
- Maintaining a healthy weight or body mass index
- Not smoking
- Not drinking above weekly guidelines (including not drinking)
- Having two or more of the five healthy lifestyle behaviours

Across Wales, there is significant variation in lifestyle behaviours according to deprivation – with the most deprived groups more likely to participate in unhealthy lifestyle behaviours compared to the least deprived groups (PNA, 2022). Wales-wide, analysis<sup>38</sup> has highlighted that there are some differences in healthy lifestyle behaviours between certain protected characteristics groups, and the patterns of difference can vary depending on the lifestyle behaviour. Overall, after taking age into account:

- Non-disabled adults were more likely to report having two or more healthy lifestyle behaviours than disabled adults.
- Adults in the Asian or Asian British group were more likely to report having two or more healthy lifestyle behaviours than those in the White group.
- Adults who were married or in a civil partnership were more likely to report having two or more healthy lifestyle behaviours than those who were single or those who were separated or divorced.

<sup>38</sup> [Adult lifestyle from the National Survey for Wales, Welsh Government, 2016-17 to 2019-20 \(age-standardised\) – additional analysis by disability, ethnic group, marital status, religion and sexual orientation](#)

- Adults identifying as Muslim were more likely to report having two or more healthy lifestyle behaviours than those in other groups (although the difference compared with the Other religion group, which includes Buddhist, Hindu, Jewish, Sikhs, and any other religion, was not statistically significant); those reporting No religion were least likely to do so.
- Adults identifying as bisexual were more likely to report having two or more healthy lifestyle behaviours than those in other groups.

### *Healthy Eating*

Cities are defined by the affordability, availability and quality of their food. A strong food system can underpin a strong society, having a profound impact on health, happiness, and overall prosperity.

#### Affordability of Food

Affordability plays a major role in determining the food that people purchase, with the ability to afford a healthy and sustainable diet not only affected by food prices, but also by a family's or individual's income, and the costs of other essentials. Please refer to Wellbeing Objective 3, which considers food poverty, from an affordability perspective, in further detail.

#### Availability of Food

The ease with which people can access healthy and sustainable foods is an important factor in determining what they eat. There are areas of the city without adequate food shops, markets, and healthy food providers. These food deserts tend to be in more deprived areas, with low car ownership levels, that may in turn have an abundance of fast-food outlets.

The [Food Foundation's Broken Plate \(2023\) report](#) highlights that research has shown that proximity to fast-food outlets has been shown to be linked to increased fast-food consumption and increased bodyweight. This being the case, the greater availability of fast food in deprived areas is likely to be a contributing factor to the socio-economic inequalities seen across obesity levels.

#### Diet Quality

In Cardiff, 59% of adults do not eat five or more portions of fruit and vegetables a day<sup>39</sup>. As part of the 2022 Ask Cardiff survey, respondents were asked how many portions of fruit and vegetables they eat a day: the average respondent ate 3.1 portions of fruit and vegetables each day, with Welsh speakers and those aged 55 or over reporting the highest consumption of fruit and vegetables, with an average of 3.5 and 3.3 portions respectively. Respondents identifying as disabled and those under 35 ate the fewest, with an average of 2.6 and 2.7 portions per day. There was also a correlation between the amount of fruit and vegetables eaten each day and the level of deprivation, with those in the least deprived areas typically eating an extra portion per day than those in the most deprived areas. The Broken Plate (2023) report states that the most deprived fifth of adults consume less fruit and veg (37% less), oily fish (54% less) and dietary fibre (17% less) than the least deprived fifth.

As part of Food Cardiff's (2022) survey, respondents were questioned about their confidence in 'cooking a meal from scratch' and 'eating a healthy diet'. Whilst, overall, confidence was high for both (88.5% and 79.2% respondents were confident respectively), it was found that respondents

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<sup>39</sup> National Survey for Wales, Welsh Government, 2021-22 & 2022-23 combined (age standardised)

that identify as disabled were less confident in cooking a meal from scratch (79%) and eating a healthy diet (59.1%).

Evidence suggests that the pandemic affected people's ability to eat well and be physically active, with those from disadvantaged communities most adversely affected (DPH Report, 2020).

### *Physical Activity*

As well as eating well, moving more improves wellbeing, as well as supporting a healthy weight. National Survey for Wales data<sup>40</sup> indicates that, in Cardiff, 65% of adults (aged 16+) are active for at least 150 minutes a week. This compares to the Welsh average of 56%. However, 21% are active less than 30 minutes a week, significantly below the Wales-wide average of 30%.

Respondents were asked how many minutes they exercise or do physical activity in a typical week as part of the 2022 Ask Cardiff survey. The average respondent did a minimum of 88.3 minutes of exercise per week. Welsh speakers and men reported the highest levels of physical activity, with a minimum of 97.4 and 96.0 minutes per week respectively. Those identifying as disabled had the lowest levels of activity, with an average of 64.4 minutes per week. The survey results also reported a correlation with level of deprivation, with those living in the most deprived areas doing less exercise per week than those in the least deprived areas (a minimum of 75.1 minutes compared with a minimum of 98.1 minutes, on average).

The [Move More Cardiff Physical Activity and Sport Strategy \(2022-2027\)](#) highlights patterns in the characteristics of people who face the greatest barriers to being active:

- People living with a disability, or a long-term health condition are twice as likely to be physically inactive than those without a disability or health condition.
- Women are less active than men, and this gap starts with girls being less active from a very young age. Pregnant women are also less active.
- People from Asian and Black backgrounds are more likely to experience inactivity.

### *Maintaining a Healthy Weight*

Adequate nutrition and physical activity have implications for the health of children and adults, particularly in relation to maintaining a healthy weight, as well as ageing healthily.

39% of adults (aged 16+) in Cardiff are of a healthy weight; this is above the Welsh average (36%). Cardiff subsequently has the fifth lowest percentage of adults that are obese compared to Welsh Local Authorities<sup>41</sup>. However, the percentage of obese adults living in the most deprived areas of Cardiff is almost double the percentage living in the least deprived<sup>42</sup>. A similar trend is seen for children and young people (aged 4-5), with a 10.4-percentage point difference when comparing Cardiff's least/ most deprived communities<sup>43</sup>.

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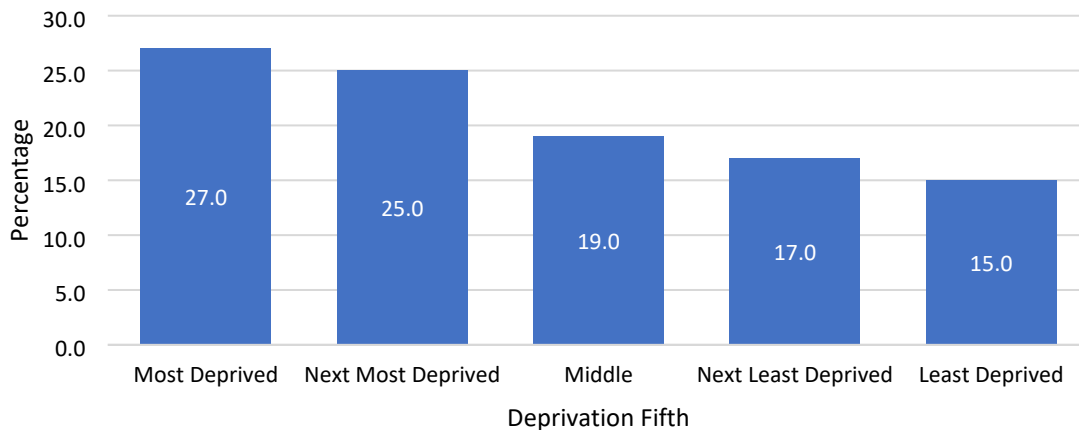
<sup>40</sup> National Survey for Wales, Welsh Government, 2021-22 & 2022-23 combined (age standardised)

<sup>41</sup> National Survey for Wales, Welsh Government, 2021-22 & 2022-23 combined (age standardised)

<sup>42</sup> According to data from Public Health Wales (2009-2012)

<sup>43</sup> Public Health Wales – Child Measurement Programme for Wales (2021/22)

**Percentage of Adults who are Obese: Cardiff by Deprivation Fifth, 2009-2012**



Source: Public Health Wales

Wales-wide, according to the National Survey for Wales, in 2022-23, a higher proportion of females (40.4%) were of a healthy weight compared to males (33.5%). Additionally, those aged 16-24 (46.9%) and those aged 75+ (46.1%) were the age groups with the highest proportion of individuals with a healthy weight, with the 55-65 age group having the lowest proportion of individuals with a healthy weight (30.7%).

### *Substance Misuse*

Substance misuse refers to the use of substances in a way that is harmful or hazardous to health and mental wellbeing, including alcohol and illicit drugs. Substance misuse not only impacts on individual lives but on families, including children and young people, and is often a cause and consequence of homelessness (PNA, 2022). The 2022 PNA further notes that drug and alcohol misuse is a known problem amongst those in the secure estate; a survey undertaken in HMP Cardiff in 2019 highlighted that 41% reported a drug problem and 28% an alcohol problem prior to entering prison. The assessment also highlights that veterans have higher incidence of dual diagnosis of mental health and substance misuse disorders, with veterans living in areas of higher deprivation more likely to be experiencing poor lifestyle behaviours such as excess alcohol consumption and smoking. Furthermore, Welsh Government’s LGBTQ+ Action Plan for Wales (2023) highlights that LGBTQ+ communities report experiencing higher levels of substance misuse, including alcohol and smoking.

### Alcohol Use

Cardiff is slightly above the Welsh average (16%) in the percentage of adults drinking more than 14 units of alcohol per week, at 17%<sup>44</sup>. Evidence suggests that a higher proportion of adults in the least deprived areas of the city, and around the city centre consume above the recommended alcohol guidelines (PNA, 2022)- Wales-wide, the proportion of all patients admitted for alcohol-specific conditions living in the most deprived areas was 3.2 times higher than those from the least deprived areas in 2021/22<sup>45</sup>.

<sup>44</sup> National Survey for Wales, Welsh Government, 201-22 & 2022-23 combined (age standardised)

<sup>45</sup> [Annual Profile for Substance Misuse \(2021-22\), Public Health Wales](#)

## Drug Misuse

In 2020/21, Cardiff had the highest number of individuals assessed for drug misuse (518) in Wales (InfoBaseCymru). Furthermore, in 2021, there were 6.2 drug misuse deaths per 100,000 population recorded in Cardiff and Vale University Health Board, with rates of deaths recorded in Cardiff above the Welsh average<sup>46</sup>. Wales-wide, in 2021/22, 5.9 times as many people were admitted to hospital from the most deprived areas compared to the least deprived<sup>47</sup>.

## Smoking

12% of adults (aged 16+) smoke in Cardiff, which is just below the Welsh average (13%). Across Cardiff's GP Clusters, smoking is most prevalent in City & Cardiff South and Cardiff South East – areas with higher levels of deprivation - and least prevalent in Cardiff West and Cardiff North.<sup>48</sup>

Wales-wide, according to the National Survey for Wales, in 2022-23, a higher proportion of males (aged 16+) smoked (13.2%) compared to females (12.0%). Additionally, the 24-34 age group had the highest proportion of individuals who smoke (17.7%) compared to other age groups. With those aged 75+ having the lowest proportion of individuals who smoke (4.6%) compared to other age groups.

## **Screening**

Screening tests can help identify diseases in people who do not have any signs and symptoms of the disease yet. Adult screening programmes – nationally – suffered an interruption to service during the pandemic, but all have since recommenced.

Cardiff and Vale University Health Board uptake/ coverage varies by programme but is ranked 4<sup>th</sup> out of the seven health boards for bowel screening, 6<sup>th</sup> for Cervical and Diabetic Eye Screening, and 7<sup>th</sup> for Breast and Abdominal Aortic Aneurysm (AAA) Screening (based on most recent data published, which covers different time periods for different programmes)<sup>49</sup>. Furthermore, across Cardiff and the Vale, there are clear inequities in uptake/coverage between primary care cluster areas: the City and Cardiff South cluster has the lowest uptake in adult cancer screening programmes. Poorer uptake is associated with deprivation, younger age group and ethnicity; men are also less likely to take up an offer of screening than women<sup>50</sup>.

As part of the 2022 Ask Cardiff survey, respondents were asked if they have been invited for screening and, if yes, if they have taken up the invitation. Results show that:

- Overall, 60.7% of all those responding had been invited for screening. Those under the age of 35 (56.4%), with children in the household (51.0%) and men (51.0%) were most likely to report that they had not been invited for screening.

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<sup>46</sup> [Harm Reduction Database Wales: Drug related mortality – Annual Report \(2021-22\), Public Health Wales](#)

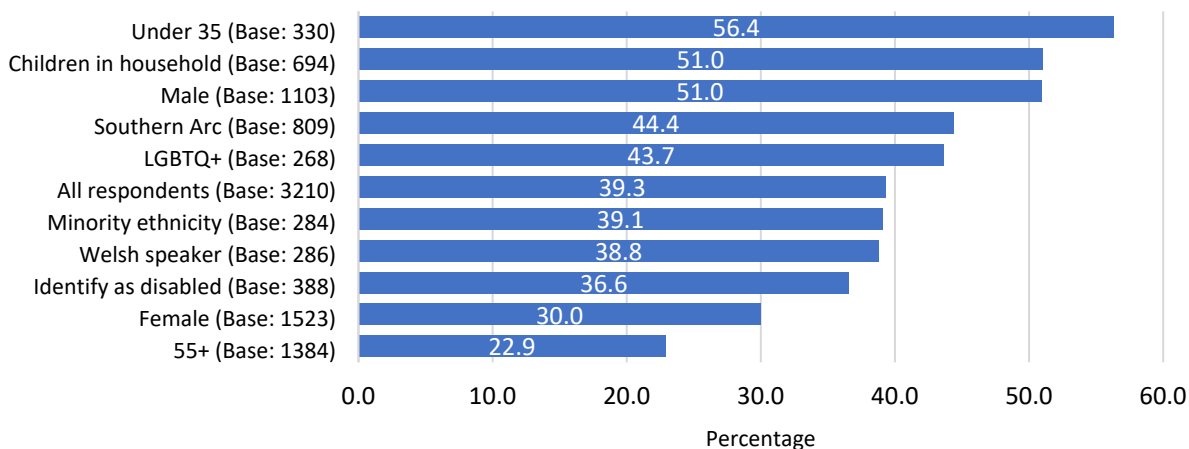
<sup>47</sup> [Annual Profile for Substance Misuse \(2021-22\), Public Health Wales](#)

<sup>48</sup> Public Health Wales, 2021-22

<sup>49</sup> [Screening Information, Public Health Wales](#)

<sup>50</sup> [Screening Division Inequities Report \(2020-21\)](#)

**Percentage of respondents who reported that they have not been invited for screening**

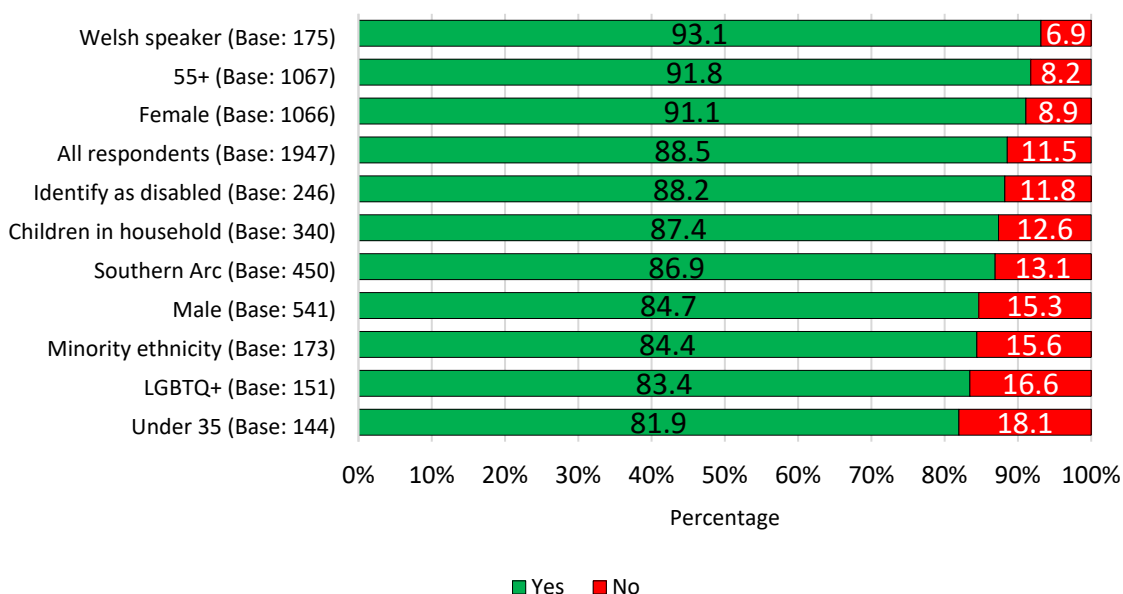


Source: Ask Cardiff 2022 Survey, Cardiff Council

- Of those who had been invited for screening, overall, 88.5% of respondents had taken up the invitation. Welsh speakers (93.1%), older respondents (55+) (91.8%) and women (91.1%) were most likely to take up their invitations, whilst those under the age of 35 (18.1%) and those identifying as LGBTQ+ (16.6%) were most likely to report that they had declined invitations for screening.

**Have you taken up invitations for screening?**

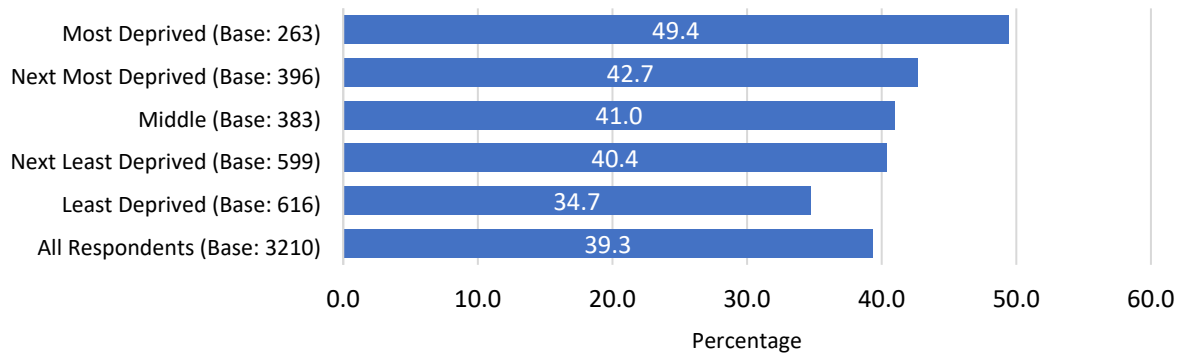
*(Excluding respondents that indicated they had not been invited for screening)*



Source: Ask Cardiff 2022 Survey, Cardiff Council

- Furthermore, respondents living in most deprived areas were most likely to report that they have not been invited for screening (49.4%). When considering those who had been invited for screening, respondents living in the most deprived areas of the city were most likely to decline their invitations (12.8%) – this compares to 7.0% who declined their invitations in the least deprived areas of the city.

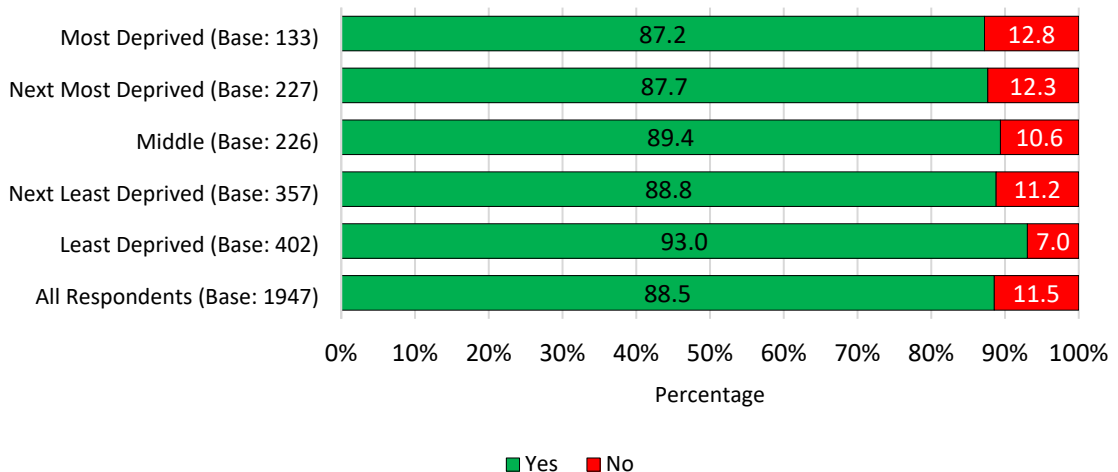
**Percentage of respondents who reported that they have not been invited for screening  
Deprivation Fifth**



Source: Ask Cardiff 2022 Survey, Cardiff Council

**Have you taken up invitations for screening?  
Deprivation Fifth**

*(Excluding respondents that indicated they had not been invited for screening)*



Source: Ask Cardiff 2022 Survey, Cardiff Council

**Unpaid Carers<sup>51</sup>**

Unpaid carers provide support/ care to an individual who has needs because of physical or mental health condition(s) or illness(es), or problems related to old age. Unpaid carers' status is self-

<sup>51</sup> Young carers are considered in Wellbeing Objective 1: Cardiff is a Great Place to Grow Up.

reported. According to the 2021 Census, 8.4% of residents (aged 5+) noted that they provide unpaid care each week. Further analysis reveals that:

- **Age:** The likelihood of providing unpaid care generally increases with age; by age group, the highest proportion of unpaid care was provided by residents aged 50 to 64 years.
- **Sex:** A slightly higher proportion of females provide unpaid care (9.6%) compared to males (7.2%).
- **Ethnicity:** 9.0% of residents from the White ethnic group provide unpaid care. This compares to:
  - 6.8% from the Mixed or Multiple ethnic group
  - 6.5% from the Black, Black British, Black Welsh, Caribbean or African ethnic group
  - 6.1% from the Other ethnic group
  - 6.0% from the Asian, Asian British or Asian Welsh ethnic group.
- **Disability:** Residents who are disabled under the Equality Act were more likely to note that they provide unpaid care (12.9%) compared to residents who are not disabled under the Equality Act (7.4%).
- **Religion**<sup>52</sup>: Unpaid care provided by Cardiff residents varies by religion, from 13.0% of residents who were categorised as belonging to an 'other religion', to 5.2% of Hindu residents.
- **Sexual Orientation**<sup>53</sup>: When considering unpaid care provided by Cardiff residents (aged 16+) by sexual orientation, residents who provided a sexual orientation which was different to the options specified ('all other sexual orientations') had the highest percentage who provide unpaid care (10.1%). This compares to 6.6% of residents who stated that they are bisexual.
- **Gender Identity**<sup>54</sup>: When considering unpaid care provided by Cardiff residents (aged 16+) by gender identity, residents who provided a gender identity which was different to the options specified ('all other gender identities') had the highest percentage who provide unpaid care (10.6%), closely followed by residents who identify as a Trans man (10.3%). This compares to 8.5% of residents who stated that they identify as a Trans woman, the lowest percentage compared to other gender identities.
- **Marital and Civil Partnership Status**<sup>55</sup>: Unpaid care provided by Cardiff residents (aged 16+) varies by Marital and Civil Partnership status; from 14.0% for those in a registered civil partnership, to 4.5% of residents who noted that they are widowed or the surviving partner from a civil partnership.

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<sup>52</sup> Not all residents provided their religion as part of the Census.

<sup>53</sup> This data has been taken from the 2021 Census but refers to those aged 16+. 9.6% of residents aged 16+ noted that they provide unpaid care. Not all residents provided their sexual orientation as part of the Census.

<sup>54</sup> This data has been taken from the 2021 Census but refers to those aged 16+. 9.6% of residents aged 16+ noted that they provide unpaid care. Not all residents provided their gender identity as part of the Census.

<sup>55</sup> This data has been taken from the 2021 Census but refers to those aged 16+. 9.6% of residents aged 16+ noted that they provide unpaid care.



## Summary of Key Points

- **Health Inequities:** Health inequities are avoidable, unfair, and result in widespread differences in health between different groups. Groups that can experience health inequity include:
  - People with lower income
  - People with protected characteristics such as age, sex, race, ethnicity, or sexuality
  - People who are socially excluded, such as people experiencing homelessness, including those in temporary accommodation.
- **Access to Healthcare Services:** Health inequities are often evident when considering access to healthcare services. The following groups often experience difficulties in accessing healthcare services:
  - Older people
  - Individuals with a disability, particularly individuals with a learning disability, individuals with neurological conditions and individuals with sensory loss.
  - Black, Asian and Minority Ethnic people, with specific challenges for women from ethnic minority backgrounds, refugees and asylum seekers, as well as Gypsy, Roma and Traveller families.
  - LGBTQ+ communities
  - Veterans (and their families)
  - Individuals who are homeless
- **Spatial inequalities:** There are clear spatial inequalities in terms of health across the city: Cardiff is above the Wales average in the proportion of Lower Super Output Areas (LSOAs) in the 10% most health deprived in Wales, with wards in the 'Southern Arc' most deprived in terms of health.
- **Impact of Covid-19:** Poorer outcomes from Covid-19 itself were associated with underlying health conditions and disability, levels of deprivation, housing conditions, occupation, income and being from an ethnic minority community. The pandemic also had a significant impact on mental health and wellbeing, predominantly amongst children and young people and disabled people, particularly autistic people.

Disruptions to health and social care services not only followed a socio-economic gradient but the long-term impacts will be felt for years to come. The long-term health and wellbeing consequences of the Covid-19 economic crisis are likely to exacerbate health inequalities for individuals from poorer and disadvantaged backgrounds, ethnic minority groups and deprived communities.

- **Healthy Life Expectancy:** Health life expectancy (HLE) at birth is higher for females (65.86 years) than males (62.87 years). The proportion of life spent in good health is slightly lower for females (79.57%) however, than males (80.57%). Furthermore, for males, Cardiff has a healthy life expectancy gap of 13.66 years between those living in the least and most deprived areas of the city. The gap is higher for females at 18.52 years.

Across England and Wales, data highlights that both males and females in the White and Mixed ethnic groups have a lower life expectancy at birth than all other ethnic groups, while the Black African ethnic group has a statistically significant higher life expectancy than most groups.

- **Physical Health:** As part of the 2022 Ask Cardiff survey, respondents were asked to describe their physical health. A broad consistency was seen across demographic groups in terms of those describing themselves as being in good physical health, with the exception of those identifying as disabled – just 27.4% of this group described their physical health as ‘good’ or ‘very good’, with 15.5% describing their physical health as ‘very poor.’ Almost three in five of those identifying as disabled reported a decline in their physical health compared with a year before. Respondents living in the least deprived areas were more likely to describe their physical health as ‘good’ or ‘very good.’
- **Mental Health:** As part of the 2022 Ask Cardiff survey, respondents were asked to describe their mental health. Respondents identifying as disabled reported the lowest levels of mental health (fewer than 43.7% described their mental health as ‘good’ or ‘very good’). More than a third of respondents identifying as disabled (37.5%) reported their mental health as worse than it had been a year ago. Furthermore, older respondents (55+) were more likely than their younger counterparts (under 35) to describe their mental health as good (71.3% compared with 53.0% respectively). There was also a correlation between mental health and level of deprivation, with those living in the most deprived areas of the city reporting the lowest proportion of ‘good’ mental health (54.0%, compared with 75.3% amongst those living in the least deprived areas). Those in the most deprived areas were almost five times as likely than those in the least deprived areas to state their mental health was worse than it had been a year ago (9.7% compared with 2.0%).

Across Wales, specific mental health needs/ concerns have been expressed for disabled people, LGBTQ+ communities, Black, Asian and Minority Ethnic people, refugees and asylum seekers, individuals who are homeless, unpaid carers, people in prison and veterans.

The pandemic had a significant negative impact in Wales on mental health and wellbeing, with significant and sustained increases in demand for mental health support, particularly amongst children and young people<sup>56</sup> (PNA, 2022). The pandemic also had a disproportionate negative effective on disabled people’s mental health and wellbeing. Furthermore, the negative mental health impacts were particularly significant for autistic people.

- **Life Satisfaction, Feeling Worthwhile, Anxiety Levels and Happiness:** As part of the 2022 Ask Cardiff survey, respondents were asked how they felt in terms of life satisfaction, feeling worthwhile, anxiety levels and happiness. Low scores for life satisfaction, feeling worthwhile and happiness (and high scores for anxiety levels) were seen for respondents identifying as disabled, aged under 35, identifying as LGBTQ+ and living in the most deprived areas.
- **Disabled Under the Equality Act – Limitation of Day-to-Day Activities:** As part of the 2021 Census, residents were identified as ‘Disabled under the Equality Act’ if their day-to-day activities are limited a lot/ a little by a long-term physical or mental impairment. Further analysis reveals that, in Cardiff:

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<sup>56</sup> The health and wellbeing of children and young people is covered in Wellbeing Objective 1: Cardiff is a Great Place to Grow Up.

- Age: The likelihood of being disabled under the Equality Act increases with age.
  - Sex: A higher percentage of female residents were identified as disabled under the Equality Act (20.3%) compared to males (16.8%).
  - Ethnicity: Residents from the White ethnic group were more likely to be disabled under the Equality Act (12.0%) than other ethnic groups.
  - Religion: 41.7% of residents who identified themselves as having an 'other religion' were identified as disabled under the Equality Act, compared to 8.0% of Hindu residents.
  - Sexual Orientation: Cardiff residents (aged 16+) who provided a sexual orientation which was different to the options specified in the 2021 Census ('all other sexual orientations') had the highest percentage who were identified as disabled under the Equality Act (41.5%) compared to other sexual orientation groups.
  - Gender Identity: Cardiff residents (aged 16+) who provided a gender identity which was different to the options specified in the 2021 Census ('all other gender identities') had the highest percentage who were identified as disabled under the Equality Act (60.2%) compared to other gender identities.
  - Marital and Civil Partnership Status: 48.7% of residents (aged 16+) who stated that they are widowed, or the surviving civil partnership partner were identified as disabled under the Equality Act.
  - Welsh Speaking Ability: 11.6% of residents (aged 3+) who can speak Welsh were identified as disabled under the Equality Act. This compares to 20.2% of residents who cannot speak Welsh.
- **Health Lifestyles Behaviours**: Across Wales, there is significant variation in lifestyle behaviours according to deprivation – with the most deprived groups more likely to participate in unhealthy lifestyle behaviours compared to the least deprived groups. Wales-wide, analysis has also indicated that there are some differences in health lifestyle behaviours between certain protected characteristics groups. Having two or more healthy lifestyle behaviours was more likely for:
    - Non-disabled adults than disabled adults.
    - Adults in the Asian or Asian British group than those in the White group.
    - Adults who were married or in a civil partnership than those who were single or those who were separated or divorced.
    - Adults identifying as Muslim than those in other groups; those reporting No religion were least likely to do so.
    - Adults identifying as bisexual than those in other groups.
  - **Food Availability and Diet Quality**: There are areas of the city without adequate food shops, markets, and healthy food providers. These food deserts tend to be in more deprived areas, with low car ownership levels. According to the 2022 Ask Cardiff survey results, respondents identifying as disabled and those aged under 35 eat the fewest amount of fruit and vegetables each day. There was also a correlation between the amount of fruit and vegetables eaten each day and the level of deprivation, with those in the least deprived areas typically eating an extra portion per day than those in the deprived areas.
  - **Physical Activity**: 2022 Ask Cardiff survey data highlights that those identify as disabled reported the lowest levels of activity (with an average of 64.4 minutes per week), with the survey results also noting a correlation with level of deprivation, with those living in the most

deprived areas doing less exercise per week than those in the least deprived areas (a minimum of 75.1 minutes compared with a minimum of 98.1 minutes, on average).

- **Maintaining a Healthy Weight:** The percentage of obese adults living in the most deprived areas of Cardiff is almost double the percentage living in the least deprived, with a similar trend seen for children and young people.
- **Substance Misuse:** The 2022 PNA highlights that drug and alcohol misuse is a known problem amongst those in the secure estate, as well as amongst veterans, particularly veterans living in areas of higher deprivation. Whilst Welsh Government's LGBTQ+ Action Plan for Wales (2023) highlights that LGBTQ+ communities report higher levels of substance misuse, including alcohol and smoking. Alcohol use, drug misuse and smoking are all more prevalent in the city's deprived communities than to the least deprived.
- **Screening:** Across Cardiff and the Vale, there are clear inequities in uptake/coverage of screening tests between primary care cluster areas: the City and Cardiff South cluster has the lowest uptake in adult cancer screening programmes. Poorer uptake is associated with deprivation, younger age group and ethnicity; men are also less likely to take up an offer of screening than women.

2022 Ask Cardiff survey data highlights that those under the age of 35, with children in the household and men were most likely to report that they had not been invited for screening. Of those who had been invited for screening, those under the age of 35 and those identifying as LGBTQ+ were most likely to report that they had declined invitations for screening. Furthermore, respondents living in the most deprived areas of the city were most likely to report that they had not been invited for screening. In addition, of those who had been invited for screening, respondents living in the most deprived areas of the city were most likely to decline their invitations.

- **Unpaid Carers:** According to the 2021 Census, 8.4% of Cardiff residents (aged 5+) noted that they provide unpaid care each week. Further analysis reveals that:
  - **Age:** The likelihood of providing unpaid care generally increases with age.
  - **Sex:** A slightly higher proportion of females provide unpaid care (96%) compared to males (7.2%).
  - **Ethnicity:** 9.0% of residents from the White ethnic group provide unpaid care, the highest proportion compared to other ethnic groups.
  - **Disability:** Residents who are disabled under the Equality Act were more likely to note that they provide unpaid care (12.9%) compared to residents who are not disabled under the Equality Act (7.4%).
  - Unpaid care provided by Cardiff residents also varies by:
    - **Religion:** from 13.0% of residents who were categorised as belonging to an 'other religion', to 5.2% of Hindu residents.
    - **Sexual Orientation:** from 10.1% of residents (aged 16+) who provided a sexual orientation which was different to the options specified ('all other sexual orientations'), to 6.6% of residents who stated that they are bisexual.

- Gender Identity: from 10.6% of residents (aged 16+) who provided a gender identity which was different to the options specified ('all other gender identities'), to 8.5% of residents who stated that they identify as a Trans woman.
- Marital and Civil Partnership Status: from 14.0% of residents (aged 16+) who noted that they are in a registered civil partnership, to 4.5% of residents who noted that they are widowed or the surviving partner from a civil partnership.

## Wellbeing Objective 1: Cardiff is a Great Place to Grow Up

### Introduction

A child's<sup>57</sup> 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 a fast-improving school system alongside the advantages that a capital city can bring such as a diverse and extensive range of leisure, sporting and cultural opportunities. Nonetheless, 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.

This chapter provides an assessment of where there is inequality of outcome for children and young people across the city.

### Demographic Profile of Children and Young People in Cardiff

According to the 2021 Census, just over 65k people are aged 0-15 years in Cardiff. Of these:

- 49.% are female and 51% are male
- 32% belong to a Minority Ethnic group<sup>58</sup>
- 6% are disabled under the Equality Act 2010
- 43.1% have no religion. The most common religion was Christianity (31.5%) followed by Islam (16.3%).
- 26.2% (of children and young people aged 3-15) can speak Welsh.

2018-based Welsh Government population projections show a fall in numbers aged 0-15 over the next 10 years. For the 10 years after this, numbers are projected to increase but not back to current levels.

An analysis of all age groups, using 2021 Census data, reveals 6.1% of residents living in Cardiff's Southern Arc are aged 4 years and under; 6.7% are aged 5 to 9 years; and 7.8% are aged 10 to 15 years. In comparison – when considering the rest of Cardiff – 4.6% are aged 4 years and under; 5.4% are aged 5 to 9 years; and 6.5% are aged 10 to 15 years. A higher proportion of children and young people therefore live in the Southern Arc of Cardiff (20.5% aged 0-15) compared to the rest of Cardiff (16.5% aged 0-15).

### Children in Low Income Households

Over a fifth (21.6%) of children aged under 16 are living in relative low-income families in Cardiff; this is slightly below the Welsh average (22.1%) (Department for Work and Pensions, 2021/22 –

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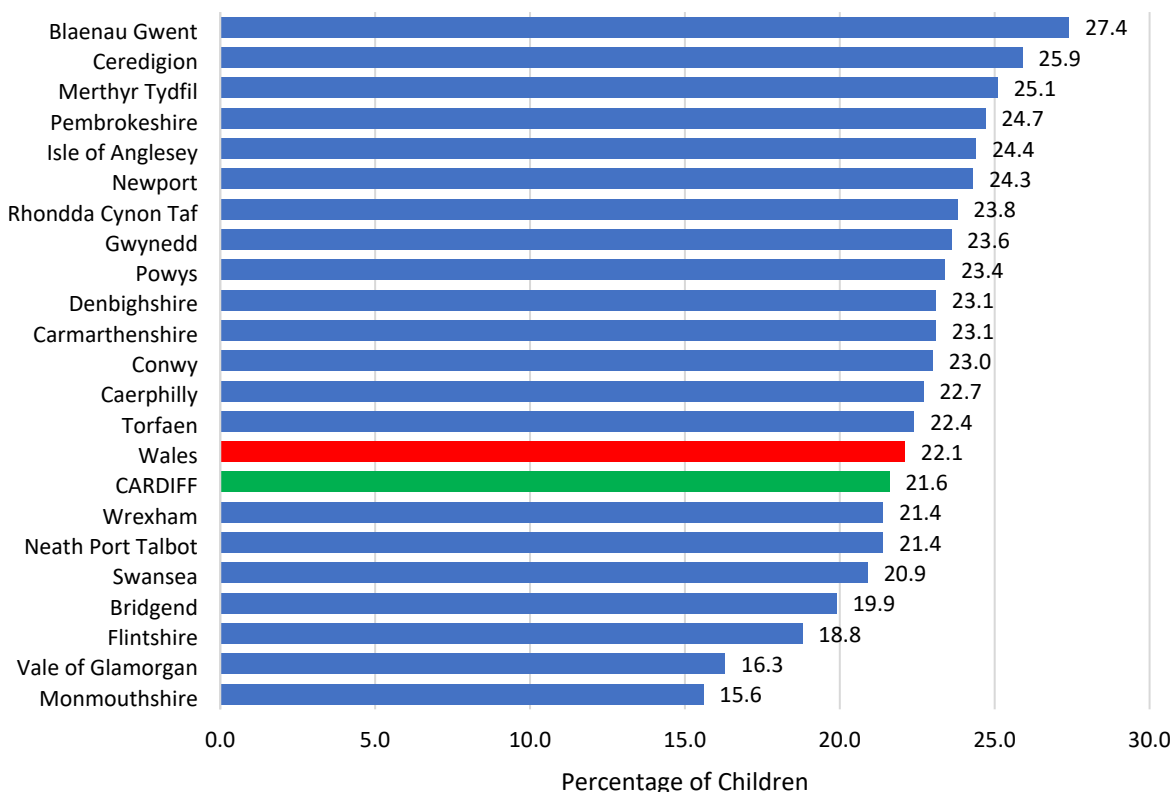
<sup>57</sup> Please note: the United Nations Convention on the Rights of the Child defines a child as, "a human being below the age of 18 years unless under the law applicable to the child, majority is attained earlier." However, it's important to acknowledge that the specific ages mentioned in this chapter may exhibit variations depending on the source of the information. It is also recognised that children and young people are not a homogenous population group and will have different needs and wants.

<sup>58</sup> The Minority Ethnic group includes the following ethnic groups:

- All Asian, Asian British or Asian Welsh categories
- All Black, Black British, Black Welsh, Caribbean or African categories
- All Mixed or Multiple Ethnic Groups categories
- All Other Ethnic Group categories
- White: Gypsy or Irish Traveller
- White: Roma

provisional figures). Further analysis reveals that Cardiff has a persistent problem with spatial inequality; over a third of Lower Super Output Areas in the city’s ‘Southern Arc’ are ranked in the 10% most income deprived in Wales (WIMD 2019, Welsh Government).

**Percentage of Children (aged under 16) in Relative Low-Income Families, Welsh Local Authorities, 2021/22 (Provisional Figures)**



Source: Department for Work and Pensions

A 2018 [evidence review of the human rights of children in Wales](#) identified differential outcomes in health risk factors and outcomes, education, and wellbeing depending on socio-economic background. As noted within [Cardiff Public Services Board’s \(PSB’s\)<sup>59</sup> Local Wellbeing Assessment \(WBA\) \(2022\)](#), evidence suggests that children from low-income families are more likely to have feelings of isolation, be drawn into anti-social behaviour, young offending or suffer the effects of crime. Children from low-income families are also more likely to be at risk of Adverse Childhood Experiences<sup>60</sup> and the rates of children considered to be at risk, being placed on the child protection register, or taken into care, are significantly higher in the city’s most deprived communities.

<sup>59</sup> Cardiff PSB brings together the city’s public service leadership and decision-makers, including those from the Local Authority, Health Board, Natural Resources Wales, Welsh Government, the Third Sector and the Fire, Police and Probation services. The purpose of the PSB is to improve the economic, social, environmental and cultural wellbeing of Cardiff by strengthening joint working across the city’s public services.

<sup>60</sup> Adverse Childhood Experiences (ACEs) comprise abuse, neglect, and household dysfunction (including parental substance misuse, violence, or separation), which have been associated with a variety of adverse outcomes across the life course, such as poorer health and wellbeing, worse educational attainment, and increased risk of incarceration.

Children living in the most deprived communities are also more likely to suffer poorer health outcomes today and demonstrate symptoms which point towards poor health in the future, such as obesity and low immunisation rates.

## Education

Education improves the life chances of children – it boosts their future income and better education levels have an impact on health and wellbeing in the future. Data from the Pupil Level Annual School Census (Welsh Government) highlights that, as of January 2023, there were 56,995 pupils on roll in Cardiff maintained schools<sup>61</sup>, across all year groups, an increase of 2,272 since January 2018. Of these:

- 25.9% were eligible for free school meals (an increase from 19.3% in 2016)
- 8.2% were identified as having Special Educational Needs (SEN) under the SEN Code of Practice, and have yet to transfer to the Additional Learning Needs Code (ALN)<sup>62</sup>
- 2.8% were statemented (33.2% of the SEN cohort)

The new ALN system relates to children aged 0 to 25 years. As a result, as of January 2024, 3,031 learners aged 0-25 have been identified as having ALN under the new ALN code.

On 31 August 2022, there were 45,884 pupils aged 5 to 15 in Cardiff maintained schools<sup>63</sup>. Of these:

- 24.64% had English as an Additional Language<sup>64</sup>
- 37.4% were from an Ethnic Minority Group<sup>65</sup>
- 160 first languages were recorded.<sup>66</sup>

### *Education: Overall Performance*

The introduction of a new national performance framework means that both year-on-year and national comparison data not available beyond 2018/19. School results and performance, including by key groups, is no longer collated and published, following guidance at a national level.

Outcomes for pupils across Key Stage 4 were above or well above expectations in the majority of Cardiff schools in the three years up to the pandemic. Furthermore, outcomes for pupils that are eligible for free-school meals (EFSM) was generally above that of the same group nationally.

Nonetheless, the latest performance data that is available continues to highlight notable improvement. 2023 school results<sup>67</sup> (WJEC entries) highlight that Cardiff schools are continuing to

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<sup>61</sup> This does not include pupils within the Pupil Referral Unit.

<sup>62</sup> Please note: the Additional Learning Needs (ALN) System was introduced on 1 September 2021 to replace the special educational needs (SEN) system and will be phased in by the summer of 2024. Children who started to receive support after 1 September 2021 receive support under the ALN system. Children receiving support under the SEN system will gradually transfer to the ALN system by the summer of 2024. Under the ALN system, children and young people with ALN receive extra support through an individual development plan (IDP). The IDP replaces statements of SEN, which are part of the SEN system now being phased out.

<sup>63</sup> The data in this section has been produced through manipulating raw data from Welsh Government's Pupil Level Annual School Census.

<sup>64</sup> Where pupils do not have English as a first language, they are categorised to identify the rate at which they are making progress in acquiring English as an additional language, from A: New to English to E: Fluent. This represents the percentage of pupils who have received a category.

<sup>65</sup> 37.4% were not White-British (information not obtained or refused also excluded).

<sup>66</sup> Not including British Sign Language or English and/or Welsh/Cymraeg.

<sup>67</sup> Please note: pupils sat GCSE exams for the first time in 2022 since 2019 (in 2020 and 2021, individual pupil assessments were undertaken by schools due to the pandemic).



perform above the National average. At GCSE level, 97% of entries were graded A\* to G, compared to the Wales figure of 96.9%. The percentage of GCSE entries resulting in C grades was 70.9%, which is above the Wales figure of 64.9%. Additionally, 29.3% percent of 2023 GCSE results were graded A\* to A in WJEC examinations, compared to the Wales figure of 21.7% percent.

Furthermore, in February 2022, Estyn – the education inspectorate for Wales - noted the sustained and incremental improvement in the quality and effectiveness of Cardiff’s education services, commended the Local Authority’s bold and ambitious vision for all learners, and praised the fact that ‘education is everybody’s business.’ In 2022/23, Estyn inspected 25 schools. Of those schools, one requires Special Measures, five require Estyn Monitoring and one requires significant improvement from a 2021/22 inspection.

### *Ability to Learn and Progress at School: Gaps in Outcome*

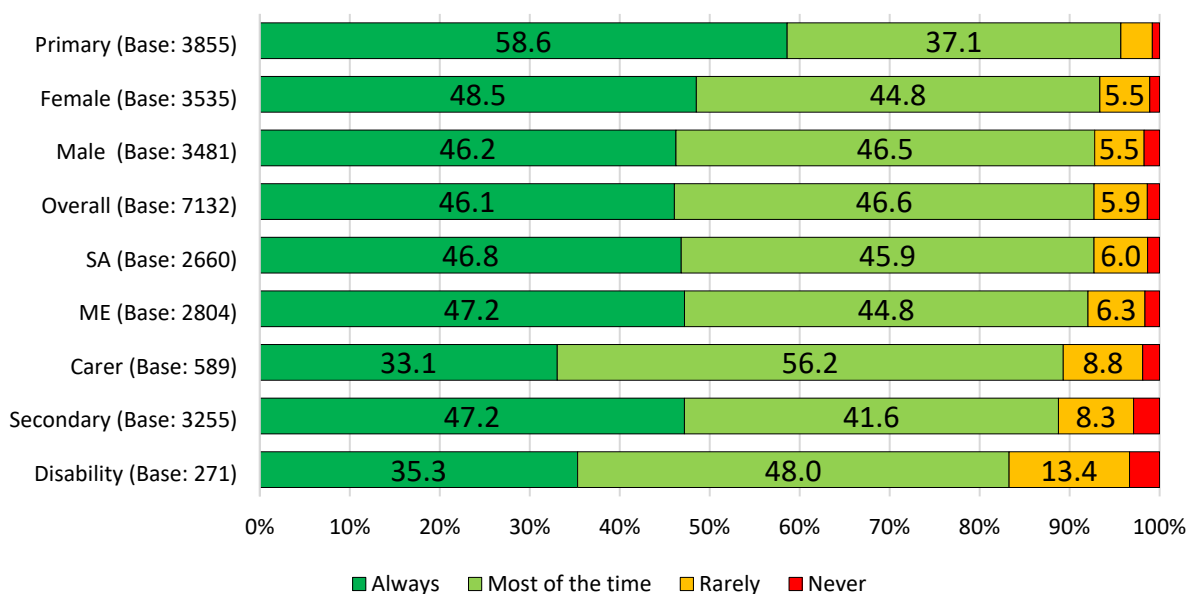
Despite the improvements in Education as a whole, the legacy of the pandemic and the impact of the cost-of-living crisis on children and young people is becoming ever more apparent. Existing inequalities have been exacerbated, with attainment and attendance being particularly affected and a growing demand to meet additional needs, particularly those relating to mental health, placing real pressure on schools. With more young people out of school, there are concerns about these learners being in an environment where they can be safeguarded.

As part of the 2022 Child Friendly City Survey, children and young people were asked if they are able to do the best they can to learn and progress at school. Just under half of children (46.8%) stated that they are able to do the best they can at school ‘all of the time’. Primary school pupils were most likely to feel able to do the best they can to learn and progress at least most of the time (95.7%). Around one in seven pupils (16.7%) with a disability felt they were ‘rarely’ or ‘never’ able to do their best at school.

Of those who struggled with feeling able to do their best to learn, stress was selected as the most common issue (50.5%). Secondary school pupils were most likely to find school ‘too stressful’ (58.8%), whilst females were more likely to find it ‘too stressful’ than males (58.7% compared with 41.1% respectively). Respondents with a disability were most likely to report that they were not confident and need help (29.9%), that they had fallen too far behind during the COVID-19 pandemic (25.3%), or that no-one encourages them to do well (16.1%). Carers were most likely to state that they found the work ‘too difficult’ (31.3%), or that ‘problems at home are making it difficult to concentrate’ (26.1%).

The results of the 2022 Child Friendly Cities survey correlate with the issues recorded within ‘My Concern’ - a software to manage and record safeguarding concerns for schools. In 2022/23, 43,155 concerns were recorded, with the top issues recorded relating to emotional health, well-being, behaviour and home issues. Work is ongoing, however, to improve the data recorded for schools.

### Are you able to do the best you can to learn and progress at school?



Source: Child Friendly Cities Survey 2022, Cardiff Council

Furthermore, it is important to highlight that there are certain groups of learners in Cardiff who remain particularly at risk of poor education outcomes/ underachievement:

- Pupils Educated Other Than at School (EOTAS):** EOTAS is education provision to meet specific needs of pupils who, for whatever reason, cannot attend a mainstream or special school. The existence of EOTAS provision is, in part, a response to exclusion from school. Children and young people in EOTAS are some of the most vulnerable learners, with often challenging backgrounds. As Welsh Government’s EOTAS Framework for Action (2017) states, these children and young people often find themselves in negative patterns of behaviour which impacts on their learning and, as a result, have less than positive learning outcomes. The number of pupils EOTAS in Cardiff over the last five years has increased by 10.8%, from 353 in 2018 to 391 in 2023<sup>68</sup> (Welsh Government). The proportion of EOTAS learners not progressing to Education, Employment or Training (EET) post-16 is too high; in 2022/23, 14% of the EOTAS cohort did not progress to EET – this represents 17 out of 121 learners (Cardiff Council).
- Children Looked After:** As of 31 March 2023, there are 800 statutory school aged children looked after in Cardiff schools, 50% are at primary school age and 50% are at secondary school age (CLA Virtual School Cardiff). As highlighted within Cardiff’s [Corporate Parenting Strategy \(2021-2024\)](#), research suggests that children looked after and young people are more likely to have a statement of special educational needs, to be excluded from school, and to leave school with no qualifications compared with children in the general population. In Cardiff, in 2022/23, nearly half (46%) of CLA at Key Stage 4 had Special Educational Needs (SEN) / Additional Learning Needs (ALN), and nearly three-quarters (73%) of CLA in school had a Personal Education Plan (CLA Virtual School Cardiff). In 2022/23, 11% of CLA learners

<sup>68</sup> This number includes EOTAS pupils that are only registered with the Local Authority, those educated in the Pupil Referral Unit and those that are dual registered with schools.

did not progress to education, employment or training post-16 – this represents 9 out of 73 learners (Cardiff Council)

### *Attendance*

Year-end attendance figures for 2022/23 highlight an improved position compared to 2021/22, but not compared to pre-pandemic levels. In 2022/23, attendance was 88.2% for Secondary and 91.7% for Primary. Persistent absence (where attendance falls below a 50% threshold) is still too high, at 3.80% for Secondary and 0.88% for Primary respectively.

### *Exclusions*

There has been an increase in the number of exclusions in 2022/23 compared to 2021/22. The number of days lost was 529.25 in Primary and 3421.5 in Secondary. This compares to 507 in 2021/22 and 2535.5. In 2022/23, the number of permanent exclusions was 47 in Secondary, compared to 46 in 2021/22. For Primary, the number of permanent exclusions was 2 in 2022/23 and 4 in 2021/22. Schools are reporting increased levels of dysregulation and challenging behaviours.

### *Children and Young People with Additional Learning Needs*

As previously highlighted, data from the Pupil Level Annual School Census (Welsh Government) demonstrates that, as of January 2023, 2.8% of pupils in Cardiff<sup>69</sup> had a statement of Special Education Needs (SEN). It is important to note, however, that the SEN system is now being replaced over a 3-year implementation period by the Additional Learning Needs (ALN) system. Implementation began in September 2021 and will be completed by August 2024. Welsh Government has extended the deadline to August 2025 where needed, but Cardiff expects to complete the process within the original 3-year timescale. The new ALN system relates to children aged 0 to 25 years. As a result, 5.8% of learners aged 0-25 have been identified as having ALN under the new ALN code.

The incidence of ALN/ SEN continues to rise and has been exacerbated by the experience of the Covid-19 pandemic. For example, the percentage of children in Reception Year who were assessed as having age-appropriate speech and language scores fell from 73% in 2021-22 to 69% in 2022-23. Furthermore, the number of incidents involving children with dysregulated emotions that resulted in injuries to staff increased by 137% between 2020-21 and 2022-23.

### *Bullying*

The 'Is Wales Fairer?' (2023) report notes that bullying can have long-term consequences for victims, with studies finding that British adults who were bullied in childhood are more likely to have anxiety, depression and suicidal thoughts and to be less satisfied with their lives than those who had never been bullied.

In 2017, the Children's Commissioner for Wales explored children and young people's experiences of bullying to understand its causes and impact. Physical identifiers such as ethnicity, disability and

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<sup>69</sup> As of January 2023, there were 56,995 pupils on roll in Cardiff maintained schools.

gender were considered to be key factors in prompting bullying. The 'Is Wales Fairer?' (2023) report notes that lesbian, gay, bisexual and transgender (LGBT) pupils and those from an ethnic minority are at particular risk of being bullied. Furthermore, a 2020 report from Show Racism the Red Card – and highlighted within Cardiff's Race Equality Taskforce Report (2022) - documented concerning evidence from pupils, parents and teaching staff in Wales on the prevalence of race-related bullying and prejudice at school. Within the report, it was highlighted that 44% of respondents in Wales were aware of a child being bullied due to their ethnicity, religion or nationality. Additionally, 25% of teachers had observed or responded to an incident of racial discrimination in the last 12 months (at time of publication).

Around two-fifths of respondents (38.2%) to [Cardiff's 2022 Child Friendly Cities survey](#) reported that they had been bullied in school. Respondents with caring responsibilities and those with a disability were most likely to be bullied, with 20.3% of Carers and 17.9% of those identifying as disabled stating this happened at least once a week, with more than one in ten stating that it happened several times a week (12.2% and 11.6% respectively). Cyberbullying was less prevalent, with 26.3% of respondents stating this had happened to them in the past couple of months. However, carers and those identifying as disabled were again most likely to have been the victims of cyberbullying, with almost half reporting this had happened in the past couple of months (45.3% and 44.4% respectively).

### *Physical Education within Schools*

Across June and July 2023, young people aged 11-18 from the [Cardiff Youth Council's Gender Equality Steering Committee worked with theatre makers to co-design a play to explore gendered experiences of services in Cardiff](#). The play ultimately revolved around gender-related issues experienced by young people in Physical Education lessons within schools. Key issues raised by young people included:

- The gender binary of PE lessons in secondary schools, that leads to young people being excluded from certain physical activity e.g., women not feeling encouraged to play football or men not being offered the chance to try dance or gymnastics.
- The lack of appropriate private changing facilities which impacts trans/non-binary young people and more broadly can lead to skipping of PE due to wider body image issues, students wanting to hide scars or being on their period.
- The misgendering of trans/non-binary young people by teachers
- The young women in particular feeling uncomfortable in PE uniform, resulting in students skipping the lessons.

Another key issue raised was teachers' and other school staff's lack of understanding of and tolerance for gender issues, often expressed through a refusal to make exceptions to existing rules or accommodate differences.

### **Destinations from Schools**

As previously indicated, there are also considerable gaps in outcome when considering the destination of pupils following their final year of statutory education, Year 11. In 2022/23, 98.5% (provisional data) of all pupils in Year 11 made a successful transition from statutory schooling to education, employment or training. This represents 50 learners that did not progress to education,

employment or training. In comparison, in 2022/23, 89% of Children Looked after leaving Year 11 made a successful transition from statutory schooling to education, employment or training; 9 out of 73 learners did not progress to education, employment or training. This is a slight increase from 88% in 2021/22. For EOTAS learners, the percentage – leaving Year 11 – and making a successful transition was 86% in 2022/23; 17 out of 121 learners did not progress to education, employment or training. This is a slight decrease from 88.5% in 2021/22 (Cardiff Council).

Welsh Government, in their [Action on Disability Framework and Action Plan \(2019\)](#), report that many people still incorrectly assume that young disabled people are unable or unwilling to learn, with often limited progression routes into further education, volunteering or employment. As highlighted within the PNA (2022), data suggest that young people with disabilities, in particular those aged 19-24, are more likely to be NEET (not in employment, education or training) than those without disabilities. Wales-wide, [data published in 2021](#) highlights that one fifth of disabled people were NEET at age 16-18; this was two-fifths at age 19-24.

As part of the Cardiff Commitment and the work of ALN Implementation, innovative action has been taken to support pathways into employment for young people with learning disabilities. In 21-22, and 22-23, 10% of young people on the programme secured an offer of permanent employment by the end of the programme. The programme has been further extended in 2023-24.

## Health and Wellbeing

The early years are vital in terms of laying down the foundations for health, achievement and wellbeing in later years. A child's experience and relationships in their formative years, as well as what they eat and their general health, can have enormous long-term effects. Whilst levels of general health of children in Cardiff are good, children living in the most deprived communities are more likely to suffer poorer health outcomes today and demonstrate symptoms which point towards poor health in the future (WBA, 2022).

### *General Health*

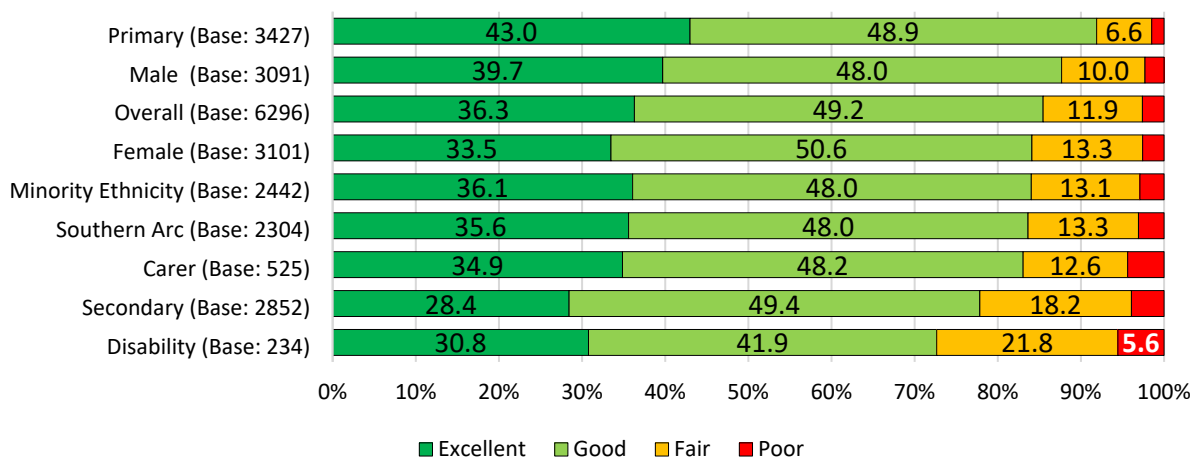
As part of the [2021/22 School Health Research Network \(SHRN\) Student Health and Wellbeing Survey](#), young people were asked to rank their current health as either 'poor', 'fair', 'good', or 'excellent.' In Cardiff and the Vale, 25% of young people self-rated their health as either fair or poor, which matches the Welsh average. Females (28%) were more likely than males (21%) to report fair or poor health but less likely than young people who identified as neither male nor female – of whom 54% self-rated their health as either fair or poor.

### *Physical Health*

As part of the 2022 Child Friendly Cities survey, children and young people were asked to describe their physical health. Six out of seven respondents (85.5%) described their physical health as 'Good' or 'Excellent', a slight increase from 83.1% reported in 2019.

Those with a disability were least likely to describe their physical health as 'Good' or 'Excellent' (72.6%), with a fifth stating it was 'Fair', and 5.6% that it was 'Poor'. Additionally, primary pupils were most likely to report their physical health was 'Good' or 'Excellent' (91.9%, compared with 77.8% of Secondary pupils).

### How would you describe your physical health?

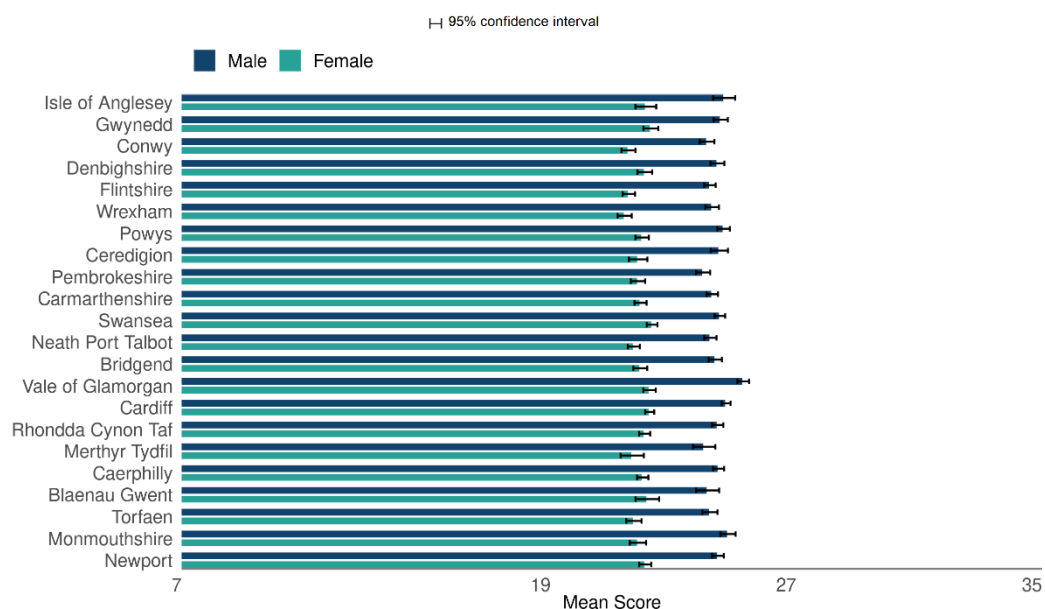


Source: Child Friendly Cities Survey 2022, Cardiff Council

### Mental Wellbeing

Using the Short Warwick-Edinburgh Mental Wellbeing Scale (SWEMWBS), mental wellbeing in children aged 11-16 is similar across Welsh Local Authorities, with Cardiff just above the Wales average. As is the case nationally, males (24.7) score higher than females (22.2).

### Mean Mental Wellbeing Scores out of a Total of 35 using SWEMWBS, male and female, aged 11-16, local authorities, Wales, 2021



According to the 2022 Child Friendly City survey results, children’s reported mental health declined between 2019 and 2022. Fewer pupils who responded to the survey reported their mental health as ‘excellent’ and more reported it as being only ‘good’ or ‘fair’ (though the proportion reporting it as poor remained the same (8.7%)). This corresponds with evidence that the pandemic has had a

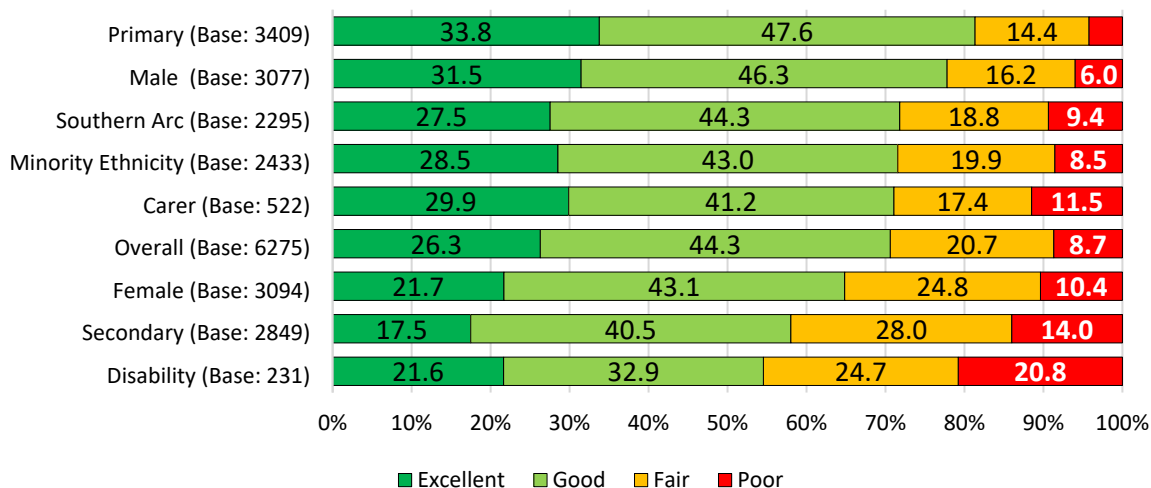
significant negative impact in Wales on mental health and wellbeing. Adolescents were more vulnerable to the mental health impacts of pandemic restrictions than younger children or older adults; as were young people not in employment, education or training, and young people from more deprived areas. Subsequently, there has been a sustained rise in children and young people presenting with emotional and mental issues (PNA, 2022). According to the 'Is Wales Fairer?' (2023) report, Wales has the highest demand for Community Mental Health Teams for children and young people within the UK.

Within Cardiff's [Children's Services Strategy \(2023\)](#), a key of area of concern is noted as the increase in the number of children and young people experiencing serious emotional wellbeing and mental health issues, as well as an increase in use of Deprivation of Liberty Standards. Furthermore, the 'Is Wales Fairer?' (2023) report highlights that young people who identify as neither a girl nor a boy have poorer mental health than pupils who identify as a boy or girl.

Further analysis of the Child Friendly City survey results reveals that, whilst all demographic groups analysed reported a drop in the level of mental and emotional health:

- A fifth of those with a disability (20.8%) and more than one in ten (11.5%) Carers felt their mental and emotional health was 'Poor'.
- One in seven (14.0%) Secondary pupils described their mental and emotional health as 'Poor', compared with 4.2% of Primary pupils.
- Females were almost twice as likely as males to report 'Poor' mental and emotional health (10.4% compared with 6.0% respectively).

### How would you describe your mental and emotional health?



Source: Child Friendly Cities Survey 2022, Cardiff Council

In terms of levels of happiness, pupils who responded to Cardiff's 2022 Child Friendly City survey generated an overall score of 6.7 out of 10 when asked to indicate how happy they felt the day before. This is comparable to the 6.6 score from the 2019 survey. Nonetheless, there were key demographic differences, with younger children happier than older children, males happier than

females, and those with a disability less happy. When asked what things worry or upset them, children responded with ‘their future,’ ‘their education,’ and ‘their relationships’ as the most common answers. All three of these responses were more common in the 2022 results than the 2019 results.

### Healthy Eating

Across Cardiff and the Vale, 39% of young people - who responded to the 2021/22 SHRN Student Health and Wellbeing Survey – noted that they eat fruit at least daily, with 41% reporting that they eat vegetables at least daily. This compares to the Wales-wider averages of 33% and 35% respectively. Females (40%) were more likely than males (38%) and young people who identified as neither male nor female (30%) to eat fruit at least daily. Additionally, females (43%) were more likely than males (40%) and young people who identified as neither male nor female (40%) to eat vegetables at least daily.

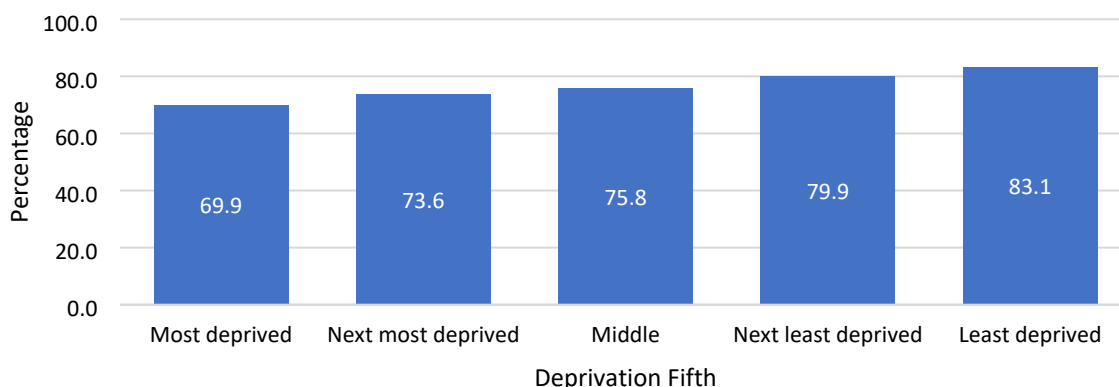
### Physical Activity

Just over half of children in Cardiff actively travel to school (51.5%) (Cardiff Council, 2020). However, across Cardiff and the Vale, only 18% of young people – who responded to the 2021/22 SHRN Student Health and Wellbeing Survey – noted that they meet the recommended physical activity guidelines of at least 60 minutes per day. This compares to a Wales-wide average of 16%. Males (20%) were more likely than females (11%) and young people who identified as neither male nor female (12%) to meet the daily recommended guideline.

### Children of a Healthy Weight

National Child Measurement Programme data for 2021/22 demonstrates that most children aged 4-5 are of a healthy weight in Cardiff (74%). However, there is a 13.2-percentage point difference when comparing Cardiff’s least/most deprived communities<sup>70</sup>.

#### Percentage of Children Aged 4 to 5 who are a Healthy Weight (or underweight), Cardiff by Deprivation Fifth, 2021/22



<sup>70</sup>The gap includes children (aged 4-5) who are underweight and of a healthy weight.



### *Smoking*

The earlier someone starts smoking, the longer they are likely to smoke for and the more at risk they become of experiencing smoking-related diseases. Across Wales, secondary students with low family affluence are more likely to smoke and start smoking earlier than students with high family affluence. In 2021/22, 33% of self-reported Year 11 smokers in Cardiff and the Vale had tried their first cigarette at 13 years old or younger, below the Welsh average of 46%. Males were much more likely (45%) to have tried their first cigarette at 13 years old or younger compared to females (24%)<sup>71</sup>.

Furthermore, a young person is three times more likely to smoke if they live with a relative who smokes – as adult smoking prevalence is higher in more deprived areas, this inequality is likely to continue on a generational cycle<sup>72</sup>.

### *Childhood Vaccinations*

Long-term trends in childhood vaccination uptake in Cardiff and Vale University Health Board (UHB) remain fairly static; uptake is consistently below the 95% target across the majority of scheduled immunisations.

Delivery of most childhood vaccinations continued throughout the pandemic; however, the pace of vaccination, timeliness and uptake/coverage for some vaccinations was adversely affected. Uptake rates of most vaccinations have not yet returned to pre-pandemic levels.

2022 to 2023 UHB data indicates that, across all age groups in Cardiff and the Vale, there is a low vaccination uptake for those living in socio-economically deprived areas, as well as amongst ethnic minority communities. There is a significant difference in uptake of most childhood vaccinations between the least and most deprived communities. Furthermore, inequities in uptake/coverage increase with a child's age; compared with the rest of Wales, uptake of teenage vaccinations in Cardiff and the Vale is significantly lower.

### *Children with Additional Needs*

The 'Is Wales Fairer?' (2023) report notes that disabled children report good health less frequently than non-disabled children, whilst the PNA (2022) highlights that some specialist health services have been difficult to access by young disabled people, such as sexual health. In addition, Welsh Government, in their Action on Disability Framework and Action Plan (2019), report that despite being more likely to have additional healthcare needs such as poor mental health, young disabled people are often unable to access services until the situation is more severe, such as at crisis point.

The PNA (2022) further highlights that young people with learning difficulties across Wales have reported difficulties with short health care appointment lengths, stating that they would like more time in order to understand the discussion.

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<sup>71</sup> [Student Health and Wellbeing in Wales: Report of the 2021/22 School Health Research Network Student Health and Wellbeing Survey \(2023\)](#)

<sup>72</sup> [Behavioural insight: Smoking among young people \(2016\)](#)

6.7% of respondents to the 2022 Ask Cardiff survey stated that they were the parent of somebody aged under 25, however, just under half (44%) of these respondents hadn't accessed support. The most common reason given was respondents being unaware of the support available.

### *Accessing Help and Support*

According to the 2022 Child Friendly City survey, around a fifth of children do not know how to access help and support for a physical or mental health problem. A similar proportion also didn't agree with a statement that there was support available for those who are unhappy, worried, or unable to cope. Secondary school children, along with disabled children, were even less likely to know how to access help or to agree that it was available.

### **Language and Communication**

As previously highlighted, of the 45,884 pupils aged 5 to 15 in Cardiff maintained schools on 31 August 2022, 26.64<sup>64</sup>% had English as an Additional Language and 160<sup>66</sup> first languages were recorded. English was an additional language in 25.46<sup>64</sup>% of primary school pupils. 8.04% of primary school pupils were fluent in Welsh.

It is known that speech, language and communication difficulties in early childhood are associated with poor employment outcomes and poor mental health as adults, and, as highlighted by the [Royal College of Speech & Language Therapists](#), are more common amongst young offenders, and those in areas of higher deprivation. Improving language development is one mechanism by which to reduce inequities and break the intergenerational cycle of poor communication skills.

### **Housing**

Evidence suggests that good quality housing promotes good physical and mental health in children and young people, as well as the opportunity to improve and succeed academically, and achieve financial success later in life.

### *Homelessness: Households with Dependent Children*

Housing data from Welsh Government highlights that Cardiff has a notable proportion of the total number of households in Wales with dependent children accepted as eligible, unintentionally homeless and in priority need: 420 of 864 households in 2016/17, and 363 of 1,005 households in 2018/19.

Similarly, Cardiff has a notable proportion of the total number of households in Wales with dependent children in temporary accommodation: 552 of 813 households in 2020/21, rising to 552 of 1,596 households in 2022/23.

### *Accessible Homes*

The [Cardiff Housing Strategy \(2016-2021\)](#) identified that demand outstripped availability for accessible homes of which many applicants had children with disabilities within the household. Children and young people with physical disabilities often experience difficulties finding housing that meets their needs, and this is especially so in the private rented sector in Wales.

## Young People and Crime

It is recognised that children and young people are more likely to be the target of grooming and exploitation, particularly if they are considered to be more at risk or vulnerable.

### *Community Safety*

Whilst responses to the Child Friendly Cities Survey (2022) highlights that most children (86.5%) feel safe in their neighbourhood, for those who do not feel safe, the most common reasons given were fears around gangs/ groups of people. Primary school pupils (44.7%) and males (44.5%) were most likely to state that they felt 'very safe', whilst a quarter of Carers and those identifying as disabled reported feeling 'a bit' or 'very' unsafe (both 24.4%).

Furthermore, according to the Child Friendly Cities Survey (2022), nine in ten children and young people (91.2%) had not been a victim of crime in the last two years, up from 86.8% in 2019; 6.2% had, and told the police, whilst 2.6% did not report the crime to the police. However:

- Respondents with a disability were most likely to have been a victim of crime (22.4%), with 9.3% not telling the police.
- One in seven (14.9%) Carers had been a victim of crime, with 5.1% not reporting this to the police.

Children and young people who had been a victim of crime, but neither they nor an adult had told the police about it, were asked why they had not reported the incident. Three in ten (30.6%) noted that they "dealt with it myself." Around a quarter (26.5%) felt that the "police would not be interested" or "feared revenge attacks" (22.4%).

### *Youth Justice*

According to the Youth Justice Services Strategic Needs Assessment, developed in 2021 by the Cardiff Youth Justice Board, there are several factors which seem to increase the likelihood of a young person becoming involved with crime. This includes:

- **Being male:** at publication, 84% of cases were male (the [Youth Justice Service Strategy \(2022-2024\)](#) later reported this as being 88%).
- **Living in areas of higher deprivation (Cardiff's 'Southern Arc'):** there is a correlation between the residence of young offenders and higher levels of deprivation (based on the WIMD).
- **Involvement with Children's Services:** children looked after are 6 times more likely to be involved with the youth justice system (the Youth Justice Service Strategy (2022-2024) highlighted that in 2022, 52% of children in contact with the Youth Justice Service were children looked after, a child in need or on a child protection plan).
- **Having a previous sentence or conviction:** at publication, around 27% of the repeat offenders were responsible for over half of arrests.

- **Being a victim of Adverse Childhood Experiences (ACEs):** at publication, almost half (49%) of the repeat offenders had family members with a history of violence.
- **Being linked to drug-related activity,** which can lead to further association with violent behaviour such as knife crime.

At publication, the assessment reported that those of a non-White ethnicity were up to 6.2 times more likely to be cautioned or sentenced than those of a White ethnicity. Latest youth justice service data (2022/23), however, indicates that White children and young people are overrepresented in the youth justice system, whilst children from Minority Ethnic groups are underrepresented. White children and young people make up 81% of the offending population and 68% of the population aged 10-17, whilst children from Minority Ethnic groups make up 19% of the offending population and 32% of the population aged 10-17.

The Youth Justice Service Strategy (2022-2024) further identifies that, in its various forms, child exploitation is a core contributor to children coming into the youth justice system. The prevention and tackling of child exploitation is an issue within which Youth Justice plays a key part. The Strategy also highlights that access to support networks, including professional support, is crucial; without support, the likelihood that offenders will return to their previous criminal lifestyle increases.

## Additional Vulnerabilities

### *Adverse Childhood Experiences*

Adverse Childhood Experiences (ACEs) comprise abuse, neglect, and household dysfunction (including parental substance misuse, violence, or separation). [Welsh Government's review of ACE policy \(2021\)](#) notes that ACEs have been associated with a variety of adverse outcomes across the life course, such as poorer health and wellbeing, worse educational attainment, and increased risk of incarceration.

### *Young Carers*

Young carers are children and young people under 18 years of age who provide care for someone else who has support needs, for example, due to a physical or mental health problem, a physical or learning disability, or substance misuse. The 2021 Census identified 773 young unpaid carers (aged 5-17) in Cardiff.

The PNA (2022) highlights that younger carers can find that they experience restrictions in their educational and career pathways. Young carers have articulated needs with respect to mental health, wanting increased time for themselves to be a child or a young person, and support for their education. The 'Is Wales Fairer?' (2023) report reinforces that the demands of caring can affect education attainment and prevent carers from fulfilling their potential, and further highlights that young carers are more likely than others of their age to live in deprived areas and experience disruption to their education.

### *Children and Young People Seeking Asylum*

The PNA (2022) notes that children and young people seeking asylum may have additional needs. Children may have experienced the death of a parent(s); and may not have contact with any family. Those separated or unaccompanied are also at increased risk of exploitation.

### *Children and Young People whose Parent(s) are Currently Serving in the Armed Forces*

Family members, including children, who are not serving personnel may have additional needs as a result of the impact of the lifestyle associated with the armed forces. Supporting Service Children in Education Wales (SSCE Cymru) conducted [engagement work](#) in 2020 with children of service personnel, and identified positive and negative impacts around moving house; making new friends; changing schools; and living abroad.

### **Children's Rights**

Cardiff is the first city in Wales to participate in UNICEF UK's national Child Friendly Cities and Communities initiative. This in practice, puts the voices, needs, priorities and rights of children as an integral part of public policies, programmes and decisions.

Of pupils who responded to Cardiff's 2022 Child Friendly City survey, six out of seven (85.8%) had heard of children's rights, up from 77.2% recorded in the 2019 survey. Primary school pupils were most likely to be aware (90%), whilst those in secondary school had the lowest level of awareness (80.7%). School assemblies/lessons were seen as the best way to teach children and young people about their rights, with almost three-quarters (73.6%) of respondents suggesting this, reflecting the findings of the 2019 survey.

As part of the survey, respondents were asked if they are treated with respect by adults. More than nine out of ten respondents (93.3%) felt that they were treated with respect by adults at least most of the time, reflecting the findings of the 2019 survey. Young people with a disability were most likely to report that they are not treated with respect by adults, however, with 11.4% saying this happened 'rarely', and 5.5% that this 'never' happened.

### **Participation: The Voice of Children and Young People in Decision Making and the Democratic Process**

Promoting civic participation and giving the people of Cardiff a voice in shaping the decisions that affect their lives represents key priorities for the Council and other public bodies.

Cardiff Council's [draft Participation Strategy](#), published in July 2023, notes that an analysis of core surveys – undertaken to identify and develop a demographic profile of survey respondents – pointed towards a lower response rate for children and young people. Furthermore, younger people are not yet proportionately represented in Cardiff's Council chambers.

Almost a quarter (23.7%) of respondents to Cardiff's 2022 Child Friendly Cities survey felt that their views were 'always' listened to and taken seriously, up from 15.9% as seen in the 2019 survey. More than a third (35.0%) were not sure if their views were taken seriously, compared to a fifth (20.5%) in the previous survey. Primary pupils were most likely to feel that they were listened to, and their views taken seriously at least most of the time (62.8%, compared with 44.6% of Secondary pupils).

Respondents with a disability were most likely to state their views were ‘rarely’ or ‘never’ listened to or taken seriously.

Furthermore, the ‘Is Wales Fairer?’ (2023) report highlights that, Wales-wide, fewer children identifying as neither a boy nor a girl feel their ideas are taken seriously (18%) compared with all children (36%).

### *Views on Neighbourhoods*

According to the Cardiff’s 2022 Child Friendly Cities survey, when asked what the best thing about their neighbourhood was, children’s top three answers were: the people (53.8%), open spaces (39%), and being close to school (38.3%). When asked what the worst thing about their neighbourhood was, children’s top three answers were: noise (27.4%), dirt/unclean (27.1%), and gangs/groups (20.9%).

Those living in the Southern Arc of the city were least likely to report that their area is “quiet and peaceful” (32.7%) or “clean and tidy” (16.4%).

Respondents with a disability or caring responsibilities were less likely than other groups analysed to highlight positive aspects of their neighbourhood, with around one in ten from each group saying ‘Nothing’ was the best thing about their neighbourhood (9.6% and 9.8% respectively).

## Summary of Key Points

- **Demographic Profile of Children and Young People:** According to the 2021 Census, just over 65k people are aged 0-15 years in Cardiff. Of these:
  - 49.% are female and 51% are male
  - 32% belong to a Minority Ethnic group<sup>73</sup>
  - 6% are disabled under the Equality Act 2010
  - 43.1% have no religion. The most common religion was Christianity (31.5%) followed by Islam (16.3%).
  - 26.2% (of children and young people aged 3-15) can speak Welsh.

A higher proportion of children and young people live in the Southern Arc of Cardiff (20.5% aged 0-15) compared to the rest of Cardiff 16.5% aged 0-15).

- **The impact of Child Poverty:** A fifth of children aged under 16 are living in relative low-income families in Cardiff. Evidence identifies differential outcomes in health risk factors and outcomes, education, and wellbeing depending on socio-economic background.
- **Education – Cardiff’s Schools:** Data from the Pupil Level Annual School Census (Welsh Government) highlights that, as of January 2023, there were 56,995 pupils on roll in Cardiff maintained schools<sup>74</sup>, across all year groups. Of these, 25.9% were eligible for free school meals (an increase from 19.3% in 2016).

Through manipulating the raw data from Welsh Government’s Pupil Level Annual School Census, it is indicated that 45,884 pupils were aged 5 to 15 in Cardiff maintained schools on 31 August 2022. Of these:

- 24.64% had English as an Additional Language<sup>75</sup>
  - 37.4% were from an Ethnic Minority Group<sup>76</sup>
  - 160 first languages were recorded.<sup>77</sup>
- **Children and Young People with Additional Learning Needs:** Data from the Pupil Level Annual School Census (Welsh Government) demonstrates that, as of January 2023, 2.8% of pupils in Cardiff<sup>78</sup> had a statement of Special Education Needs (SEN). It is important to note, however, that the SEN system is now being replaced over a 3-year implementation period by the Additional Learning Needs (ALN) system. Implementation began in September 2021 and will be completed by August 2024<sup>79</sup>. The new ALN system relates to children aged 0 to 25 years; as a

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<sup>73</sup> The Minority Ethnic group includes the following ethnic groups:

- All Asian, Asian British or Asian Welsh categories
- All Black, Black British, Black Welsh, Caribbean or African categories
- All Mixed or Multiple Ethnic Groups categories
- All Other Ethnic Group categories
- White: Gypsy or Irish Traveller
- White: Roma

<sup>74</sup> This does not include pupils within the Pupil Referral Unit.

<sup>75</sup> Where pupils do not have English as a first language, they are categorised to identify the rate at which they are making progress in acquiring English as an additional language, from A: New to English to E: Fluent. This represents the percentage of pupils who have received a category.

<sup>76</sup> 37.4% were not White-British (information not obtained or refused also excluded).

<sup>77</sup> Not including British Sign Language or English and/ or Welsh/Cymraeg.

<sup>78</sup> As of January 2023, there were 56,995 pupils on roll in Cardiff maintained schools, across all year groups.

<sup>79</sup> Welsh Government has extended the deadline to August 2025 where needed, but Cardiff expects to complete the process within the original 3-year timescale.

result, as of January 2024, 3,031 learners aged 0-25 have been identified as having ALN under the new ALN code.

The incidence of ALN/ SEN continues to rise and has been exacerbated by the experience of the Covid-19 pandemic.

- **Education Attainment – Gaps in Outcome:** Despite improvements in Education as a whole, the legacy of the pandemic and the impact of the cost-of-living crisis on children and young people is becoming ever more apparent. Existing inequalities have been exacerbated, with attainment and attendance being particularly affected and a growing demand to meet additional needs, particularly those relating to mental health, placing real pressure on schools. With more young people out of school, there are concerns about these learners being in an environment where they can be safeguarded. There are certain groups of learners in Cardiff who remain particularly at risk of poor education outcomes/ underachievement:
  - Pupils Educated Other Than at School (EOTAS)
  - Children Looked After
- **Bullying:** Bullying can have long-term consequences for victims. Evidence suggests that lesbian, gay, bisexual and transgender (LGBT) pupils and those from an ethnic minority background are at particular risk of being bullied. Two-fifths of respondents to Cardiff's 2022 Child Friendly Cities survey reported that they had been bullied in school, with caring responsibilities and those with a disability were most likely to be bullied.
- **Gender-related issues within Physical Education:** The city's young people have raised gender-related issues experienced by young people in Physical Education lessons within schools. This includes the gender binary of PE lessons in secondary schools; a lack of appropriate private changing facilities which impacts trans/ non-binary young people; the misgendering of trans/non-binary young people by teachers; young women feeling uncomfortable in PE uniform; and a lack of understanding of and tolerance for gender issues by teachers and other school staff.
- **Destinations from Schools:** There are also considerable gaps in outcome when considering the destination of pupils following their final year of statutory education, Year 11. In 2022/23, 98.5% (provisional data) of all pupils in Year 11 made a successful transition from statutory schooling to education, employment or training. In comparison, in 2022/23, 89% of Children Looked After and 86% of EOTAS learners leaving Year 11 made a successful transition from statutory schooling to education, employment or training.

Welsh Government report that many people still incorrectly assume that young disabled people are unable or unwilling to learn, with often limited progression routes into further education, volunteering or employment. The 2022 PNA highlights that young people with disabilities, in particular those aged 19-24, are more likely to be NEET (not in employment, education or training) than those without disabilities.

- **The legacy of the pandemic and cost-of-living crisis on children and young people:** Existing inequalities have been exacerbated, with attainment and attendance being particularly affected and a growing demand to meet additional needs, particularly those relating to mental health.



- **General Health:** Whilst levels of general health of children in Cardiff are good, children living in the most deprived communities are more likely to suffer poorer health outcomes today and demonstrate symptoms which point towards poor health in the future, such as obesity and poor immunisation rates.

The School Health Research Network (SHRN) report that, in their latest survey, across Cardiff and the Vale, females (28%) were more likely than males (21%) to report fair or poor health but less likely than young people who identified as neither male nor female – of whom, 54% self-rated their health as either fair or poor.

- **Physical Health:** Results from the 2022 Child Friendly Cities survey highlight that those with a disability were least likely to describe their physical health as 'Good' or 'Excellent', with a fifth stating it was 'Fair' and 5.6% that it was 'Poor'. Primary pupils were most likely to report physical health was 'Good' or 'Excellent.'
- **Mental Health and Wellbeing:** The pandemic has had a significant negative impact in Wales on mental health and wellbeing. There has been a sustained rise in children and young people presenting with emotional and mental health issues, particularly impacting adolescents, young people not in employment education or training, and young people from more deprived areas. The latest (2022) Child Friendly City survey noted a significant decline in children's reported mental health between 2019 and 2022. Notably, a fifth of those with a disability (20.8%), more than one in ten Carers (11.5%) and one in seven (14.0%) Secondary pupils felt their mental and emotional health was poor. Females were also almost twice as likely as males to report 'Poor' mental and emotional health (10.4% compared with 6.0% respectively).

The most common worries for children and young people were reported as 'their future,' 'their education,' and 'their relationships.' Furthermore, according to the 2022 Child Friendly City survey, around a fifth of children do not know how to access help and support for a physical or mental health problem. Secondary school children, along with disabled children, were even less likely to know how to access help or to agree that it was available.

Furthermore, it is pertinent to acknowledge that children looked after are at greater risk of experiencing poor mental health than children in the general population. In addition, children who identify as neither a boy nor a girl have poorer mental health than pupils who identify as a boy or girl.

- **Healthy Eating and Physical Activity:** SHRN report that, in their latest survey, across Cardiff and the Vale:
  - Females (40%) were more likely than males (38%) and young people who identified as neither male nor female (30%) to eat fruit at least daily.
  - Females (43%) were more likely than males (40%) and young people who identified as neither male nor female (40%) to eat vegetables at least daily.
  - Males (20%) were more likely than females (11%) and young people who identified as neither male nor female (12%) to meet the daily recommended physical activity guideline.

Furthermore, National Child Measurement Programme data for 2021/22 demonstrates that most children aged 4-5 are of a healthy weight in Cardiff, however, there is a 13.2 percentage point difference when comparing Cardiff's least/most deprived communities.

- **Smoking:** Across Wales, secondary students with low family affluence are more likely to smoke and start smoking earlier than students with high family affluence. Of self-reported Year 11 smokers, Males were much more likely (45%) to have tried their first cigarette at 13 years old or younger compared to females (24%).
- **Childhood Vaccination:** 2022 to 2023 UHB data indicates that, across all age groups in Cardiff and the Vale, there is a low vaccination uptake for those living in socio-economically deprived areas, as well as amongst ethnic minority communities. Furthermore, inequities in uptake/coverage increase with a child's age; compared with the rest of Wales, uptake of teenage vaccinations in Cardiff and the Vale is significantly lower.
- **Housing:** Cardiff has a notable proportion of the total number of households with dependent children accepted as eligible, unintentionally homeless and in priority need, with similar trends in numbers of homeless households with dependent children in temporary accommodation.

Children and young people with physical disabilities often experience difficulties finding housing that meets their needs, and this is especially so in the private rented sector in Wales.

- **Young people and crime:** It is recognised that children and young people are more likely to be the target of grooming and exploitation, particularly if they are considered to be more at risk or vulnerable. Whilst responses to the Child Friendly Cities Survey (2022) highlight that most children (86.5%) feel safe in their neighbourhood, a quarter of Carers and those identifying as disabled reported feeling 'a bit' or 'very' unsafe (both 24.4%). Nine in ten children and young people (91.2%) reported that they had not been a victim of crime in the last two years, however, children and young people with a disability were most likely to have been a victim of crime (22.4%), with 9.3% not telling the police, whilst one in seven (14.9%) of Carers had been a victim of crime, with 5.1% not reporting this to the police.

Furthermore, there are several factors which seem to increase the likelihood of a young person becoming involved with crime. This includes:

- Being male
  - Being of a White ethnicity
  - Living in Cardiff's 'Southern Arc' / areas of higher deprivation
  - Involvement with Children's Services
  - Having a previous sentence or conviction
  - Being a victim of Adverse Childhood Experiences (ACEs)
  - Being linked to drug-related activity
- **Additional Vulnerabilities:** Some children and young people may experience additional vulnerabilities, for instance, if a parent or primary caregiver has experienced violence, is imprisoned or has a substance misuse problem. These all constitute adverse childhood experiences, which are associated with negative impacts across the life course. Young carers, children and young people seeking asylum and children and young people whose parent(s) are

currently serving in the armed forces may also have additional vulnerabilities which needs to be considered.

- **Children's Rights:** Children and young people within Cardiff are familiar with children's rights, although primary school pupils are more likely to be aware than secondary school pupils. Whilst a high number of children and young people – who responded to Cardiff's 2022 Child Friendly Cities survey - reported that they feel they are treated with respect by adults, young people with a disability were most likely to report that they are not treated with respect by adults.
- **Participation:** Children and young people tend to have a low response rate to consultation and engagement work and are not yet proportionately represented in Cardiff's Council chambers. Almost a quarter (23.7%) of respondents to Cardiff's 2022 Child Friendly Cities survey felt that their views were 'always' listened to and taken seriously, whilst more than a third (35.0%) were not sure if their views were taken seriously. Respondents with a disability were most likely to state their views were 'rarely' or 'never' listened to or taken seriously.

Wales-wide, fewer children identifying as neither a boy nor a girl feel their ideas are taken seriously (18%) compared with all children (36%).

## Wellbeing Objective 2: Cardiff is a Great Place to Grow Older

### Introduction<sup>80</sup>

Over 52,000 citizens aged 65 and above live in Cardiff (2021 Census), who contribute to all areas of life in the city. Life expectancy is increasing, and the city has recognised the need to adapt if it is to support the continued physical and mental well-being of the older population<sup>81</sup>. In recent years, a focus has been placed on designing communities in a way that accommodates the needs of older people, with housing options developed that enable people to live independently, in their own homes and communities for as long as possible.

Nonetheless, it is important to acknowledge the intricacies of inequality that older residents encounter. This chapter therefore provides an assessment of where there is inequality of outcome for older people across the city.

### Demographic Profile of Older People in Cardiff

According to the 2021 Census, more than 52k residents are aged 65+, including over 7k that are aged 85+. 14.5% of Cardiff residents are therefore aged 65+, the fifth highest proportion across the Core Cities. The number of people aged 65+ increased by nearly 8k (17.8%) between 2001 and 2021, although this age group's (65+) share of the total population remained practically unchanged between 2001 (14.6%) and 2021 (14.5%). Of those aged 65+:

- **Sex:** 54.7% are female and 45.3% are male
- **Ethnicity:** 93.5% belong to the White ethnic group, whilst 3.5% belong to the Asian, Asian British, or Asian Welsh ethnic group; 1.2% belong to the Black, Black British, Black Welsh, Caribbean or African ethnic group; 1.0% belong to the Mixed or Multiple ethnic groups category; and 0.9% belong to the Other ethnic group category.
- **Disability:** 39.7% are disabled under the Equality Act 2010
- **Religion:** The most common religion was Christianity (68.1%). 21.1% have no religion.
- **Sexual Orientation:** 89.3% are Straight or Heterosexual. 9.9% did not provide a sexual orientation. 0.6% are Gay or Lesbian and 0.2% are Bisexual.
- **Gender Identity:** 91.3% have a gender identity which is the same as sex registered at birth. 8.4% did not provide a gender identity. 0.1% have a gender identity different from sex registered at birth (but not specific identity given), 0.1% identify as a trans woman; and 0.1% identify as a trans man.

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<sup>80</sup> Please note that many of the issues considered in this chapter are considered more generally throughout the rest of the report.

<sup>81</sup> In the UK, 65 years of age has traditionally been taken as the marker for the start of older age. However, the age at which someone is defined as 'older' varies between national, regional and local contexts. People can often be categorised as 'older' from the age of 50. It's therefore important to acknowledge that the specific ages mentioned in this chapter may exhibit variations depending on the source of the information. It is also recognised that older people are not a homogenous population group and will have different needs and wants.

- **Marital and Civil Partnership Status:** The most common Marital and Civil Partnership status was married or a registered civil partnership (53.3%), followed by widowed or the surviving civil partnership partner (24.1%).
- **Welsh Speaking Ability:** 5.8% can speak Welsh.

When considering Cardiff residents aged 65+ by deprivation fifth, it is identified that 15.2% live in the most deprived areas of the city, whilst 29.7% live in the least deprived areas of the city (2021 Census). An analysis of all age groups, using 2021 Census data, further reveals that 6.7% of residents living in Cardiff's 'Southern Arc' are aged 65 to 74 years; 3.6% are aged 75 to 84 years; and 1.4% are aged 85 years and over. In comparison – when considering the rest of Cardiff – 8.9% are aged 65 to 74 years; 5.3% are aged 75 to 84 years; and 2.3% are aged 85 years and over. A lower proportion of older people therefore live in the Southern Arc of Cardiff (11.8% aged 65+) compared to the rest of Cardiff (16.5% aged 65+).

Furthermore, in Cardiff, using 2018-based population projections (Welsh Government), the number of people aged 65+ is projected to increase to 68,364 in 2043. The number of people who are aged 85 and over is projected to rise even more sharply, with numbers projected to increase by around 50% in the next 20 years – to 11,156 in 2043.

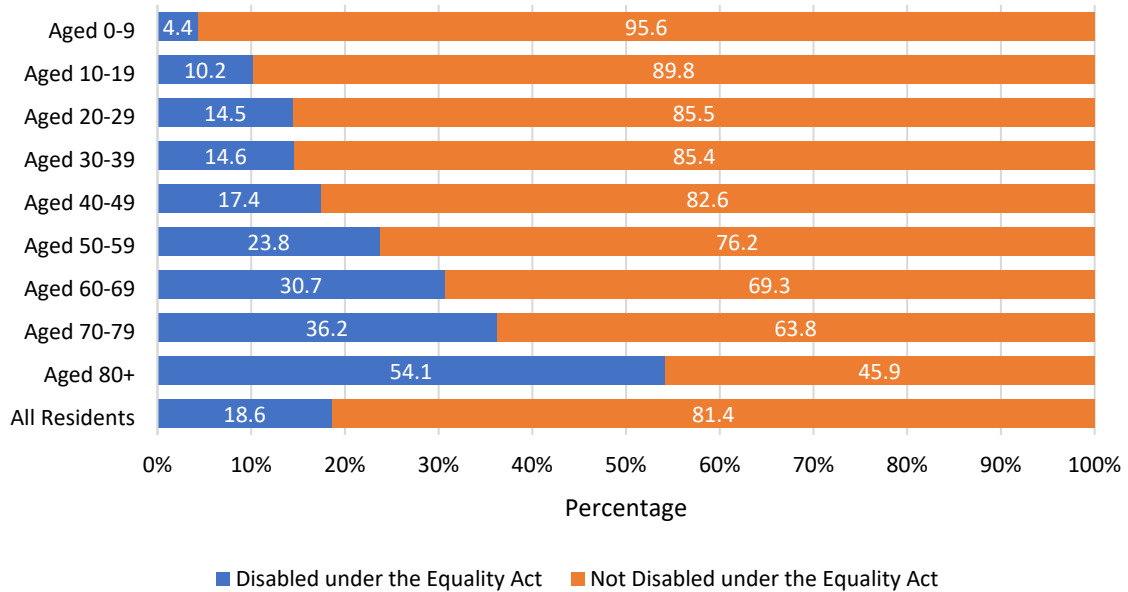
## Health and Wellbeing

### *General Health*

Older people are more likely to have long term conditions and complex care needs, and have longer, more frequent stays in hospital. Poor health in older age can contribute to increased social isolation, separating older people off from their communities. The continued growth in the city's older population will result in a need for more health services – particularly specialist care provision - and will result in a greater demand on both health and care services (WBA, 2022).

Indeed, the likelihood of being disabled under the Equality Act 2010 – which defines an individual as disabled if they have a physical or mental impairment that has a substantial and long-term negative effect on their ability to carry out normal day-to-day activities – increases with age. Residents aged 80+ have the highest percentage as disabled under the Equality Act (54.1%) compared to all other age groups (2021 Census). Furthermore, [Cardiff's Ageing Well Strategy \(2022-2027\)](#) notes that it is projected that the number that struggle with activities of daily living will increase by 17% by 2030 – 1 in 4 older people (over 65).

### Disability Status of Cardiff Residents by Age, 2021



Source: 2021 Census

Nonetheless, the Public Health Outcomes Framework for Wales Reporting Tool indicates that, in 2021/22, 65.3% of older people aged 65+ in Cardiff considered themselves to be in good health. This compares to the Welsh average of 61.7%.

Historic ONS data does, however, show that, at a ward level, the 65-year-old male healthy life expectancy inequality gap is 10.5 years and 12.1 years for females. Males in Adamsdown, can expect to spend a quarter (24.8%) of their remaining life in good health compared to an expected two-thirds (65.4%) for those living in Lisvane. For females, the figures are 23.5% and 56.9% respectively. Data is not available for this beyond 2013<sup>82</sup>.

It is also important to note that quality of life in older ages can vary amongst different population groups – for instance, Cardiff’s Race Equality Taskforce Report (2022) highlights that health-related quality of life scores at older ages are lower than average among most ethnic minority groups, especially the White Gypsy and Irish Traveller, Bangladeshi and Pakistani groups, but not among some others (Black Caribbean, Black African and Mixed groups). Furthermore, Age UK (2021)<sup>83</sup> highlights that analysis of evidence - whilst limited - suggests that there are health inequalities between older LGBTQ+ and the rest of the older population. Many older LGBTQ+ people have experienced lifetimes of persecution, prejudice, and discrimination which can directly impact health. As highlighted within the ‘Health and Wellbeing’ chapter, LGBTQ+ people more likely to engage in unhealthy behaviours and habits, such as excessive alcohol consumption and drug use, as well as have difficulties accessing healthcare services. And as LGBTQ+ people grow older, there’s an extra level of complexity to the issues they face, an intersection between sexuality/gender identity and age.

<sup>82</sup> Please also note that the data refers to the 2011 Census Wards.

<sup>83</sup> [The health and care needs of older LGBT+ people \(2021\)](#)

### *Healthy Weight*

The Public Health Outcomes Framework for Wales Reporting Tool indicates that, in 2021/22, 33.1% of older adults (aged 65+) were of a healthy weight in Cardiff; this is below the Welsh average (37.3%).

### *Healthy Eating and Physical Activity*

As part of the 2022 Ask Cardiff survey, respondents were asked how many portions of fruit and vegetables they typically eat each day. Welsh speakers and those aged 55 or over reported the highest consumption of fruit and vegetables, with an average of 3.5 and 3.3 portions per day respectively (this compares to the average respondent eating 3.1 portions of fruit and vegetables each day).

In addition, respondents aged 55 or over were more likely to report higher levels of physical activity compared to the average respondent (those aged 55 or over reported undertaking a minimum of 91.8 minutes of exercise per week, whilst the average respondent reported undertaking a minimum of 88.3 minutes of exercise per week).

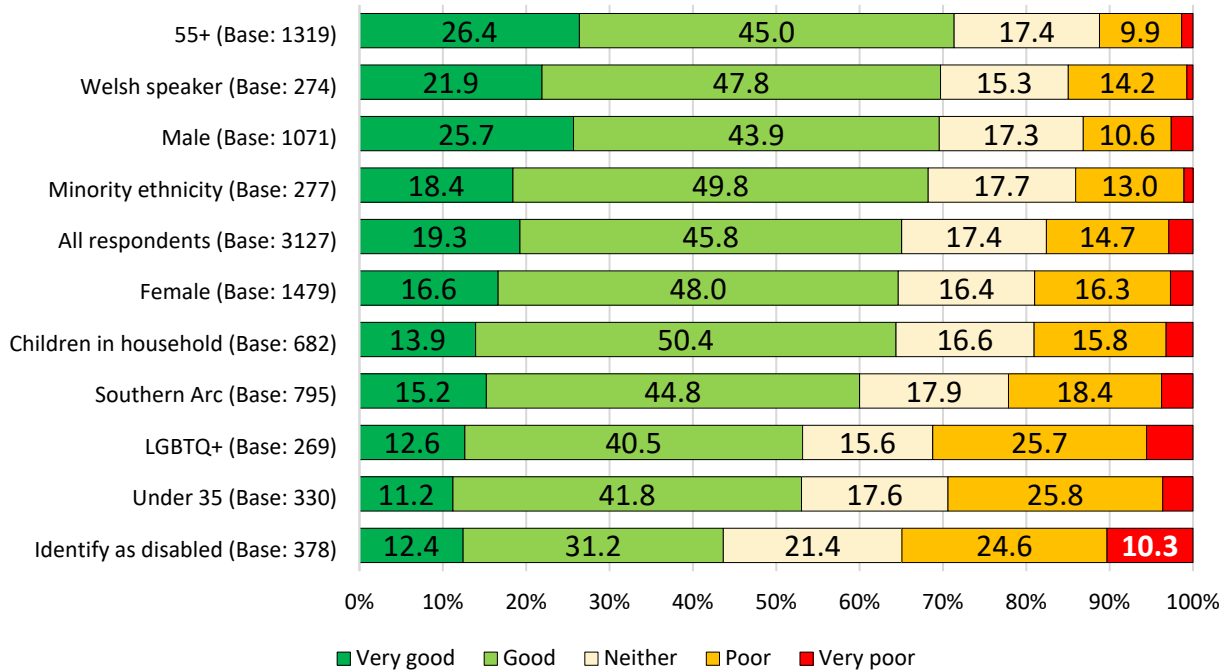
### *Mental Health and Wellbeing*

As noted within the [2019 Cardiff and Vale Director of Public Health \(DPH\) Report - 'Re-Imagining Ageing into the Future'](#), most older people living in Cardiff feel connected to their communities, families and friends. However, there are often differences in experiences depending on where people live, their financial circumstances and ethnic backgrounds which can result in unequal levels of health, wealth and happiness and security in later life. People living in the most disadvantaged areas experience greater levels of poverty, and the link between social isolation and poverty appears to be stronger among older people than working age adults.

The 2022 PNA highlights that there are increased risks of health anxiety, panic and depression for older people, particularly those in institutions. It also acknowledges that the Covid-19 pandemic had particularly adverse effects on the wellbeing of older people in care homes, for example, constraints on social contact due to the suspension of indoor visiting. People who were previously self-sufficient found themselves in need of support and their resilience and dealing with day-to-day issues decreased. Loneliness and isolation therefore increased for older people, as well as feelings of anxiety and fear.

The 2022 Ask Cardiff survey also points towards a continued drop in the proportion of respondents – overall - describing their mental health as 'good' or 'very good' (dropping to 70.3% in 2021 to 65.0% in 2022; this was also 11.5 percentage points lower than pre-pandemic levels in 2019). The proportion of respondents aged 55+ reporting 'good' or 'very good' mental health has also decreased compared to pre-pandemic levels– from 74.3% in 2019 to 71.3% in 2022. Nonetheless, it is important to highlight that older respondents (55+) were notably more likely than their younger counterparts (under 35) to describe their mental health as good in 2022 (71.3% compared with 53.0% respectively).

### How would you describe your mental health?



Source: Ask Cardiff 2022 Survey, Cardiff Council

It is important to recognise that Age UK (2021)<sup>84</sup> highlight that evidence suggests that there is a higher prevalence of mental health in older LGBTQ+ people.

### Life Satisfaction

Public Health Outcomes Framework for Wales Reporting Tool data indicates that, in 2021/22, life satisfaction amongst older people in Cardiff was just below the Wales average (82.3% compared to 83.4% respectively). However, as part of the 2022 Ask Cardiff survey, respondents were given four statements and asked to indicate how they felt in relation to each, using a 0 to 10 scale:

- Overall, how satisfied are you with your life nowadays?
- Overall, how happy did you feel yesterday?
- Overall, how anxious did you feel yesterday?
- Overall, to what extent do you feel like the things you do in your life are worthwhile?

Respondents aged 55+ had higher scores than the average respondent for satisfaction with their life, happiness, and feeling the things they do are worthwhile. Respondents aged 55+ were also less anxious than average.

<sup>84</sup> [The health and care needs of older LGBT+ people \(2021\)](#)



## How do you feel about yourself? (Respondents Aged 55+)

Group	Satisfied	Happy	Anxious	Worthwhile
All respondents	6.6	6.5	4.1	6.6
55+	6.9	6.9	3.6	6.9

Source: Ask Cardiff 2022 Survey, Cardiff Council

### Frailty and Falls

Physical ability was by far the biggest issue preventing older people, responding to the 2022 PNA survey, from being in control over their daily lives (62.9%). Frailty can be a cause of falls, and falls are a key public health concern for older people.

Telecare Cardiff undertook some analysis of clients who fell during 2020-21 and found that 84% of those who fell were repeat fallers, i.e., they had fallen more than once. Strength and balance loss was stated as the reason for most of these falls, followed by long term health conditions.

Demand for services based on levels of frailty are predicted to increase due to the increased numbers of older people in the future. Previous modelling has predicted an increase in demand of up to 31% in Cardiff and the Vale between 2015 and 2025 (WBA, 2022).

### Dementia

According to the Royal College of Psychiatry, dementia is, “a group of conditions which affect memory”. The problems are mainly due to memory loss and thought processing; they also get worse with time (are progressive). The risk of developing dementia is strongly age-related.

People affected by dementia face many everyday challenges in living well. These can include difficulty using technology, getting appropriate service in shops, banks and post offices, using transport, going on holiday and maintaining social contact and hobbies.

Welsh Government have produced an [interactive dashboard tool](#) which presents disease prevalence data, from disease registers<sup>85</sup> specified in the Quality Assurance and Improvement Framework (QAIF)<sup>86</sup>, for 2019 to 2022. This includes the estimated number of diagnosed and undiagnosed people aged 65 or over with dementia by year and local health board (2019-20 to 2021-22). In Cardiff and the Vale University Health Board, 3,305 people aged 65 or over have been diagnosed with dementia/ were on the dementia register in 2021-22. However, the estimated number<sup>87</sup> aged 65+ who have dementia but are undiagnosed is 5,218 (equating to 1,868 males and 3,350 females). It is therefore estimated that 63.3% of people aged 65 or over have been diagnosed – this is the highest rate across local health boards.

As life expectancy increases, so the total number of people with dementia is likely to increase. Figures from the National Social Care Portal for Wales project that the number of people aged 65+ living with dementia in Cardiff will increase by 31.3% between 2023 and 2033, while the number with severe dementia will increase by 38.8% over the same period. By 2040, there are projected to

<sup>85</sup> These are lists of patients registered with GP practice in Wales who have been diagnosed with the medical condition as defined by the QAIF register indicator.

<sup>86</sup> The QAIF was introduced as part of the General Medical Services (GMS) contract reform for 2019-20.

<sup>87</sup> Estimates are based on prevalence rates.

be 6,103 people aged 65+ in Cardiff with dementia, two-thirds of which will be severe dementia (4,112 people).

The 2022 PNA highlights the complex association between deprivation and having dementia. It can be summarised that the prevalence of dementia is higher in more affluent areas, but that the incidence and risk of getting dementia in the first place is higher in more deprived areas. The reasons for this are that a higher life expectancy is associated with affluence and as age is the biggest risk factor for dementia, then the prevalence will be higher in the older, more affluent age groups. In contrast the risk factors for dementia, such as: high blood pressure in mid-life, cardiovascular disease and diabetes, are more common in people with lower socio-economic status, and therefore, new cases are more likely in more deprived areas and populations.

### *Information and Advice*

According to the 2019/20 Social Services and Wellbeing Survey, four fifths of people aged 65+ feel that they receive the right information or advice when needed. The percentage has slightly decreased since 2017/18 – in 2017/18 82.5% reported that they have the right information or advice when needed compared to 77.7% in 2019/20.

## **Care and Support**

### *Domiciliary Care*

Domiciliary care is also known as care at home and is provided to individuals who need additional help to remain living independently. According to Cardiff Council data - as of 31 October 2023 - the Council has 2326 service users accessing domiciliary care, which is reflected in a weekly total of over 37,000 hours of commissioned domiciliary care. A further 612 service users are in receipt of direct payments, which equates to an additional 15,568 hours of care and support each week, delivered either through a personal assistant or commissioned directly from a care agency by the recipient. The Council currently works with 58 domiciliary care agencies across Cardiff.

### *Residential and Nursing Care*

As work progresses to promote and support independence, the need for general residential and nursing care is decreasing. This is highlighted by Cardiff Council data (2023): residential care has decreased by 50% since 2019/20, whilst nursing care has decreased by 25%. Subsequently, however, specialist residential and nursing care has increased - dementia residential care has increased by 66%, whilst dementia nursing care has increased by 51%.

### *Decisions made about Care and Support*

In the latest Social Services and Wellbeing Survey (2019/20), nearly four fifths (78.9%) of people aged 65+ reported that they feel involved in any decisions made about their care and support. The percentage has remained fairly steady since 2017/18 – in 2017/18, 76.8% reported feeling actively involved.

## Housing

Older people require accommodation which is specific to their needs – whether that’s specialist accommodation for age-related conditions (such as mobility or sensory impairment, frailty, or chronic disease) or additional assistance to remain living in their current homes. Poor or unsuitable housing can impact disproportionately on older peoples’ physical and mental health, independence and well-being. For example, a badly designed or maintained environment increases the risk of trips and falls, whilst a damp or cold home can cause or exacerbate respiratory conditions. Furthermore, housing that is difficult to access or which is located away from friends, family or services can reduce mobility and the ability to participate in the community, contributing to loneliness and social isolation. (PNA, 2022).

Older people responding to the 2022 PNA survey were more than twice as likely to report that their home was too big, compared to any of the other groups surveyed. Additionally, 52% reported the need for adaptations – to enable them to remain living independently. However, as [Cardiff Council’s ‘Working Towards an Age Friendly City’ Action Plan \(2021\)](#) notes, older people are often unaware of the different housing options available and are concerned about the financial, legal and practical issues associated with moving.

As noted within Cardiff’s Ageing Well Strategy (2022-2027), there is a range of social rented and private retirement housing offers for older people in Cardiff. The Strategy also highlights that approximately 700 units of affordable older persons’ accommodation are planned over the period 2020 to 2030 to deliver purpose built, accessible and sustainable community living schemes providing a ‘home for life’ which enables a resident to live independently.

## Employment

As noted within the 2019 DPH report, policies around working later in life have changed over the last 15 years due to the population living longer and the growth in the number of years people spend in retirement. The age at which people can access their state pension has risen and will continue to rise. Aligned to these changes, there has been an increase in the employment rate for those 65+ - from 8.9% in 2011 to 10.2% in 2021 (Census data). As noted within the ‘Is Wales Fairer?’ (2023) report, workers aged 65-74 are often in insecure employment.

When considering the proportion of Cardiff’s population (aged 16-64<sup>88</sup>) who are economically inactive (neither in work nor actively looking for work), a higher percentage of those aged 55 to 64 (36.5%) are economically inactive, however, compared to the percentage for all residents (31.4%) (2021 Census). This corresponds with Wales-wide research, with the ‘Is Wales Fairer?’ (2023) report noting that those aged 55-64 had the lowest employment rates (58.4%) and highest rates of economic inactivity (40.1%) in 2019/20. Further analysis of 2021 Census data reveals that, for those aged 55 to 64 in Cardiff:

- **Sex:** A higher proportion of females (40.8%) were economically inactive than males (32.0%)
- **Ethnicity:** Individuals from the Other ethnic group were more likely to be economically inactive, at 44.6%, compared to:
  - 43.3% of the Asian, Asian British or Asian Welsh ethnic group
  - 39.7% of the Mixed or Multiple ethnic groups
  - 35.9% of the White ethnic group

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<sup>88</sup> 16-64 is traditionally seen as the ‘working age’ population.

- 34.3% of the Black, Black British, Black Welsh, Caribbean, or African ethnic group
- **Disability:** 66.4% of individuals who are disabled under the Equality Act were economically inactive, compared to 25.2% of individuals who are not disabled under the Equality Act.
- **Religion:** 49.7% of Muslim residents stated that they are economically inactive, the highest percentage compared to other religious groups (including those with no religion). Jewish residents had the lowest percentage (32.7%) who were economically inactive compared to other religious groups.
- **Marriage and Civil Partnership Status:** 50.9% of residents who stated that they are widowed or the surviving civil partnership partner noted that they are economically inactive, compared to 32.9% who stated they are married or in a registered civil partnership.
- **Welsh Speaking Ability:** 36.9% of residents who cannot speak Welsh were economically inactive compared to 30.3% of residents who can speak Welsh.

Research by Age UK (2023)<sup>89</sup> highlights that, UK-wide, 3.5 million people aged 50-64 are out of the workforce. Age UK found a variety of reasons for this - older carers often try to juggle work and care, while others have stop working altogether to become full-time carers. Other people are unable to work due to ill health or disability, are currently working but struggling to keep going as their health deteriorates or are finding it difficult to get a job again after a period out of the labour market. Furthermore, the OECD<sup>90</sup> notes that older workers often struggle to find and hold on to jobs, very often because their skills are insufficient or outdated.

Looking at Census data, there has, however, been a growth in employment rates of workers aged 55-64, from 56.9% in 2011 to 60.8% in 2021. This was also the only age group to see an increase over the period. The increase has been driven, in part, by rises in part-time work (in 2011, 31.5% of those aged 55-64 were in part-time work compared to 68.5% in full-time work. In comparison, in 2021, 35.6% of those aged 55-64 were in part-time work compared to 64.4% in full-time work). From 2011 to 2021, the largest percentage point increases in part-time work were seen in transport and storage (8.0 percentage point increase), 'other' occupations (5.3 percentage point increase) and manufacturing (4.9 percentage point increase).

### Qualifications<sup>91</sup>

2021 Census data indicates that qualifications held vary by age, with those aged 65 years and over having the highest percentage with no qualifications compared to other age groups, at 36.1%.

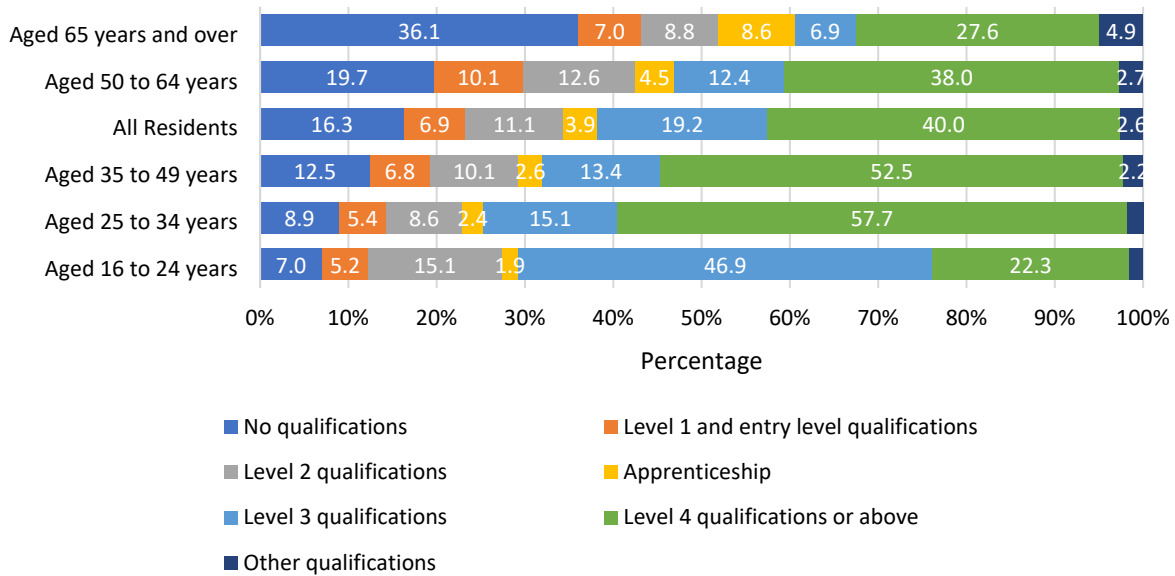
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<sup>89</sup> [3.5 million people aged 50-64 are out of the workforce, many of them in poor health and with few savings by the time they reach State Pension Age \(2023\)](#)

<sup>90</sup> [Promoting employability throughout working lives](#)

<sup>91</sup> Please see [here](#) for a definition of each qualification level.

### Highest Level of Qualification by Age (Residents Aged 16+): Cardiff



Source: 2021 Census

The 'Is Wales Fairer?' (2023) report highlights that, Wales-wide, people aged 55-64 are least likely to have done any learning activity in the previous three months, although the number participating in learning activities is steadily increasing.

#### Retirement

As noted within the 2019 DPH report, retirement from working life marks a key transition for many people and for most is a positive experience but experiences vary greatly within different groups. Upon retirement, a drop in income may particularly affect those from lower socio-economic backgrounds and ethnic minorities. People from a black and minority ethnic group are twice as likely to be poor in later life when compared to white people. This is linked to experiences of inequality over time with increased experiences of lower earnings, higher levels of self-employment and breaks in employment which impact on pension savings in some groups. Women are also more likely to experience a pension deficit caused by lower overall earnings combined with caring responsibilities. Where these issues come together, for example, the experience of being an older woman from black or minority ethnic background, these issues can be compounded. Furthermore, the transition into retirement also impacts on social connections and feelings of purpose – many people report missing colleagues, and the satisfaction and sense of purpose that work gave them.

#### Access to Service or Amenities

As part of the 2022 Ask Cardiff survey, respondents were asked if there were any barriers preventing them accessing services or amenities in their local neighbourhood. Looking at responses by demographic, males and those aged 55 or over were most likely to state there were no barriers to accessing services and amenities (34.5% and 33.5% respectively). Older people may encounter barriers often tied to accessing services and amenities, however. For instance, in terms of access to digital, transport, and outdoor spaces and public buildings.

Furthermore, Age UK (2021)<sup>92</sup> highlights that barriers to accessing services – predominantly health and care services – can be particularly experienced by older ethnic minority people. It is noted that these barriers include but are not limited to:

- A lack of cultural inclusivity
- Language and communication (lack of access to translation services)
- Discrimination
- Geography (in areas where fewer ethnic minority older people live, some of the barriers outlined are exacerbated).

### *Access to Digital Services*

In terms of access to digital services, however, [Digital Communities Wales](#) notes that there is a higher proportion of digitally excluded people in older age groups: only 41% of people over 75 have basic digital skills, compared with 87% of 16-49-year-olds. Digital Communities Wales, does, however, recognise that older adults are not a homogenous group and internet use is increasing among older adults. 61% of people aged 65-74 have all five basic digital skills.

Furthermore, [Welsh Government's Future Trends report \(2021\)](#) identifies a reduction in internet non-users between 2012 and 2020, from 18.2% to 9.8% across Wales. Amongst those aged 50- 64, 6% in 2021 were digitally excluded, compared to 33% aged 75+. However, this is a considerable improvement compared to 2017/18, when 13% of those aged 50-64 and 60% of those aged 75+ experienced digital exclusion.

As noted in the 2022 PNA and 2022 WBA, the digital divide became more significant during the pandemic, as services moved to online only, with digital exclusion particularly an issue for older people, not just because of a lack of equipment but a lack of confidence or a fear of using online services. However, conversely, the pandemic also saw an increase in the number of older people using digital technology, as health and social care staff used technology to link people with their families.

### **Transport**

Transport is viewed as critical to enable older people to realise their independence, participation, reduce isolation and loneliness, and access services (PNA, 2022). As noted within the 2019 DPH report, many people still drive in older age and find this to be an essential means of maintaining social contact. Many older people also use public transport to get to places, however, equally many do not because of reasons such as it not being convenient, expensive, difficult to access, or because they are struggling with ill health. In 2020, the Equality and Human Rights Commission published a research report regarding [accessible public transport for older and disabled people in Wales](#). Broadly, barriers to public transport access include poor co-ordination between transport systems, availability of public toilets, and seating. The 'Is Wales Fairer?' (2023) report highlights a further key barrier for older people related to digital exclusion in the move to online transport journey planning.

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<sup>92</sup> [Breaking down the barriers of ethnic inequalities in health \(2023\)](#)

## *Active Travel*

The Centre for Ageing Better published a [report in 2021 on barriers and enablers to active travel amongst people aged 50 to 70](#), with key themes around physical ability, confidence, proximity to amenities, maintained footpaths and cycle paths, social norms and motivation.

### **Outdoor Spaces and Public Buildings**

A poorly designed environment can reduce older people's ability and willingness to access activities and remain independent.

As highlighted in the [Papworth Trust's Disability Faces and Figures \(2018\) report](#), older people, as well as blind, Deaf and disabled people, can face barriers to getting around cities as a result of poorly positioned street furniture and clutter, shared surfaces without a clear boundary between vehicles and pedestrians, a lack of Blue Badge parking spaces and poor access to essential services, shops and homes. Older people, especially those with physical or cognitive impairments like dementia, also face barriers that can affect their confidence and ability to access buildings, places and spaces, adding to feelings of social isolation. Poor road gritting in winter, inadequate separation between pedestrians and cars, insufficient benches in public places and not enough time to cross at traffic lights also create challenges.

Welsh Government's '[Age Friendly Wales: Our Strategy for an Ageing Society' \(2021\)](#) notes that the availability of public toilets is also a constant concern for many older people – toilets are a significant factor in whether people choose to leave their home or use public transport. The strategy also highlights that evidence shows that people over the age of 60 make up 20% of the population of the UK, around 8% of pedestrian activity, yet account for 41.5% of all pedestrian fatalities. Poorly maintained pavements, poor crossing facilities and poor lighting among other things can contribute to this figure.

### **Older People and Crime**

Age UK (2019)<sup>93</sup> notes that older people in the UK are less at risk of crime overall than other groups. However, some crime types, such as those linked to physical, mental, or financial abuse, disproportionately affect older people.

## *Domestic Abuse and Violence*

Cardiff Council's 'Working Towards an Age Friendly City' Action Plan (2021) highlights that older people can be affected by domestic violence and abuse. For older people, the experience of domestic abuse can vary. For some, it will be abuse that has been perpetuated by their partners for many years or it may be happening in a relationship that has developed in later life – for instance, as the individuals has become frailer and/or cognitively impaired. Evidence from criminal cases, domestic homicide reviews and serious case reviews highlight that domestic abuse perpetuated against older people often goes unrecognised. As a result, older victims are often not offered the protective and supportive measures that can be individually tailored to best support them and also reduce the risk of harm.

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<sup>93</sup> [Crimes and Scams \(England and Wales\): Policy Position Paper \(2019\)](#)

### *Fraud*

Age UK (2019) notes that 43% of older people – almost 5 million – believed they have been targeted by fraudsters. Fraud is becoming more complex and much of it is targeted at vulnerable and older people. Technology now enables fraudsters to carry out attacks more quickly and to employ more complex behaviours to remain undetected.

### **Participation: The Voice of Older People in Decision Making**

Involvement and consultation with older people is key to the co-production of services that are relevant and meet the needs of older people. Cardiff Council's [draft Participation Strategy](#), published in July 2023, however, notes that an analysis of core surveys – undertaken to identify and develop a demographic profile of survey respondents – pointed towards a lower response rate from older people, particularly those aged 75 and over.



## Summary of Key Points

- **Demographic Profile of Older People:** According to the 2021 Census, more than 52k residents are aged 65+, including over 7k that are aged 85+. Of those aged 65+:
  - **Sex:** 54.7% are female and 45.3% are male
  - **Ethnicity:** 93.5% belong to the White ethnic group, whilst 3.5% belong to the Asian, Asian British, or Asian Welsh ethnic group; 1.2% belong to the Black, Black British, Black Welsh, Caribbean or African ethnic group; 1.0% belong to the Mixed or Multiple ethnic groups category; and 0.9% belong to the Other ethnic group category.
  - **Disability:** 39.7% are disabled under the Equality Act 2010
  - **Religion:** The most common religion was Christianity (68.1%). 21.1% have no religion.
  - **Sexual Orientation:** 89.3% are Straight or Heterosexual. 9.9% did not provide a sexual orientation. 0.6% are Gay or Lesbian and 0.2% are Bisexual.
  - **Gender Identity:** 91.3% have a gender identity which is the same as sex registered at birth. 8.4% did not provide a gender identity. 0.1% have a gender identity different from sex registered at birth (but no specific identity given), 0.1% identify as a trans woman; and 0.1% identify as a trans man.
  - **Marital and Civil Partnership Status:** The most common Marital and Civil Partnership status was married or a registered civil partnership (53.3%), followed by widowed or the surviving civil partnership partner (24.1%).
  - **Welsh Speaking Ability:** 5.8% can speak Welsh.

When considering Cardiff residents aged 65+ by deprivation fifth, it is identified that 15.2% live in the most deprived areas of the city, whilst 29.7% live in the least deprived areas of the city. A lower proportion of older people live in the Southern Arc of Cardiff (11.8% aged 65+) compared to the rest of Cardiff (16.5% aged 65+).

Using 2018-based population projections (ONS), the number of people aged 65+ is projected to increase to 68,364 in 2043. The number of people who are aged 85 and over is projected to rise even more sharply, with numbers projected to increase by around 50% in the next 20 years – to 11,156 in 2043.

- **General Health:** Older people are more likely to have long term conditions and complex care needs, and have longer, more frequent stays in hospital. Poor health in older age can contribute to increased social isolation, separating older people off from their communities. The continued growth in the city's older population will result in a need for more health services – particularly specialist care provision - and will result in a greater demand on both health and care services.

Nonetheless, in 2021/22, 65.3% of older people aged 65+ in Cardiff considered themselves to be in good health. This compares to the Welsh average of 61.7%. Historic data does, however, show that, at a ward level, the 65-year-old male healthy life expectancy inequality gap as 10.5 years and 12.1 years for females. It is also important to note that quality of life in older ages can vary amongst different population groups – for instance, health-related quality of life scores at older ages are lower than average among most ethnic minority groups. Furthermore, Age UK (2021) highlights that analysis of evidence -whilst limited - suggests that there are health inequalities between older LGBTQ+ and the rest of the older population.

- **Healthy Weight, Healthy Eating and Physical Activity:** In 2021/22, 33.1% of older adults (aged 65+) were of a healthy weight in Cardiff; this is below the Welsh average (37.3%). As part of the 2022 Ask Cardiff survey, respondents were asked how many portions of fruit and vegetables they typically eat each day. Respondents aged 55 or over reported consuming an average of 3.3 portions of fruit and vegetables per day (this compares to the average respondent eating 3.1 portions of fruit and vegetables each day). In addition, respondents aged 55 or over were more likely to report higher levels of physical activity (a minimum of 91.8 minutes of exercise per week) compared to the average respondent (a minimum of 88.3 minutes of exercise per week).
- **Mental Health and Wellbeing:** Most older people living in Cardiff feel connected to their communities, families and friends. However, there are often differences in experiences depending on where people live, their financial circumstances and ethnic backgrounds. People living in the most disadvantaged areas experience greater levels of poverty, and the link between social isolation and poverty appears to be stronger among older people than working age adults. Evidence also suggests that there is a higher prevalence of ill-mental health in older LGBTQ+ people.

The Covid-19 pandemic had particularly adverse effects on the wellbeing of older people in care homes, with loneliness and isolation increasing for older people, as well as feelings of anxiety and fear. According to the 2022 Ask Cardiff survey, the proportion of respondents aged 55+ reporting 'good' or 'very good' mental health has decreased compared to pre-pandemic levels—from 74.3% in 2019 to 71.3% in 2022. Nonetheless, older respondents were notably more likely than their younger counterparts to describe their mental health as good in 2022.

- **Life Satisfaction:** According to the 2022 Ask Cardiff survey, respondents aged 55+ have higher scores than the average respondent for satisfaction with their life, happiness, and feeling the things they do are worthwhile. Respondents aged 55+ were also less anxious than average.
- **Frailty and Falls:** Physical ability was by far the biggest issue preventing older people, responding to the 2022 PNA survey, from being in control over their daily lives (62.9%). Frailty can be a cause of falls, and falls are a key public health concern for older people. Demand for services based on levels of frailty are predicted to increase due to the increased numbers of older people in the future.
- **Dementia:** The risk of developing dementia is strongly age-related. People affected by dementia face many everyday challenges in living well. In Cardiff and the Vale University Health Board, 3,305 people aged 65 were on the dementia register in 2021-22. However, the estimated number aged 65+ who have dementia but are undiagnosed is 5,218 (equating to 1,868 males and 3,350 females). It is therefore estimated that 63.3% of people aged 65 or over have been diagnosed – this is the highest rate across local health boards.

As life expectancy increases, so the total number of people with dementia is likely to increase. It is projected that the number of people aged 65+ living with dementia in Cardiff will increase by 31.3% between 2023 and 2033, while the number with severe dementia will increase by 38.8% over the same period. By 2040, there are projected to be 6,103 people aged 65+ in Cardiff with dementia, two-thirds of which will be severe dementia (4,112 people).

The 2022 PNA highlights a complex association between deprivation and having dementia. It can be summarised that the prevalence of dementia is higher in more affluent areas, but that the incidence and risk of getting dementia in the first place is higher in more deprived areas.

- **Information and Advice:** According to the 2019/20 Social Services and Wellbeing Survey, four fifths of people aged 65+ feel that they receive the right information or advice when needed.
- **Care and Support:** Cardiff Council currently works with 58 domiciliary care agencies across Cardiff to support people who need additional help to remain living independently at home. As of 31 October 2023, the Council has 2,326 service users accessing domiciliary care, whilst a further 612 service users are in receipt of direct payments, delivered either through a personal assistant or commissioned directly from a care agency by the recipient. As work progresses to promote and support independence, the need for general residential and nursing care is decreasing, however, the need for specialist residential and nursing care is increasing.
- **Housing:** Older people require accommodation which is specific to their needs – whether that’s specialist accommodation for age-related conditions (such as mobility or sensory impairment, frailty, or chronic disease) or additional assistance to remain living in their current homes. Poor or unsuitable housing can impact disproportionately on older peoples’ physical and mental health, independence and well-being.

Older people responding to the 2022 PNA survey were more than twice as likely to report that their home was too big, compared to any of the other groups surveyed. Additionally, 52% reported the need for adaptations – to enable them to remain living independently. Approximately 700 units of affordable older persons’ accommodation are planned over the period 2020 to 2030 in Cardiff.

- **Employment:** Policies around working later in life have changed over the last 15 years due to the population living longer and the growth in the number of years people spend in retirement. The age at which people can access their state pension has also risen. Aligned to these changes, there has been an increase in the employment rate for those 65+ - from 8.9% in 2011 to 10.2% in 2021 (Census data). Often workers aged 65-74 are in insecure employment.

According to the 2021 Census, when considering the proportion of Cardiff’s population (aged 16-64<sup>94</sup>) who are economically inactive (neither in work nor actively looking for work), a higher percentage of those aged 55 to 64 (36.5%) are economically inactive, however, compared to the percentage for all residents (31.4%). Further analysis of 2021 Census data reveals that:

- **Sex:** A higher proportion of females (40.8%) were economically inactive than males (32.0%)
- **Ethnicity:** Individuals from the Other ethnic group were more likely to be economically inactive, at 44.6%, compared to:
  - 43.3% of the Asian, Asian British or Asian Welsh ethnic group
  - 39.7% of the Mixed or Multiple ethnic groups
  - 35.9% of the White ethnic group
  - 34.3% of the Black, Black British, Black Welsh, Caribbean, or African ethnic group

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<sup>94</sup> 16-64 is traditionally seen as the ‘working age’ population.

- **Disability:** 66.4% of individuals who are disabled under the Equality Act were economically inactive, compared to 25.2% of individuals who are not disabled under the Equality Act.
- **Religion:** 49.7% of Muslim residents stated that they are economically inactive, the highest percentage compared to other religious groups (including those with no religion). Jewish residents had the lowest percentage (32.7%) who were economically inactive compared to other religious groups.
- **Marriage and Civil Partnership Status:** 50.9% of residents who stated that they are widowed or the surviving civil partnership partner noted that they are economically inactive, compared to 32.9% who stated they are married or in a registered civil partnership.
- **Welsh Speaking Ability:** 36.9% of residents who cannot speak Welsh were economically inactive compared to 30.3% of residents who can speak Welsh.

UK-wide research indicates that reasons for older people being out of the workforce are often related to caring responsibilities, being unable to work due to ill health or disability (with it difficult to get a job again after a period out of the labour market) and insufficient/ outdated skills. There has, however, been a growth in employment rates of workers aged 55-64, from 56.9% in 2011 to 60.8% in 2021. The increase has been driven, in part, by rises in part-time work.

- **Qualifications:** According to the 2021 Census, qualifications held vary by age, with those aged 65 years and over having the highest percentage with no qualifications compared to other age groups, at 36.1%.
- **Retirement:** Retirement from working life marks a key transition for many people and for most is a positive experience but experiences vary greatly within different groups. As highlighted within the 2019 Cardiff & Vale Director of Public Health Report, upon retirement, a drop in income may particularly affect those from lower socio-economic backgrounds and ethnic minorities. People from a black and minority ethnic group are twice as likely to be poor in later life when compared to white people. Women are also more likely to experience a pension deficit caused by lower overall earnings combined with caring responsibilities.
- **Access to Services or Amenities:** As part of the 2022 Ask Cardiff survey, males and those aged 55 or over were most likely to state there were no barriers to accessing services and amenities (34.5% and 33.5% respectively). Older people may encounter barriers often tied to accessing services and amenities, however. For instance, in terms of access to digital and transport services, and outdoor spaces and public buildings.

Age UK highlighted that barriers to accessing services – predominantly health and care services – can be particularly experienced by older ethnic minority people. It is noted that these barriers include, but are not limited to, a lack of cultural inclusivity; language and communication (lack of access to translation services); discrimination; and geography (barriers can be exacerbated in areas where fewer ethnic minority older people live).

- **Access to Digital Services:** Wales-wide research indicates that there is a higher proportion of digitally excluded people in older age groups: only 41% of people over 75 have basic digital skills, compared with 87% of 16-49-year-olds. However, internet use is increasing among older adults. 61% of people aged 65-74 have all five basic digital skills.

- **Transport:** Transport is viewed as critical to enable older people to realise their independence, participation, reduce isolation and loneliness, and access services. Many older people also use public transport to get to places, however, equally many do not because of reasons such as it not being convenient, expensive, difficult to access, or because they are struggling with ill health. Wales-wide research indicates that, broadly, barriers to public transport access included poor co-ordination between transport systems, availability of public toilets, and seating. An additional barrier relates to digital exclusion in the move to online transport journey planning.
- **Active Travel:** UK-wide research indicates that general barriers to active travel relate to physical ability, confidence, proximity to amenities, maintained footpaths and cycle paths, social norms and motivation.
- **Outdoor Spaces and Public Buildings:** A poorly designed environment can reduce older people's ability and willingness to access activities and remain independent. UK-wide research indicates that older people can face barriers to getting around cities as a result of poorly positioned street furniture and clutter, shared surfaces without a clear boundary between vehicles and pedestrians, a lack of Blue Badge parking spaces and poor access to essential services, shops and homes. Older people, especially those with physical or cognitive impairments like dementia, also face barriers that can affect their confidence and ability to access buildings, places and spaces, adding to feelings of social isolation. The availability of public toilets is also a constant concern for many older people.
- **Older People and Crime:** Age UK note that older people in the UK are less at risk of crime overall than other groups. However, some crime types, such as those linked to physical, mental, or financial abuse, disproportionately affect older people.
- **Participation:** Involvement and consultation with older people is key, to the co-production of services that are relevant and meet the needs of older people. An analysis of core Cardiff Council surveys, however, points towards a lower response rate from older people, particularly those aged 75 and over.

## Wellbeing Objective 3: Supporting People out of Poverty

### Introduction

Cardiff has seen significant economic growth during the last 30 years. However, the patterns of poverty and inequality that emerged a generation ago remain. The cost-of-living crisis, in particular, is having an impact on many households, with inflationary pressures making essential day-to-day items more expensive. Coming so soon after the Covid-19 pandemic, this has intensified the pressures that many people face and deepened existing inequalities.

Whilst consideration is given to people – as well as areas - experiencing socioeconomic disadvantage throughout this assessment, this chapter provides a specific focus on living standards, poverty and inequality in Cardiff.

### Overall Deprivation

As previously highlighted, the Welsh Index of Multiple Deprivation (WIMD) is the Welsh Government's official measure of relative deprivation for small areas in Wales. It identifies areas with the highest concentrations of several different types of deprivation<sup>95</sup>. WIMD ranks all small areas in Wales from 1 (most deprived) to 1,909 (least deprived), so you can quickly tell if an area is in the most deprived tenth, fifth, or quarter of areas, for example. WIMD 2019 was published in November 2019.

Multiple Deprivation refers to more than one type of deprivation. WIMD is calculated from eight different domains (or types) of deprivation<sup>96</sup>, each compiled from a range of different indicators. An area is multiply deprived if, for more than one of the domains, the area has a concentration of people experiencing that type of deprivation. Generally speaking, the greater the number of domains for which there are high concentrations of deprivation then the greater the overall deprivation in an area.

In Cardiff, 20.2% of all residents live in the most deprived areas of the city. Deprivation is concentrated in the 'Southern Arc' of the city - an area stretching from Ely in the West to St Mellons in the East, with a population of almost 155k people (2021 Census) (WBA, 2022).

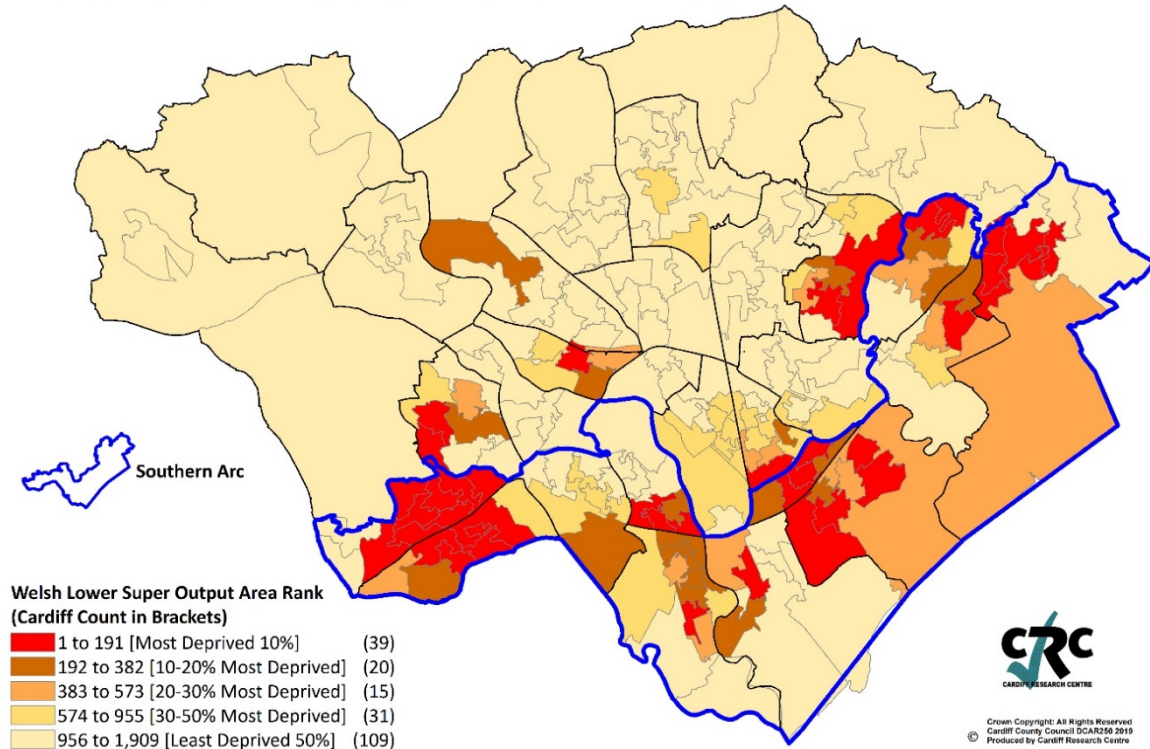
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<sup>95</sup> Deprivation is the lack of access to opportunities and resources which we might expect in our society. The domains used in WIMD relate to both material and social aspects of deprivation. Material deprivation is having insufficient physical resources – food, shelter, and clothing – necessary to sustain a certain standard of life. Social deprivation refers to the ability of an individual to participate in the normal social life of the community.

<sup>96</sup> The domains are income; employment; health; education; access to services; housing; community safety; and physical environment.



## 2019 Welsh Index of Multiple Deprivation: Cardiff - Overall Ranks



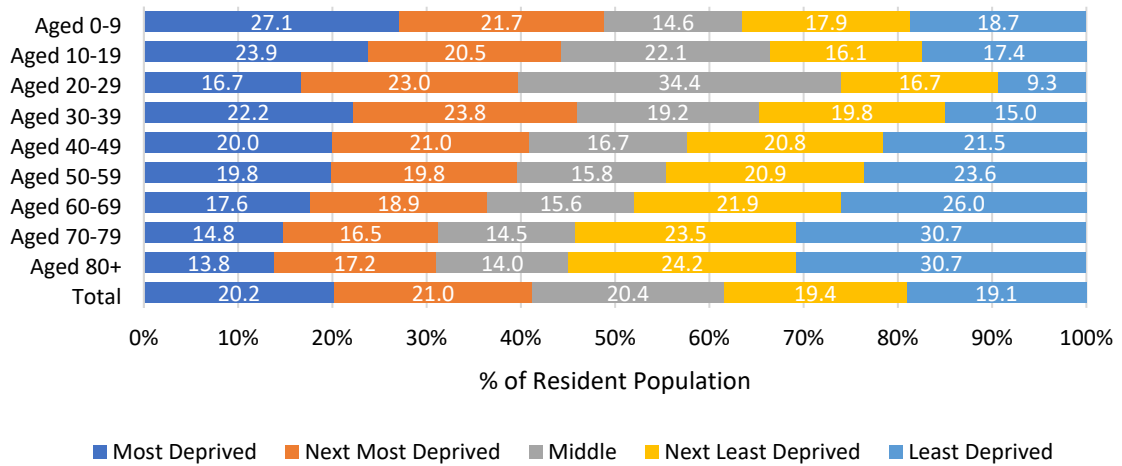
### Overall Deprivation – Analysis of Demographic Groups

Using WIMD 2019 and 2021 Census data, an analysis of certain demographic groups – age, sex, ethnicity, disability, religion, Marital and Civil Partnership status, and Welsh speaking ability – has been undertaken by deprivation fifth for overall deprivation<sup>97</sup>. This analysis highlighted the following:

- Age:** A higher proportion of Cardiff's children and young people live in the most deprived areas of the city (27.1% of those aged 0-9 and 23.9% of those aged 10-19) compared to other age groups. The age group with the lowest proportion living in the most deprived areas was those aged 80+ (13.8%).

<sup>97</sup> Please note: the 2019 WIMD used to create Deprivation Fifths uses 2011 Lower Super Output Areas (LSOAs). These areas have been recreated using 2021 LSOAs/Output Areas (OAs) for the 2021 Census data.

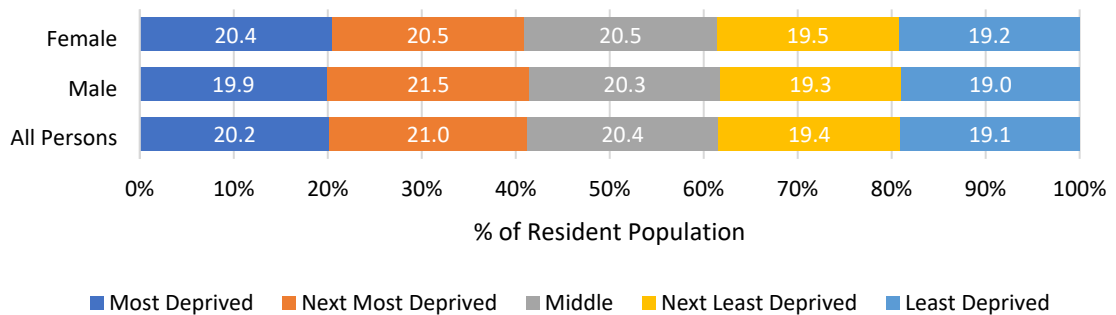
### Age of Resident Population, Cardiff by Deprivation Fifth (Overall Deprivation)



Source: Calculated by Cardiff Council using 2019 WIMD and 2021 Census data

- **Sex:** A similar proportion of males and females live in the city’s most deprived (19.9% v 20.4% respectively) and least deprived areas (19.0% and 19.2% respectively).

### Sex of Resident Population, Cardiff by Deprivation Fifth (Overall Deprivation)



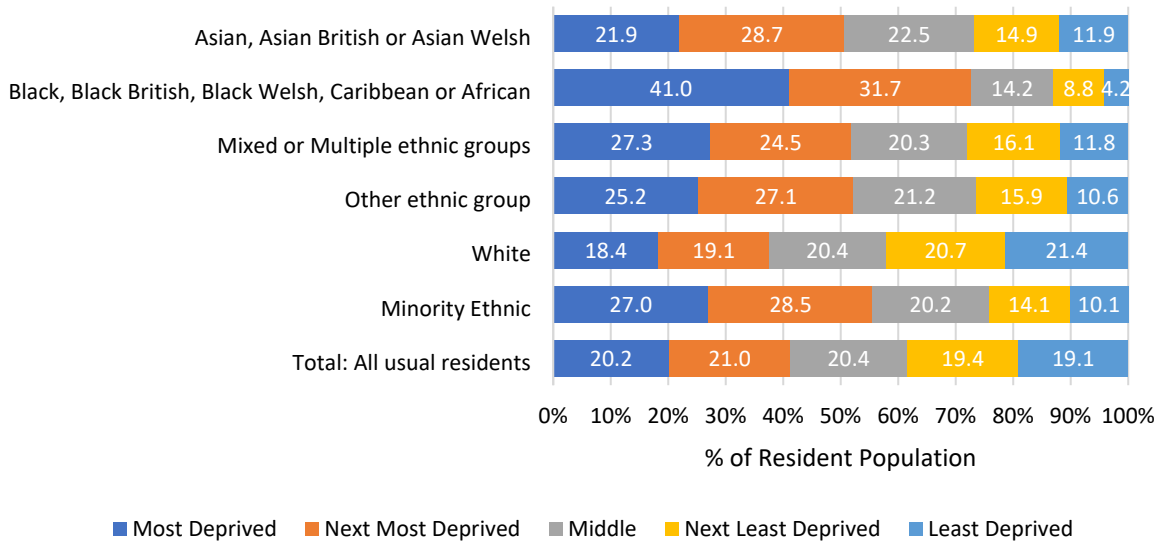
Source: Calculated by Cardiff Council using 2019 WIMD and 2021 Census data

- **Ethnicity:** A higher proportion of residents from a Minority Ethnic group<sup>98</sup> live in the most deprived areas of the city (27.0%) compared to residents from the White ethnic group (18.4%). A significantly high proportion of Cardiff’s Black, Black British, Black Welsh, Caribbean, or African ethnic group (41.0%) live in the most deprived areas of the city.

<sup>98</sup> The Minority Ethnic group includes the following ethnic groups:  
 - All Asian, Asian British or Asian Welsh categories  
 - All Black, Black British, Black Welsh, Caribbean or African categories  
 - All Mixed or Multiple Ethnic Groups categories  
 - All Other Ethnic Group categories  
 - White: Gypsy or Irish Traveller  
 - White: Roma



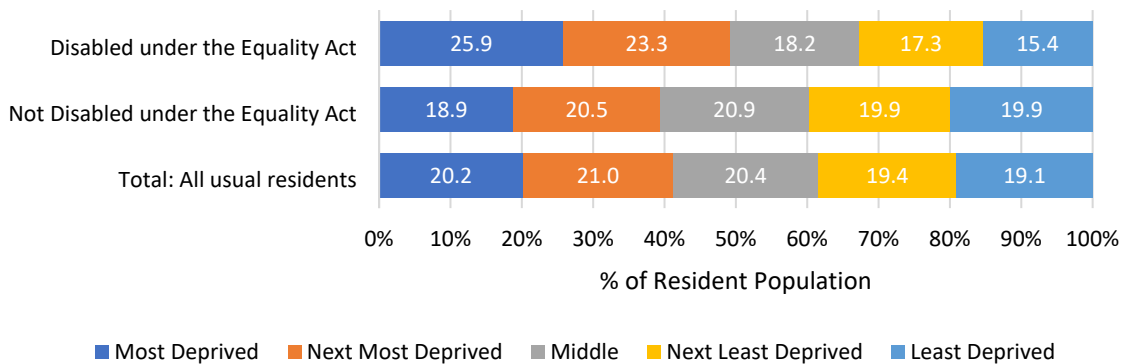
### Ethnicity of Resident Population, Cardiff by Deprivation Fifth (Overall Deprivation)



Source: Calculated by Cardiff Council using 2019 WIMD and 2021 Census data

- Disability:** A higher proportion of residents who are disabled under the Equality Act live in the city's most deprived areas (25.9%) compared to residents who are not disabled under the Equality Act (18.9%).

### Disability Status of Resident Population, Cardiff by Deprivation Fifth (Overall Deprivation)

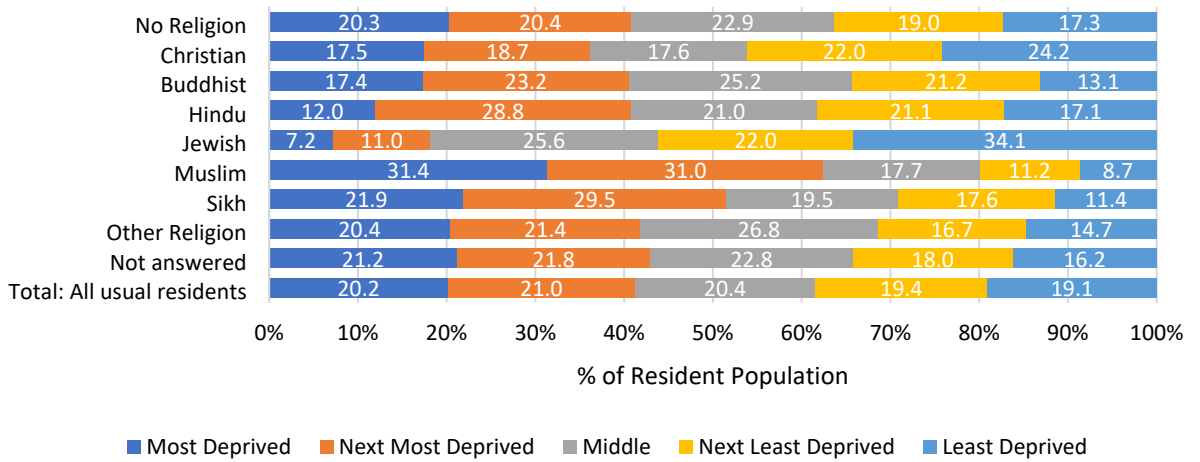


Source: Calculated by Cardiff Council using 2019 WIMD and 2021 Census data

- Religion<sup>99</sup>:** A significantly high proportion of Cardiff's Muslim population (31.4%) live in the most deprived areas of the city. Cardiff's Jewish population had the lowest proportion living in the most deprived areas of the city (7.2%) compared to other religious groups (including those with no religion).

<sup>99</sup> Not all residents provided their religion as part of the Census.

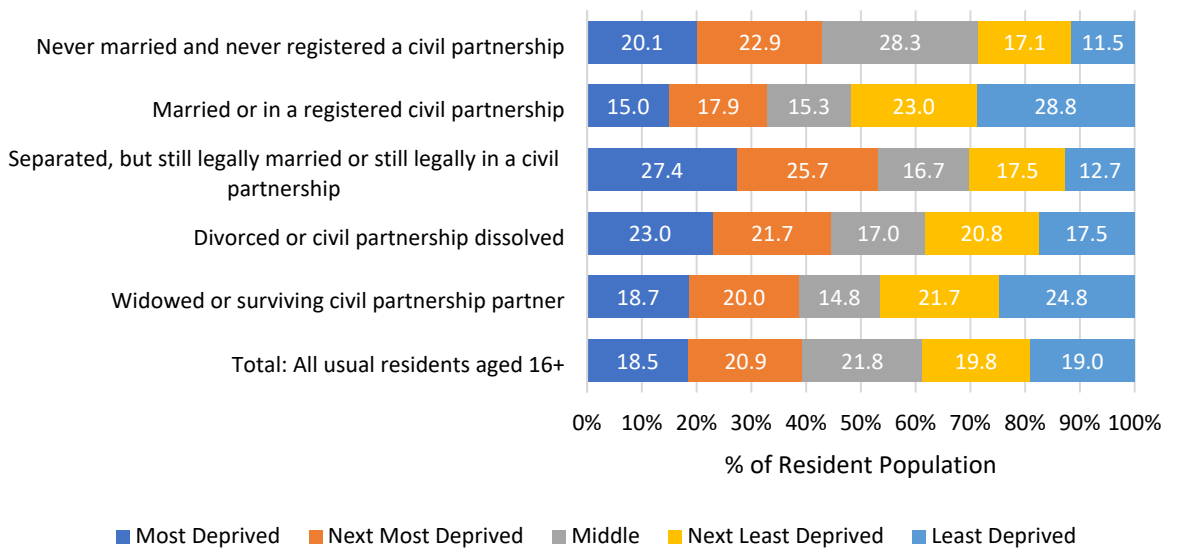
### Religion of Resident Population, Cardiff by Deprivation Fifth (Overall Deprivation)



Source: Calculated by Cardiff Council using 2019 WIMD and 2021 Census data

- Marital and Civil Partnership Status<sup>100</sup>:** A high proportion of Cardiff’s separated (but still legally married or still legally in a civil partnership) population live in the city’s most deprived areas (27.4%) compared to other status groups. Residents who are married or in a registered civil partnership had the lowest proportion living in the most deprived areas of the city (15.0%) compared to other status groups.

### Marital and Civil Partnership Status of Resident Population Aged 16+, Cardiff by Deprivation Fifth (Overall Deprivation)

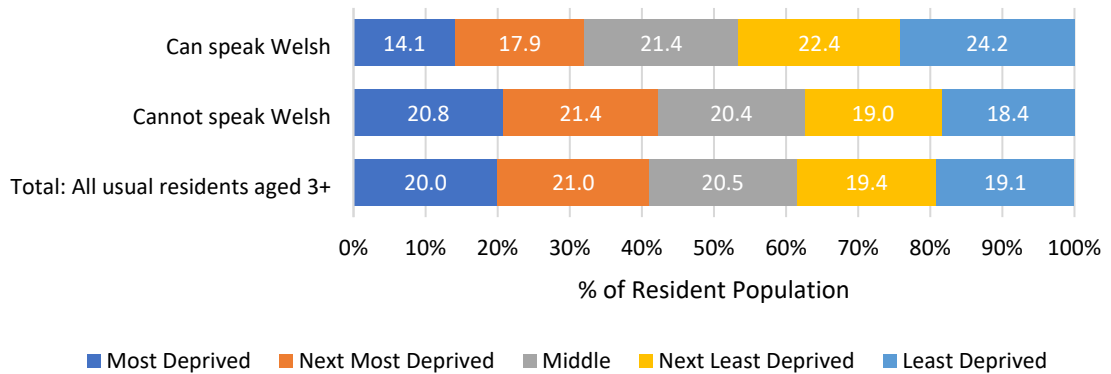


Source: Calculated by Cardiff Council using 2019 WIMD and 2021 Census data

<sup>100</sup> The data in this paragraph refers to those aged 16+. 18.5% of residents aged 16+ were identified as living in the city’s most deprived areas.

- **Welsh Speaking Ability<sup>101</sup>:** A higher proportion of residents who cannot speak Welsh live in the city's most deprived areas (20.8%) compared to those who can speak Welsh (14.1%).

**Welsh Speaking Ability of Resident Population Aged 3+, Cardiff by Deprivation Fifth (Overall Deprivation)**



Source: Calculated by Cardiff Council using 2019 WIMD and 2021 Census data

## Wages<sup>102</sup>

### Minimum Wage

The minimum wage a worker should get depends on their age and if they are an apprentice. The National Minimum Wage is the minimum pay per hour almost all workers are entitled to, whilst the National Living Wage is higher than the National Minimum Wage – workers get it if they are over 23 years old. The rates change on 1 April every year and are currently:

	<b>23 and over</b>	<b>21 to 22</b>	<b>18 to 20</b>	<b>Under 18</b>	<b>Apprentice</b>
<b>April 2023</b>	£10.42	£10.18	£7.49	£5.28	£5.28

A research blog<sup>103</sup>, published by the Low Pay Commission (2023), highlights that women, ethnic minorities and those with disabilities have lower average rates of employment but when employed are more likely to be paid the minimum wage. That suggests that, although these groups may be most likely to gain from minimum wage increases, they may also be at greater risk of job loss as a result of those increases.

The research further highlights that minimum wage coverage (the share of workers paid at or below the minimum wage) varies across different types of functional impairment and ethnicity. Among those with disabilities, minimum wage coverage was lowest for those with hearing difficulties and highest among those who had communication or speech difficulties. Among ethnicities, Bangladeshi and Pakistani employees had the highest coverage with Indian employees having similar coverage to non-BAME (Black, Asian and Minority Ethnic) employees.

<sup>101</sup> The data in this paragraph refers to those aged 3+. 20.0% of residents aged 3+ were identified as living in the city's most deprived areas.

<sup>102</sup> Please note, Cardiff's labour market profile and average earnings are considered in Wellbeing Objective 5: A Capital City that Works for Wales

<sup>103</sup> [The NLW and protected characteristics: differences in employment and minimum wage coverage by ethnicity, disability, and gender](#)

## Real Living Wage

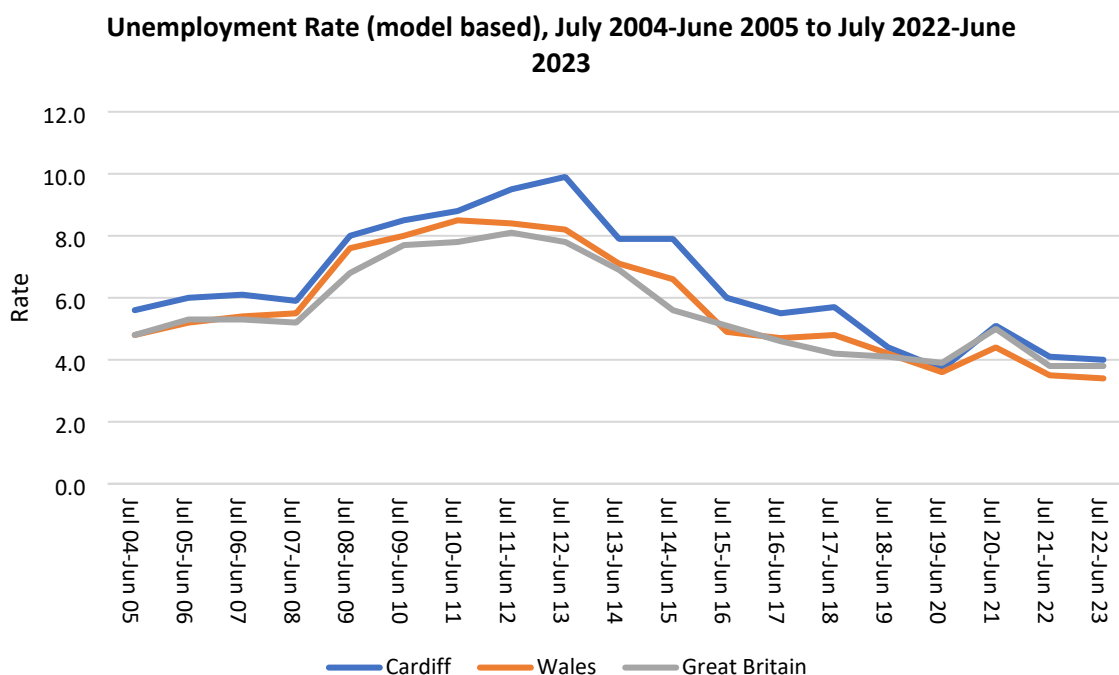
The Real Living Wage is the only UK wage rate that is voluntarily paid by more than 14,000 UK businesses who believe their staff deserve a wage which meets everyday needs. Currently this is set at £12.00 per hour (£13.15 in London)<sup>104</sup>.

As a Living Wage City, the number of employers paying the Real Living Wage in Cardiff has increased significantly in recent years. According to data from the ONS, in 2022, the percentage of employee jobs with hourly pay below the living wage stood at 7.9%, with the percentage higher for males (8.6%) compared to females (7.1%).

The overall (7.9%) percentage is significantly below the UK-wide (12.2%) and Wales-wide (11.8%) averages, as well as the fourth lowest across the UK's Core Cities and Edinburgh and lowest across all other local authorities in Wales<sup>105</sup>. Between 2021 and 2022, the percentage of employee jobs with hourly pay below the living wage decreased by 3.7 percentage points.

## Unemployment

Since reaching a high of 9.9% in 2013, unemployment in Cardiff has seen a general downward trend. According to data produced by the ONS, Cardiff's (model based) unemployment rate – the proportion of the economically active population aged 16+ that are unemployed<sup>106</sup> - for the 12-month period covering July 2022 to June 2023 was 4.0%. This was just above the Great Britain average of 3.8% and Welsh average of 3.4%.



Source: ONS

<sup>104</sup> The Living Wage rates for 2023-24 were announced on 24 October 2023. Employers will have 6 months until 1 May 2024 to implement them.

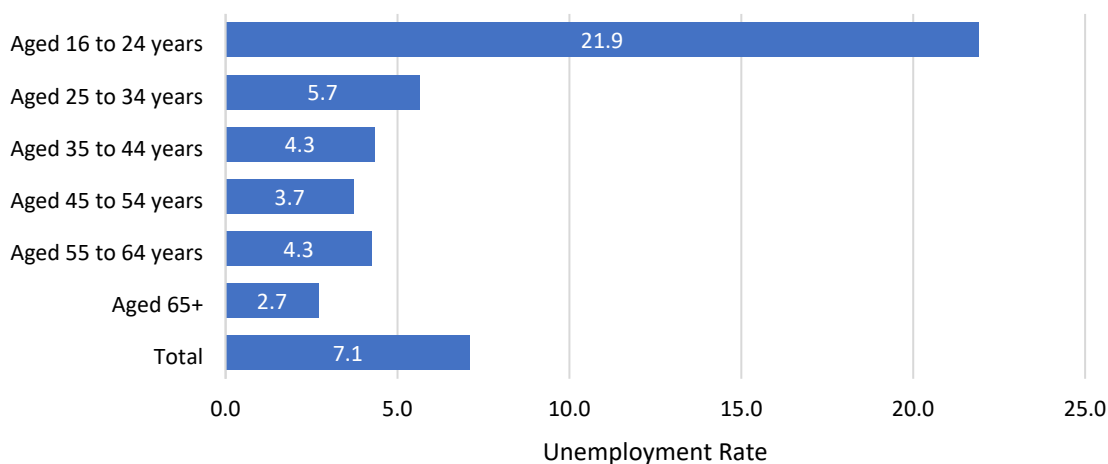
<sup>105</sup> Please note, however, that the data for several local authorities in Wales is not available because the estimates are considered to be unreliable.

<sup>106</sup> All people aged 16+ without a job who were available to start work in the two weeks following their interview and who had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained.

Analysis of 2021 Census data shows a higher unemployment rate than model-based estimates, however. This is due to differences in data collections and question design<sup>107</sup>. According to Census data, Cardiff's unemployment rate in 2021 was 7.1%. Further analysis of 2021 Census data reveals that:

- **Age:** The unemployment rate was highest for those aged 16 to 24 years, at 21.9%. The lowest rate was seen for those aged 65+ (2.7%).

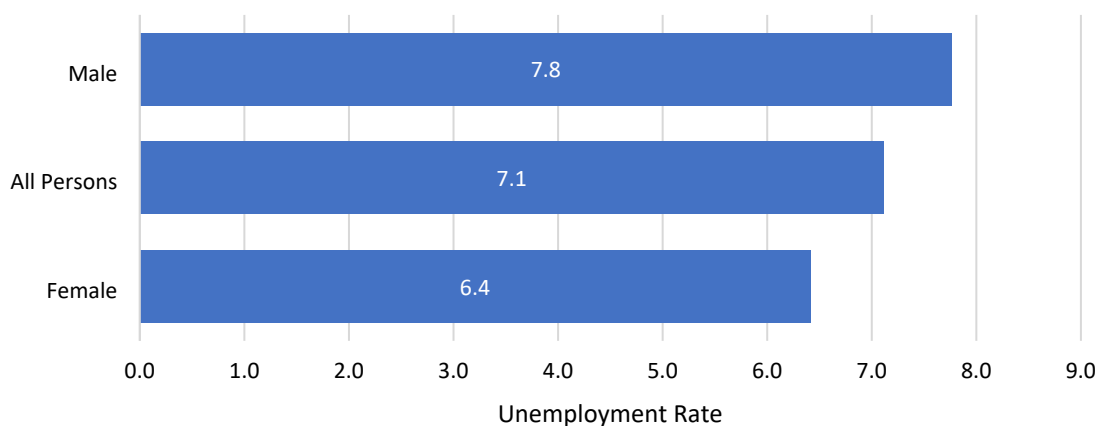
**Unemployment Rate (Proportion of Economically Active Population Aged 16+ that are Unemployed) by Age: Cardiff, 2021**



Source: Calculated by Cardiff Council using 2021 Census data

- **Sex:** The unemployment rate was higher for males (7.8%) than females (6.4%).

**Unemployment Rate (Proportion of Economically Active Population Aged 16+ that are Unemployed) by Sex: Cardiff, 2021**



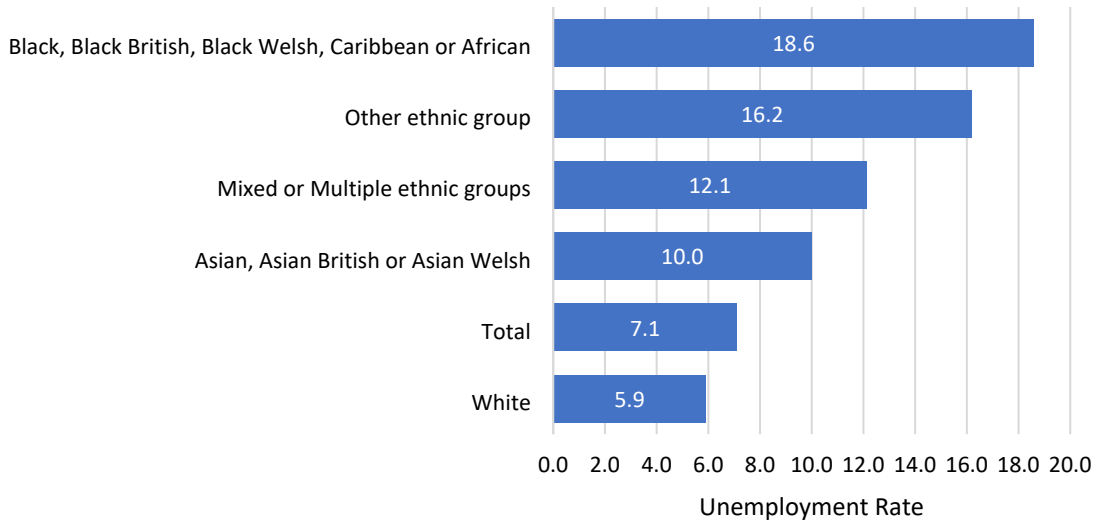
Source: Calculated by Cardiff Council using 2021 Census data

- **Ethnicity:** The unemployment rate was highest for residents from the Black, Black British, Black Welsh, Caribbean or African ethnic group (18.6%), followed by residents from the

<sup>107</sup> Further information can be found at: [Comparing Census 2021 and Labour Force Survey estimates of the labour market, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/comparing-census-2021-and-labour-force-survey-estimates-of-the-labour-market-england-and-wales).

Other ethnic group category (16.2%), and lowest for residents from the White ethnic group (5.9%).

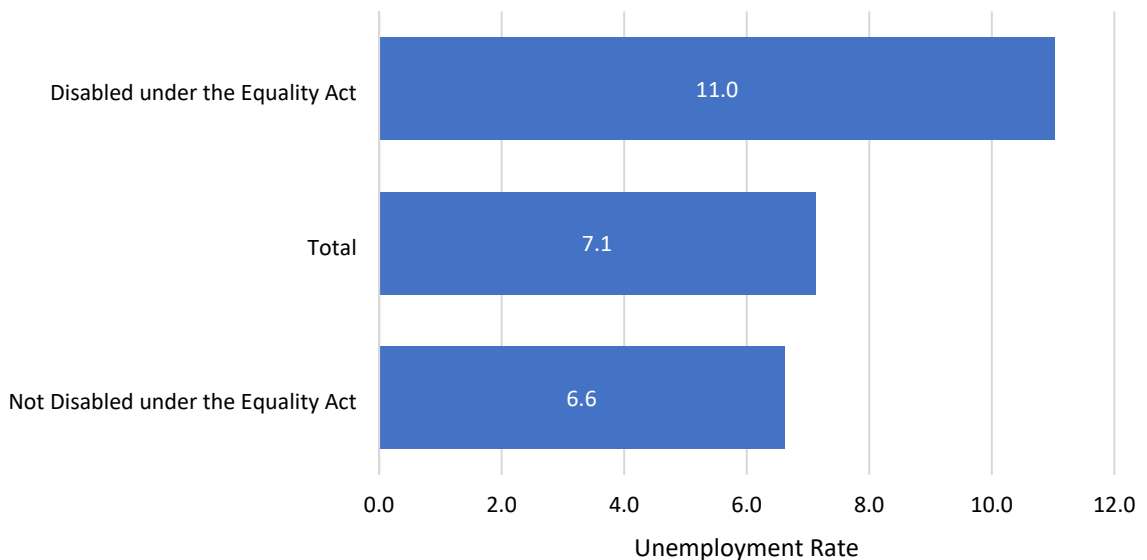
**Unemployment Rate (Proportion of Economically Active Population Aged 16+ that are Unemployed) by Ethnic Group: Cardiff, 2021**



Source: Calculated by Cardiff Council using 2021 Census data

- **Disability:** The unemployment rate was higher for residents who are disabled under the Equality Act (11.0%) than residents who are not disabled under the Equality Act (6.6%).

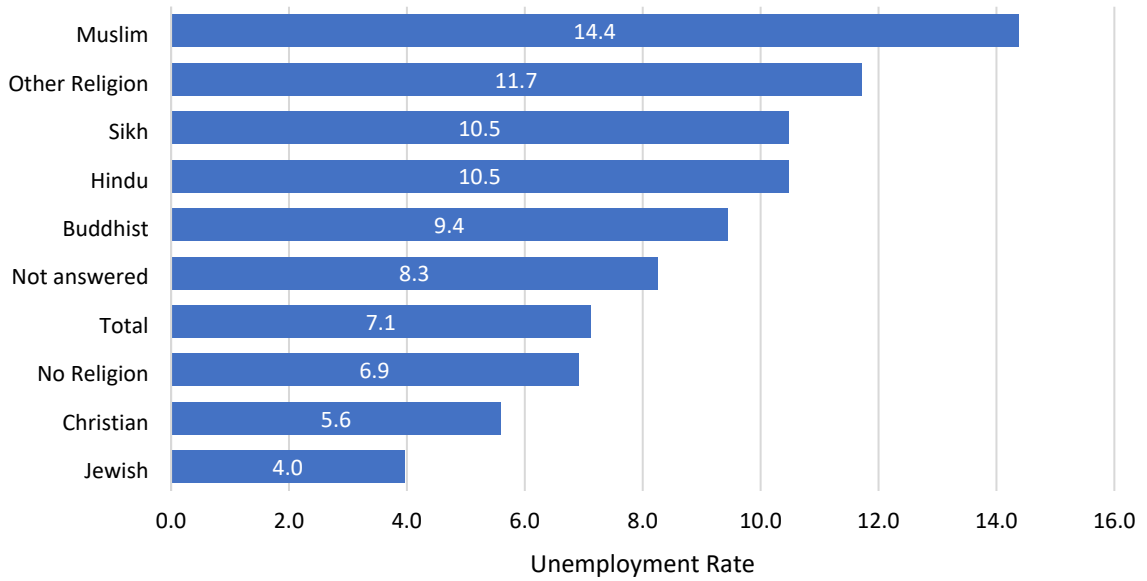
**Unemployment Rate (Proportion of Economically Active Population Aged 16+ that are Unemployed) by Disability Status: Cardiff, 2021**



Source: Calculated by Cardiff Council using 2021 Census data

- **Religion:** The unemployment rate was highest for Muslim residents (14.4%) and lowest for Jewish residents (4.0%).

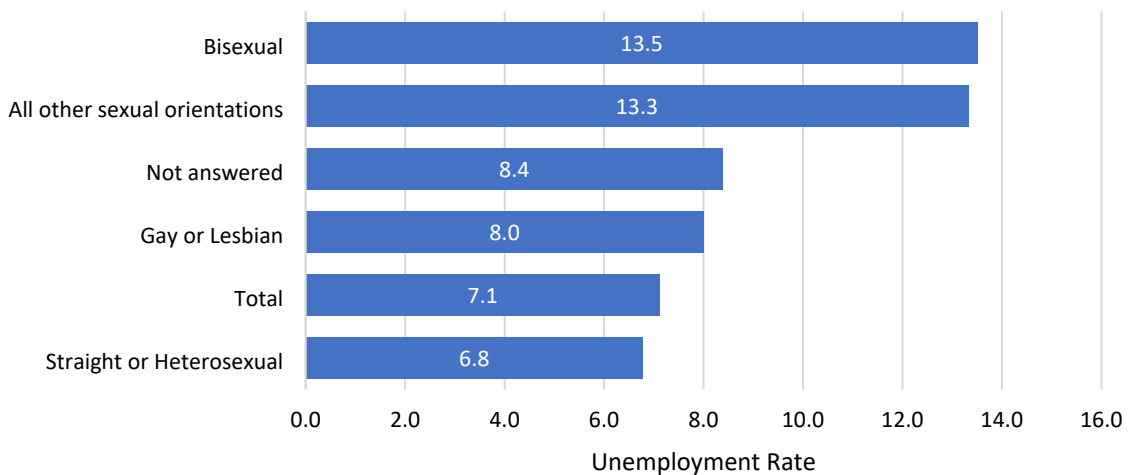
**Unemployment Rate (Proportion of Economically Active Population Aged 16+ that are Unemployed) by Religion: Cardiff, 2021**



Source: Calculated by Cardiff Council using 2021 Census data

- Sexual Orientation:** The unemployment rate was highest for Bisexual residents (13.5%), closely followed by residents who provided a sexual orientation which was different to the options specified ('all other sexual orientations') (13.3%), and lowest for Straight or Heterosexual residents (6.8%).

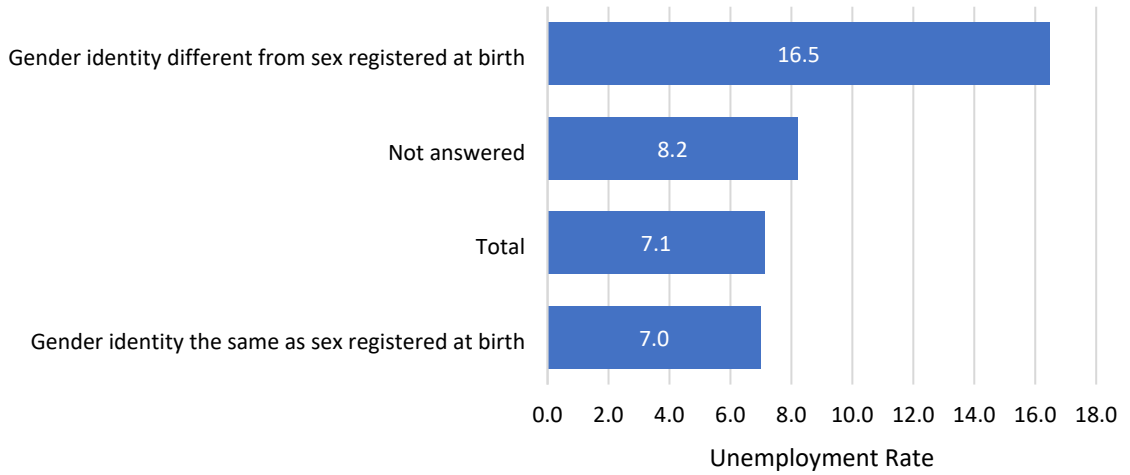
**Unemployment Rate (Proportion of Economically Active Population Aged 16+ that are Unemployed) by Sexual Orientation: Cardiff, 2021**



Source: Calculated by Cardiff Council using 2021 Census data

- Gender Identity:** The unemployment rate was higher for residents whose gender identity is different from sex registered at birth (16.5%) than residents whose gender identity is the same as sex registered at birth (7.0%).

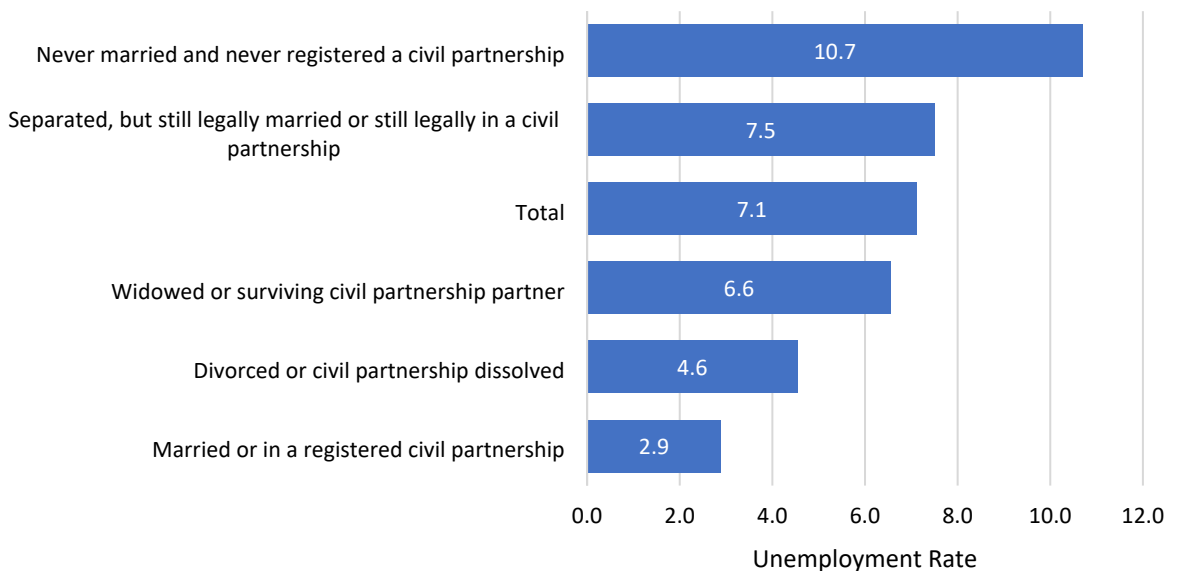
**Unemployment Rate (Proportion of Economically Active Population Aged 16+ that are Unemployed) by Gender Identity: Cardiff, 2021**



Source: Calculated by Cardiff Council using 2021 Census data

- Marital and Civil Partnership Status:** The unemployment rate was highest for residents who have never been married and never registered a civil partnership (10.7%). The rate was lowest for those married or in a registered civil partnership (2.9%).

**Unemployment Rate (Proportion of Economically Active Population Aged 16+ that are Unemployed) by Marital and Civil Partnership Status: Cardiff, 2021**

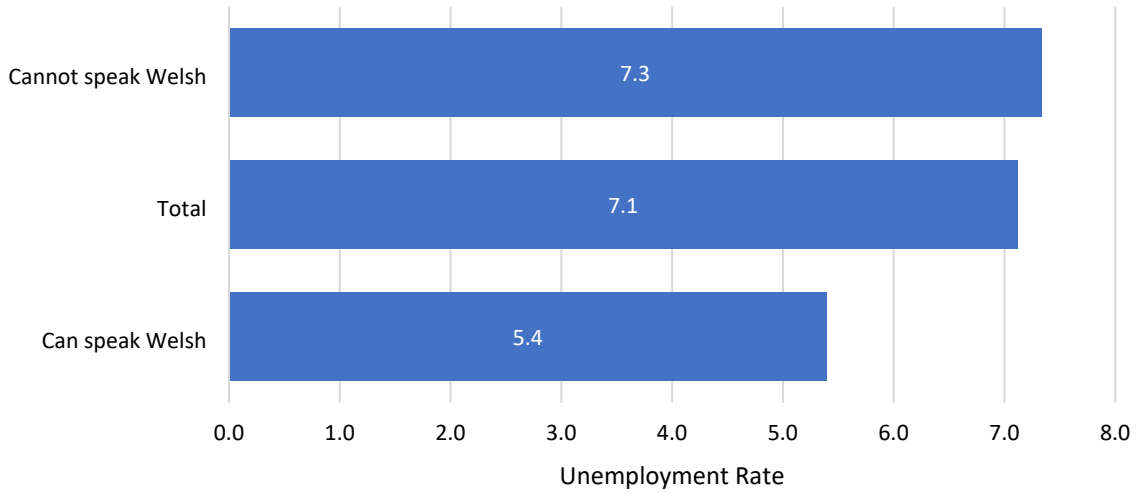


Source: Calculated by Cardiff Council using 2021 Census data

- Welsh Speaking Ability:** The unemployment rate was lower for residents who can speak Welsh (5.4%) compared to those who cannot (7.3%).



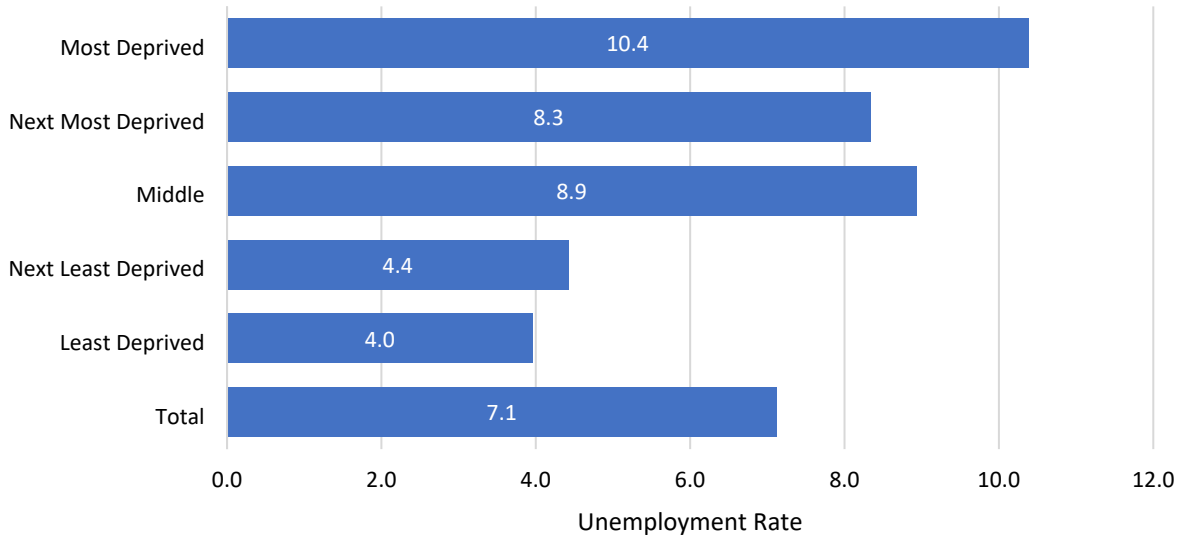
**Unemployment Rate (Proportion of Economically Active Population Aged 16+ that are Unemployed) by Welsh Speaking Ability: Cardiff, 2021**



Source: Calculated by Cardiff Council using 2021 Census data

- **By Deprivation Fifth:** The unemployment rate was highest in Cardiff's most deprived communities (10.4%) and lowest in Cardiff's least deprived communities (4.0%).

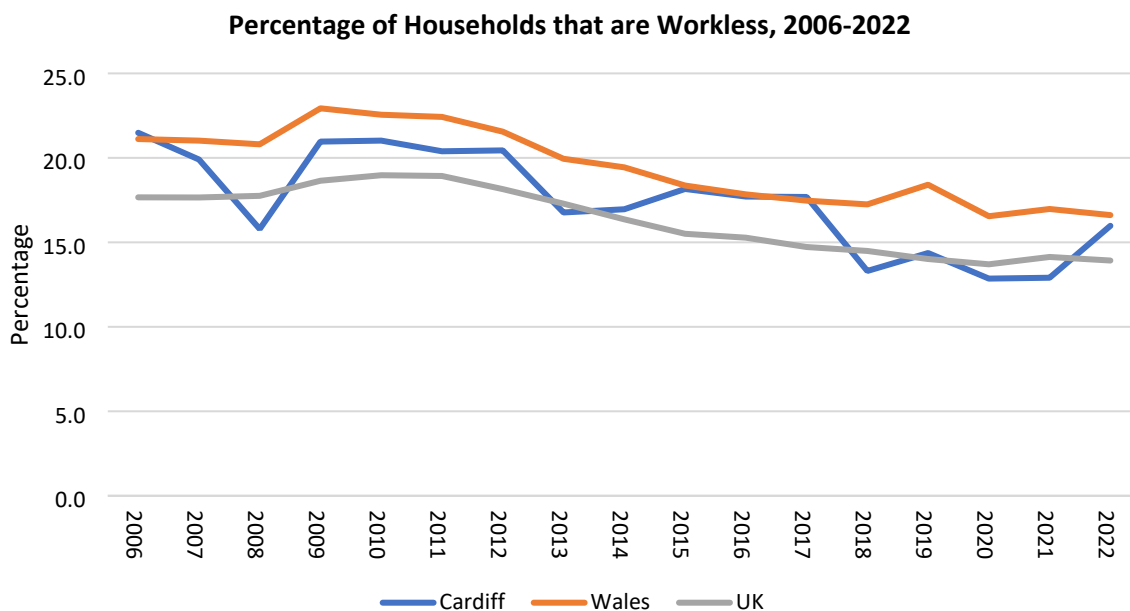
**Unemployment Rate (Proportion of Economically Active Population Aged 16+ that are Unemployed) by Deprivation Fifth: Cardiff, 2021**



Source: Calculated by Cardiff Council using 2019 WIMD and 2021 Census data

## Workless Households

In 2022, 16.0% of households in Cardiff were workless<sup>108</sup>, which is slightly lower than the Wales-wide average (16.6%) but higher than the UK-wide average (13.9%). This is an increase from the 2021 figure of 12.9%. Prior to 2022, the trend had been decreasing.



Source: ONS

## Claimant Count Rate<sup>109</sup>

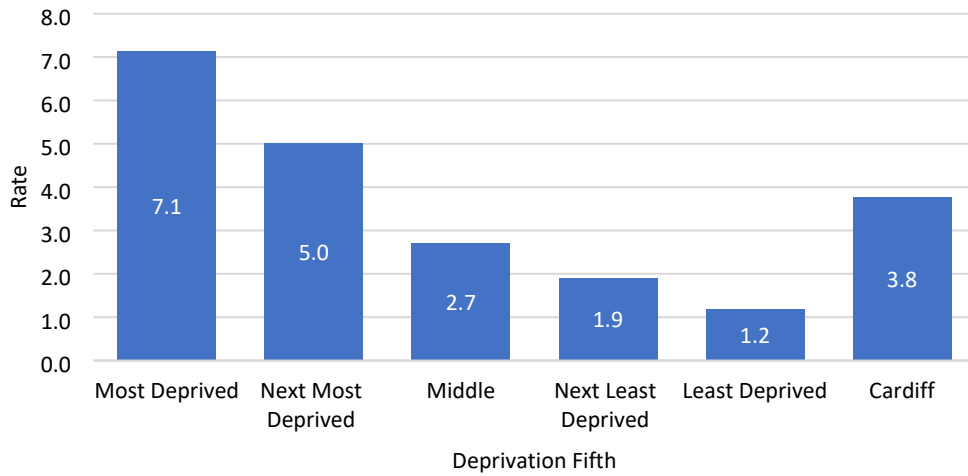
The percentage of working aged (16-64) people claiming unemployment-related benefits in Cardiff was 3.8% in September 2023; the rate has slowly decreased from a high of 6.7% in February and March 2021. This compares to the Wales-wide figure of 3.2% and UK-wide figure of 3.7% (ONS). Further analysis of September 2023 Claimant Count data highlights the following:

- **Age:** The Claimant Count rate was highest for those aged 25-49 (4.6%) and lowest for those aged 50+ (2.8%), closely followed by those aged 16-24 (3.0%).
- **Sex:** The claimant count rate was higher for males (4.5%) than females (3.0%).
- **By Deprivation Fifth:** The claimant count rate was highest in Cardiff's most deprived communities (7.1%) and lowest in Cardiff's least deprived communities (1.2%).

<sup>108</sup> A workless household is a household that includes at least one person aged 16 to 64 where no one aged 16 or over is in employment.

<sup>109</sup> This is the percentage of the working age (16-64) population that are claiming unemployment benefits – Jobseeker's Allowance and Universal Credit. It is important to note that under Universal Credit, a broader span of claimants are required to look for work than under Jobseeker's Allowance. As Universal Credit Full Service is rolled out in particular areas, the number of people recorded as being on the Claimant Count is therefore likely to rise. Rates for local authorities from 2021 onwards are calculated using the mid-2021 resident population aged 16-64, however, deprivation fifth rates are calculated using mid-2020 small area population estimates.

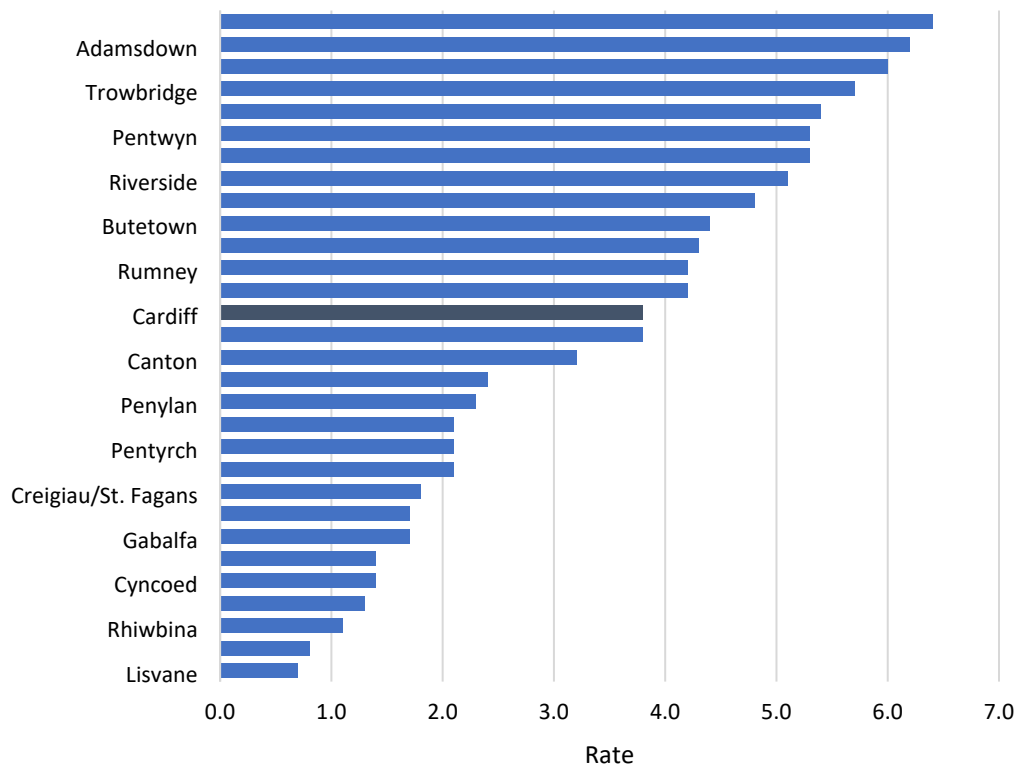
### Claimant Count Rate in Cardiff by Deprivation Fifth, September 2023



Source: Calculated by Cardiff Council using 2019 WIMD and ONS Claimant Count/Mid-Year Estimate data

- By Ward:** The claimant count rate in Splott, the Cardiff ward with the highest rate, was roughly 9 times higher than in Lisvane, the ward with the lowest rate (6.4% v 0.7%), further revealing a persistent problem with spatial inequality in Cardiff.

### Claimant Count Rate in Cardiff by (2021) Ward, September 2023




Source: ONS


























## Cost of Living: Impacts

As previously highlighted, following the Covid-19 pandemic, households across Wales and worldwide are experiencing an increase in the cost of living. Since late 2021, price rises for basic items such as food and energy have outstripped increases in average wages and welfare payments, leading to a fall in real disposable incomes. As a result, increasing pressure on household budgets is making it harder for people to afford the basics and is often referred to as a ‘cost of living crisis.’

Between November 2022 and March 2023, Public Health Wales conducted a survey into the impacts of the rising cost of living in on health and day-to-day behaviours, with a report<sup>110</sup> published to highlight the survey findings. The report highlights stark differences in how rising costs of living may be affecting different population groups, with the following groups noted as having increased risks of harms: young adults, low-income households, those who are economically inactive, those with children in the household, those whose day-to-day activity is limited, and ethnic minority groups.

### Cost of Living: Population Groups at Increased Risks of Harms

Increased risks of selected outcomes are shown with an 

	Younger adults	Low income household	Economic inactivity	Children in household	Activity limitation	Ethnic minorities
Feel unable to cope financially						
Very worried about costs of living						
Negative impact on mental health						
Negative impact on physical health						
Negative impact on family relationships						

Source: The rising cost of living and health and wellbeing in Wales: a national survey (2023)

## Food Poverty<sup>111</sup>

Affordability plays a major role in determining the food that people purchase, with the ability to afford a healthy and sustainable diet not only affected by food prices, but also by a family’s or individual’s income, and the costs of other essentials. The Food Foundation’s [Broken Plate \(2023\)](#) report states that the most deprived fifth of the population would need to spend 50% of their disposable income on food to meet the cost of the Government-recommended healthy diet. This compares to just 11% for the least deprived fifths. In addition, more healthy foods are over twice as expensive per calorie as less healthy foods, with more sustainable plant-based food alternatives also more expensive.

Prior to Covid-19, Cardiff’s Food Strategy (2019) noted that the city had the second largest (Trussel Trust) food bank network per person in the UK, demonstrating the high level of food poverty in Cardiff, as well as the positive response locally. Following the Covid-19 pandemic and subsequent

<sup>110</sup> [The rising cost of living and health and wellbeing Wales: a national survey \(2023\)](#)

<sup>111</sup> Food poverty is the inability to afford – or to have access to – food to make up a healthy chapter. It is about the quality of food as well as quantity. This chapter considers food poverty from an affordability perspective. Availability of food and diet quality is considered in the chapter ‘Health and Wellbeing.’

cost of living crisis, food bank use is on the rise across the UK, with a significant increase in the number of grassroots food banks and food pantries in Cardiff. In 2022, Food Cardiff commissioned the Cardiff Research Centre to run a survey to monitor progress against the city’s [Good Food Strategy](#). The [results](#) highlight that ethnic minority respondents (2.4%) and those that identify as disabled (2.3%) were more likely to use a food bank.

As part of the 2022 Ask Cardiff survey, respondents were asked whether, in the last six months, they or anyone else in their household had done any of a range of options (from having smaller meals than usual/ skipping meals completely to receiving food from a food bank or charity) because they couldn’t afford food. Respondents under the age of 35 were most likely to report they had not been able to afford food in the last six months, reporting at least one of the options listed (24.8% compared with 12.8% of those aged 55 or over). There was also a correlation with those unable to afford food and level of deprivation. Respondents living in the most deprived areas of the city were notably more likely to report having been impacted by not being able to afford food: 28.4% had eaten smaller meals, or skipped meals completely; one in eight (15.5%) had missed meals to be able to pay bills; one in seven (14.0%) had been hungry but not eaten, whilst one in ten (10.2%) had not eaten for a whole day. One in thirteen (7.2%) had received food from a food bank or charity.

**In the last six months, have you or anyone else in your household done any of the following because you couldn’t afford food? By Deprivation**

	Most deprived	Least deprived
Had smaller meals than usual, or skipped meals	28.4	6.5
Missed meals to afford to pay your bills	15.5	1.0
Been hungry but not eaten	14.0	1.3
Not eaten for a whole day	10.2	0.2
Received food from a food bank or charity	7.2	0.3

Source: Ask Cardiff 2022 Survey, Cardiff Council

### Fuel Poverty

Fuel poverty is the ability to afford to keep one’s home adequately heated. In Wales, fuel poverty is defined as a household spending more than 10% of household income on fuel, and the household is deemed to be in severe fuel poverty if spending more than 20%. Following the Covid-19 pandemic – and subsequent cost of living crisis, there a been a rise in those experiencing fuel poverty, both locally and nationally.

#### *Increasing Energy Costs: Steps Taken*

As part of the 2022 Ask Cardiff survey, respondents asked if they had taken steps to deal with increasing energy costs – from purposefully not putting the heating on because of the cost to receiving fuel vouchers from a charity.

Almost half of those responding to this question (48.8%) reported they had not taken any steps to deal with increasing energy costs. However, a similar proportion (48.3%) had ‘purposely not put the heating on because of the cost’, and more than one in ten respondents (11.4%) had ‘struggled to pay’ gas and/or electric bills.

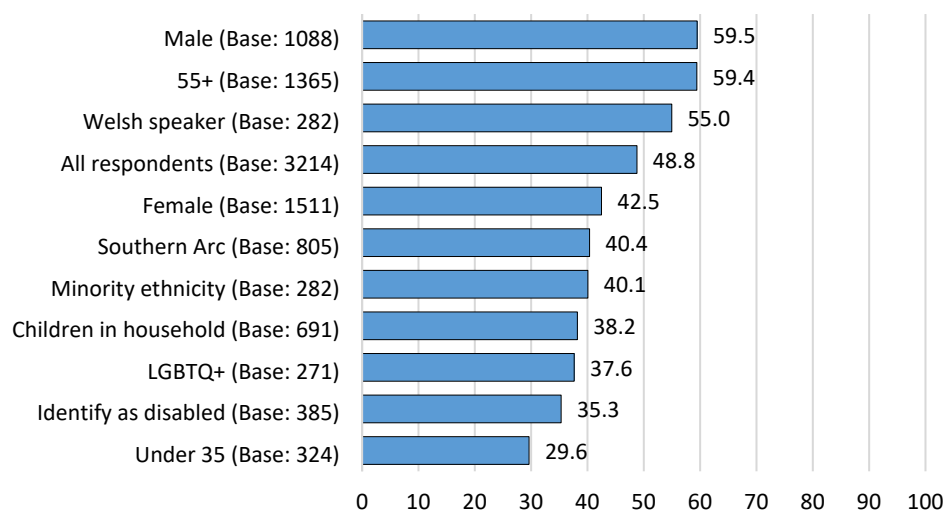
### In the last 6 months, have you or anyone in your household...?

	No.	%
Purposely not put the heating on because of the cost	1,552	48.3
Struggled to pay gas/electric bills	367	11.4
Applied for support to pay for gas/electric	145	4.5
Been cut off from the electricity/gas supply	33	1.0
Received fuel vouchers from a charity	21	0.7
None of these	1,568	48.8
<b>Total Respondents</b>	<b>3,214</b>	<b>-</b>

Source: Ask Cardiff 2022 Survey, Cardiff Council

Older respondents (55+) were twice as likely than those under 35 to report they had not taken any of the actions listed with regard to coping with rising energy prices (59.4% compared with 29.6% respectively).

### Respondents who answered 'None of these' to the question: "In the last 6 months, have you or anyone in your household...?"



Source: Ask Cardiff 2022 Survey, Cardiff Council

These results also correlated with level of deprivation, with those living in the most deprived areas half as likely (30.3%) as those living in the least deprived areas (62.4%) to state they had done none of the options listed. One in ten of those living in the most deprived areas of the city (10.0%) had applied for support to pay their energy bill, compared with just 0.7% of those living in the least deprived areas.

### Increasing Energy Costs: Future Action

As part of the 2022 Ask Cardiff survey, residents were also asked how they/ their household will cope with the expected increase in energy costs over the winter period.

More than half of every demographic group analysed stated they would 'significantly cut down on heating'.

Respondents identifying as disabled were most likely to report they would 'not use the heating' (29.7%) or that they would 'cut out other essentials such as food' (20.3%) and were least likely to feel they 'can afford the increase in energy cost' (17.7%).

Respondents aged 55 or over were almost twice as likely as those under the age of 35 to say they can afford the increase in energy cost (34.6% compared with 22.0% respectively); younger respondents were notably more likely to borrow money or use a credit card to pay their energy bills (13.4% compared with 2.2%).

### How will you/your household cope with the expected increase in energy costs this winter?

	Base	Not use the heating	Significantly cut down on heating	Cut out other essentials such as food	Borrow money / pay on credit card	I can afford the increase in energy cost
<b>Identify as disabled</b>	<b>384</b>	29.7	65.9	20.3	10.2	17.7
<b>LGBTQ+</b>	<b>269</b>	26.4	68.8	19.0	8.6	20.4
<b>Under 35</b>	<b>328</b>	26.2	64.3	16.2	13.4	22.0
<b>Children in household</b>	<b>692</b>	22.4	67.6	18.1	11.8	22.4
<b>Female</b>	<b>1515</b>	20.0	66.1	12.6	7.4	23.8
<b>Southern Arc</b>	<b>807</b>	22.8	65.3	15.0	8.7	24.7
<b>Minority ethnicity</b>	<b>282</b>	19.1	64.2	17.0	8.5	26.2
<b>All respondents</b>	<b>3213</b>	19.2	62.5	12.3	6.9	28.6
<b>Welsh speaker</b>	<b>282</b>	18.1	64.2	12.1	6.0	32.6
<b>55+</b>	<b>1360</b>	12.6	58.3	7.4	2.2	34.6
<b>Male</b>	<b>1083</b>	14.3	56.5	10.2	5.0	38.4

Source: Ask Cardiff 2022 Survey, Cardiff Council

There were also correlations between respondents stating they would take action to cope with the expected increase in energy costs and level of deprivation, with those living in the most deprived areas of the city most likely to not use the heating, cut out other essentials or borrow money to pay the bill. They were also least likely to feel they could afford the increase:

## How will you/your household cope with the expected increase in energy costs this winter? By Deprivation Fifth

	Base	Not use the heating	Significantly cut down on heating	Cut out other essentials such as food	Borrow money / pay on credit card	I can afford the increase in energy cost
<b>All Respondents</b>	<b>3213</b>	19.2	62.5	12.3	6.9	28.6
<b>Least Deprived</b>	<b>602</b>	9.1	57.3	5.0	2.7	39.2
<b>Next Least Deprived</b>	<b>595</b>	17.5	60.8	10.3	6.2	33.4
<b>Middle</b>	<b>381</b>	18.9	64.0	13.6	7.1	26.2
<b>Next Most Deprived</b>	<b>393</b>	22.6	67.2	16.3	9.4	22.6
<b>Most Deprived</b>	<b>263</b>	30.0	63.9	20.5	11.4	19.8

Source: Ask Cardiff 2022 Survey, Cardiff Council

## Housing and Homelessness<sup>112</sup>

### *Housing Inequalities: An Overview*

Good quality, secure and affordable homes are the bedrock of vibrant and cohesive communities and form the basis for individuals to flourish in all aspects of their lives. In 2021, a research report<sup>113</sup> – commissioned by Tai Pawb, the Chartered Institute of Housing Cymru and Shelter Cymru – was published regarding housing and housing inequality in Wales. The report highlights that one in three people in Wales live in unsafe or unaffordable housing, with the pandemic highlighting inequalities in the housing sector as lockdowns led to people in Wales spending prolonged amounts of time at home.

The report notes that housing conditions can have adverse effects on individuals' physical and mental health. Additionally, living in inadequate or unaffordable housing is associated with poor education outcomes for children, as well as increased contacts with the criminal justice system. Furthermore, inadequate homes tend to not be energy efficient, resulting in greater emissions of greenhouse gases and low levels of thermal comfort.

The report highlights the following key points:

- Black, Asian and Minority Ethnic people are disproportionately likely to live in overcrowded houses and have a higher risk of homelessness.
- Refugees, migrants and asylum seekers face housing inequalities, particularly difficulties accessing adequate housing due to racism, discrimination, inequality or structural factors.
- Individuals from the LGBTQ+ community are four times more likely to be homeless compared to their peers.
- One of the main barriers that individuals who have experienced domestic abuse face, in order to escape abusive situations, is the lack of access to secure and affordable housing.
- Another population group facing housing inequality are disabled people who need to live in accessible houses that support their safety and independence in daily living.

<sup>112</sup> Housing is considered in relation to children and young people in Wellbeing Objective 1: Cardiff is a Great Place to Grow Up and in relation to older people in Wellbeing Objective 2: Cardiff is a Great Place to Grow Older.

<sup>113</sup> [The right to adequate housing in Wales: the evidence base \(2021\)](#)



Homelessness charity [Crisis](#) further highlight that poor mental health is both a cause and consequence of homelessness. For example, the onset of mental illness can trigger, or be part of, a series of events that can lead someone being forced into homelessness. Further, housing insecurity and homelessness is stressful and can exacerbate or cause mental health problems. This means that there is a higher rate of mental health problems amongst people without a home compared with the general population.

### *Housing Affordability*

Housing in Cardiff is the third least affordable amongst the Core Cities in England and Wales, just behind Bristol and Manchester; on average, property costs are almost eight times (7.83) the median gross annual earnings. In 2022, Cardiff was the fifth least affordable local authority in Wales and above the Wales-wide average (ONS, 2022).

### *Home Ownership*

According to the 2021 Census, home ownership in Cardiff is higher among:

- Older adults compared to younger people
- Non-disabled people compared to disabled people
- People whose gender identity is the same as their sex registered at birth compared to those with any other gender identity than that of their sex registered at birth.
- Individuals from White and Asian, Asian British or Asian Welsh ethnic groups compared to other minority ethnic groups (home ownership is particularly low amongst the Black, Black British, Black Welsh, Caribbean or African ethnic group).
- Those who are widowed or married or in a civil partnership compared to those who are divorced, separated, or have never married.
- Heterosexual adults compared to lesbian, gay, and bisexual adults.

### *Renting*

The declining affordability of the rental housing market in Wales has become a significant issue in recent years, becoming ever more prevalent during the post-pandemic cost of living crisis. The median monthly rent in the private rental market in the financial year ending 31 March 2022 was £560, which is equivalent to 23.4% of the median gross income of private renting households (ONS, 2023). However, for people with the lowest income (bottom 25% of the income distribution), the cheapest dwellings (bottom 25% of the price distribution) represents 31.9% of their income. This means that for lower-income households, even low rents were above the ideal affordability threshold of 30% of their income (ONS, 2023).

A report<sup>114</sup> by alma economics, on behalf of Welsh Government, notes that Cardiff as a local authority has the second highest rent-to-income ratio and the largest share of households threatened with homelessness in Wales. In February 2023, the median rent in the private rental market in Wales remained at £560 month. Across local authorities, this ranged from £750 in Cardiff to £425 in Blaenau Gwent. Only two local authorities had 25% of their housing rental market below

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<sup>114</sup> [Data mapping and visualisation on the housing rental market in Wales \(2023\)](#)

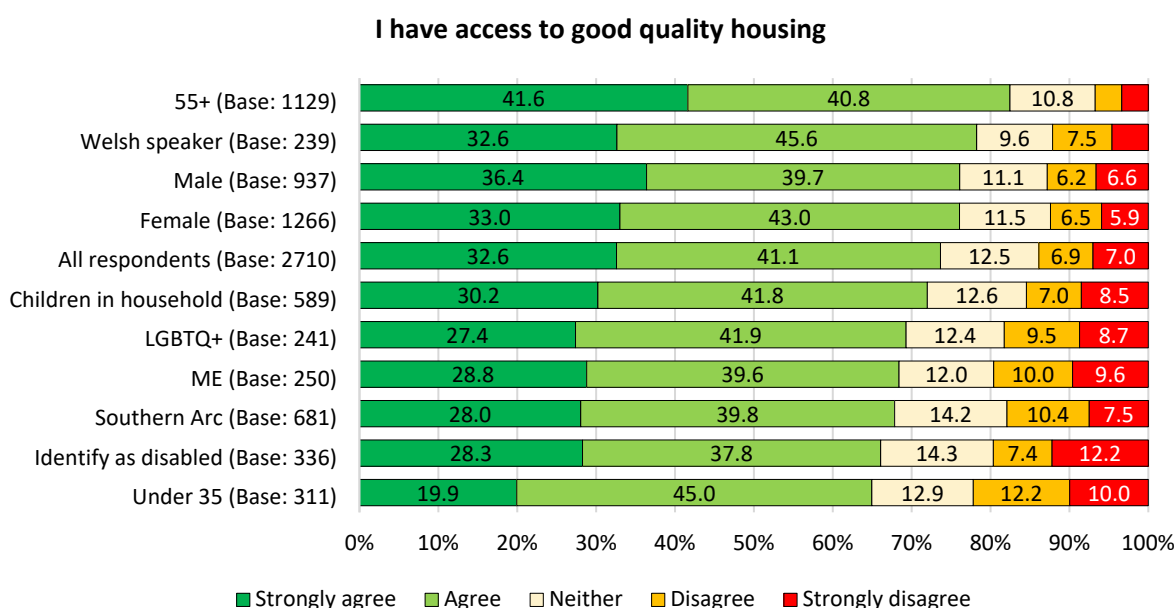
£400 per month – Blaenau Gwent (£375 per month) and Powys (£395 per month). In four local authorities – Cardiff, as well as Flintshire, Vale of Glamorgan and Monmouthshire - the lower quartile was above £500 per month. Rents in Cardiff and Vale of Glamorgan represent more than 26% of median earnings. When focusing on Lower layer Super Output Areas, it is observed that private rental affordability is lower in the centre of Cardiff than it is elsewhere (rental prices above 30% of median earnings).

2021 Census data highlights that young and minority ethnic residents are disproportionately represented in the rapidly expanding private rented sector and the number of households with children renting privately has grown<sup>115</sup>, particularly for lone parents.

### Access to Good Quality Housing

As part of the 2022 Ask Cardiff survey, respondents were asked to what extent do they agree that they have access to good quality housing.

Almost three-quarters of respondents (73.7%) agreed that they had access to good quality housing, returning to the level of the 2020 survey following a slight drop in 2021. Those aged 55 or over (82.5%) were most likely to agree and under 35s were most likely to disagree, with a fifth (22.2%) stating they ‘disagreed’ or ‘strongly disagreed’.

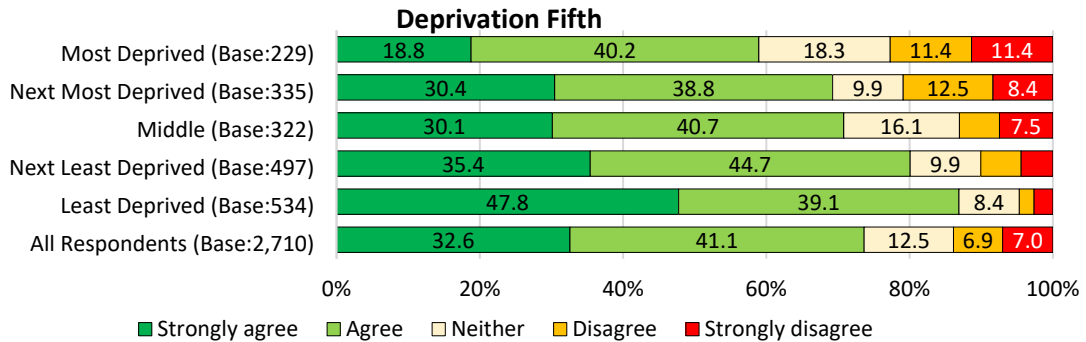


Source: Ask Cardiff 2022 Survey, Cardiff Council

Agreement with this statement was correlated with level of deprivation, with those living in the most deprived areas least likely to agree. More than one in ten (11.4%) of those living in the most deprived areas ‘strongly disagreed’, more than four times that of those in the least deprived areas (2.6%).

<sup>115</sup> According to Census data, the percentage of households with dependent children that are privately renting or living rent free increased from 19.6% in 2011 to 23.1% in 2021.

**To what extent do you agree or disagree with this statement: I have access to good quality housing?**



Source: Ask Cardiff 2022 Survey, Cardiff Council

**Homelessness**

Welsh Government’s (2021) ‘Ending Homelessness in Wales: A High-Level Action Plan 2021-2026’ defines homelessness as: *“where a person lacks accommodation or where their tenure is not secure. Rough sleeping is the most visible and acute end of the homelessness spectrum, but homelessness includes anyone who has no accommodation, cannot gain access to their accommodation or where it is not reasonable for them to continue to occupy accommodation. This would include overcrowding, ‘sofa surfing’, victims of abuse and many more scenarios. A person is also homeless if their accommodation is a moveable structure and there is no place where it can be placed.”*

Being without a home affects every aspect of a person’s life, from their ability to hold down or find a job, to their health and their relationships. As previously highlighted, Wales-wide research indicates that certain groups – including Black, Asian and Minority Ethnic people, refugees and asylum seekers, LGBTQ+ people, those who have suffered domestic abuse, as well as those who are disabled or experience physical or mental ill health – experience additional risk of homelessness/ access to adequate housing. Furthermore, the ‘Is Wales Fairer?’ (2023) report suggests that applicants that have been threatened with homelessness are more likely to be women, while applicants that are experiencing homelessness are more likely to be men. Single-parent households are also over-represented in homelessness cases.

Welsh Government data indicates that, in Cardiff, 390 households were unintentionally homeless and in priority need in 2022-23. This represents a rate of 25.0 per 10,000 households. This is a decrease from 519 (rate: 33.5 per 10,000) in 2020-21 and 417 (rate: 26.7 per 10,000) in 2021-22. Furthermore, 702 households were accommodated temporarily at the end of March 2023; 552 households were families with children. The number of households accommodated temporarily has increased in recent years, from 462 at the end of March 2021 and 549 at the end of March 2022. Cardiff Council data also indicates that waiting lists for temporary accommodation are at historically high levels, having increased by 150% over the last two years. In October 2023, there were an estimated 43 rough sleepers in Cardiff.

According to the ‘[Housing Emergency in Cardiff](#)’ report, published in December 2023, of those clients who presented to homelessness services in Cardiff in 2022/23 as already homeless, overall, 35% were of an ethnic minority background. Of those who presented to the service as threatened with

homelessness, 26% were of an ethnic minority background. According to the 2021 Census, 21.2% of Cardiff's residents belong to a Minority Ethnic group<sup>116</sup>.

## Council Advice and Support

The Council offers help with benefits and income, help with debts, as well as Into Work and housing Advice. As part of the 2022 Ask Cardiff survey, respondents were asked if they are aware that the Council offers these services, as well as if they have accessed advice in the past or may need to in the future.

### Awareness of Council Advice and Support Services

Overall, 58.1% of respondents were aware that the Council offers these services, down slightly from 2021 survey results (63.0%). Awareness of support in Hubs/libraries was highest (54.0%), followed by the Cardiff Money Advice website (18.1%), and Adviceline (10.1%), reflecting the pattern seen in 2021. Awareness of these services was highest amongst females (64.0%) and those identifying as disabled (61.0%); and was lowest amongst males (51.8%). Awareness was also higher amongst those living in the more deprived areas of the city.

### Are you aware that the Council offers help with benefits and income, help with debts, Into Work and housing advice? By Deprivation Fifth

	Base	Yes, in Hubs / Libraries	Yes, at the website	Yes, the Adviceline	Welfare Liaison Team	Help with debts	Other	No
<b>Most deprived</b>	<b>254</b>	61.0	24.8	14.2	5.9	10.6	2.0	33.5
<b>Next most deprived</b>	<b>374</b>	59.1	25.7	11.2	4.5	5.3	2.7	37.7
<b>Middle</b>	<b>363</b>	53.4	14.6	9.1	3.6	4.4	1.1	43.5
<b>Next least deprived</b>	<b>568</b>	47.0	14.6	7.4	1.8	5.3	1.9	48.9
<b>Least deprived</b>	<b>583</b>	54.7	15.8	7.7	1.7	5.1	1.7	42.5
<b>All respondents</b>	<b>3122</b>	54.0	18.1	10.1	3.1	6.1	1.9	41.9

Source: 2022 Ask Cardiff Survey, Cardiff Council

<sup>116</sup> The Minority Ethnic group includes the following ethnic groups:

- All Asian, Asian British or Asian Welsh categories
- All Black, Black British, Black Welsh, Caribbean or African categories
- All Mixed or Multiple Ethnic Groups categories
- All Other Ethnic Group categories
- White: Gypsy or Irish Traveller
- White: Roma

### *Use of Council Advice and Support Services*

More than one in seven respondents (15.7%) reported they had sought advice on money management, debt, benefits, Into Work or housing in the past, up from 11.7% in 2021; 18.6% felt they may need advice in the future, up from 16.3% reported in 2021.

Respondents identifying as disabled were most likely to have sought advice in the past (30.7%) and were most likely to expect to do so in the future (34.0%).

All demographic groups analysed, and where trend data is available, indicated they would be more likely to seek advice in the future than they had done in the past.

### **Which of the following statements regarding advice on money management, debt, benefits, Into Work or housing advice applies to you?**

	Have sought advice in the past	May seek advice in the future
<b>Identify as disabled</b>	30.7	34.0
<b>Children in Household</b>	22.0	25.1
<b>Minority ethnicity</b>	20.8	25.8
<b>Southern Arc</b>	20.0	24.7
<b>Under 35</b>	19.9	28.1
<b>LGBTQ+</b>	18.8	23.5
<b>Female</b>	17.5	19.7
<b>All respondents</b>	15.7	18.6
<b>Welsh speaker</b>	14.9	15.4
<b>Male</b>	12.8	16.4
<b>55+</b>	12.1	14.6

Source: 2022 Ask Cardiff Survey, Cardiff Council

Respondents living in the most deprived areas were also four times more likely than those in the least deprived areas to have sought advice on money management, debt, benefits, Into Work or housing advice; they were also more likely to indicate they may seek advice in the future.

## Summary of Key Points

- **Overall Deprivation:** In Cardiff, 20.2% of all residents live in the most deprived areas of the city. Deprivation is concentrated in the ‘Southern Arc’ of the city – an area stretching from Ely in the West to St Mellons in the East, with a population of almost 155k people. Using Welsh Index of Multiple Deprivation 2019 and 2021 Census data, an analysis of certain demographic groups was undertaken by deprivation fifth for overall deprivation in Cardiff. This highlighted the following:
  - **Age:** A higher proportion of Cardiff’s children and young people live in the most deprived areas of the city (27.1% of those aged 0-9 and 23.9% of those aged 10-19) compared to other age groups
  - **Sex:** A similar proportion of males and females live in the city’s most deprived (19.9% v 20.4% respectively) areas.
  - **Ethnicity:** A higher proportion of residents from a Minority Ethnic group<sup>117</sup> live in the most deprived areas of the city (27.0%) compared to residents from the White ethnic group (18.4%). A significantly high proportion of Cardiff’s Black, Black British, Black Welsh, Caribbean or African ethnic group (41.0%) live in the most deprived areas of the city.
  - **Disability:** A higher proportion of residents who are disabled under the Equality Act living the city’s most deprived areas (25.9%) compared to residents who are not disabled under the Equality Act (18.9%).
  - **Religion:** A significantly high proportion of Cardiff’s Muslim population (31.4%) live in the most deprived areas of the city.
  - **Marital and Civil Partnership Status:** A high proportion of Cardiff’s separated (but still legally married or still legally in a civil partnership) population (aged 16+) live in the city’s most deprived areas (27.4%) compared to other status groups.
  - **Welsh Speaking Ability:** A higher proportion of residents (aged 3+) who cannot speak Welsh live in the city’s most deprived areas (20.8%) compared to those who can speak Welsh (14.1%).
- **Minimum Wage:** UK-wide research indicates that women, ethnic minorities and those with disabilities have lower average rates of employment but when employed are more likely to be paid the minimum wage. Minimum wage coverage (the share of workers paid at or below the minimum wage) varies across different types of functional impairment and ethnicity. Among those with disabilities, minimum wage coverage is highest for those with communication or speech difficulties, whilst among ethnicities, Bangladeshi and Pakistani employees have the highest coverage.
- **Real Living Wage:** The number of employers paying the Real Living Wage in Cardiff has increased significantly in recent years. According to data from the ONS, in 2022, the percentage of employee jobs with hourly pay below the living wage stood at 7.9%, below the UK-wide (12.2%) and Wales-wide (11.8%) averages. The percentage was, however, higher for males (8.6%) compared to females (7.1%).

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<sup>117</sup> The Minority Ethnic group includes the following ethnic groups:

- All Asian, Asian British or Asian Welsh categories
- All Black, Black British, Black Welsh, Caribbean or African categories
- All Mixed or Multiple Ethnic Groups categories
- All Other Ethnic Group categories
- White: Gypsy or Irish Traveller
- White: Roma

- Unemployment:** Cardiff's model-based unemployment rate – the proportion of the economically active population aged 16+ that are unemployed - for the 12-month period covering July 2022 to June 2022 was 4.0%, whilst according to 2021 Census data, Cardiff's unemployment rate in 2021 was 7.1%. Further analysis of 2021 Census data reveals that:
  - Age: The unemployment rate was highest for those aged 16 to 24 years, at 21.9%.
  - Sex: The unemployment rate was higher for males (7.8%) than females (6.4%).
  - Ethnicity: The unemployment rate was highest for residents from the Black, Black British, Black Welsh, Caribbean or African ethnic group (18.6%), followed by residents from the Other ethnic group category (16.2%), and lowest for residents from the White ethnic group (5.9%).
  - Disability: The unemployment rate was higher for residents who are disabled under the Equality Act (11.0%) than residents who are not disabled under the Equality Act (6.6%).
  - Religion: The unemployment rate was highest for Muslim residents (14.4%) and lowest for Jewish residents (4.0%).
  - Sexual Orientation: The unemployment rate was highest for Bisexual residents (13.5%), closely followed by residents who provided a sexual orientation which was different to the options specified ('all other sexual orientations') (13.3%), and lowest for Straight or Heterosexual residents (6.8%).
  - Gender Identity: The unemployment rate was higher for residents whose gender identity is different from sex registered at birth (16.5%) than residents whose gender identity is the same as sex registered at birth (7.0%).
  - Marital and Civil Partnership Status: The unemployment rate was highest for residents who have never been married and never registered a civil partnership (10.7%) and lowest for those married or in a registered civil partnership (2.9%).
  - Welsh Speaking Ability: The unemployment rate was lower for residents who can speak Welsh (5.4%) compared to those who cannot (7.3%).
  - By Deprivation Fifth: The unemployment rate was highest in Cardiff's most deprived communities (10.5%) and lowest in Cardiff's least deprived communities (4.0%).
- Claimant Count Rate:** The percentage of working aged (16-64) people claiming unemployment-related benefits in Cardiff was 3.8% in September 2023. Further analysis of September 2023 Claimant Count data highlights the following:
  - Age: The claimant count rate was highest for those aged 25-49 (4.6%) and lowest for those aged 50+ (2.8%), closely followed by those aged 16-24 (3.0%).
  - Sex: The claimant count rate was higher for males (4.5%) than females (3.0%).
  - By Deprivation Fifth: The claimant count rate was highest in Cardiff's most deprived communities (7.1%) and lowest in Cardiff's least deprived communities (1.2%).
  - By Ward: The claimant count rate in Splott, the Cardiff ward with the highest rate, was roughly 9 times higher than in Lisvane, the ward with the lowest rate (6.4% v 0.7%).
- Cost of Living – Impacts:** Research undertaken by Public Health Wales highlights stark differences in how rising costs of living may be affecting different population groups, with the following groups noted as having increased risks of harms: young adults, low-income households, those who are economically inactive, those with children in the household, those whose day-to-day activity is limited, and ethnic minority groups.



- **Food Poverty:** Affordability plays a major role in determining the food that people purchase. Prior to Covid-19, Cardiff's Food Strategy (2019) noted that the city had the second largest (Trussel Trust) food bank network per person in the UK. Following the Covid-19 pandemic, there has been a significant increase in the number of grassroots food banks and food pantries in Cardiff. According to Cardiff's Good Food Strategy survey (2022) ethnic minority residents and residents who are disabled are the most likely to use a food bank in Cardiff.

According to the 2022 Ask Cardiff Survey, respondents under the age of 35 were most likely to report that they had not be able to afford food in the last six months. There was also a correlation with those unable to afford food and level of deprivation - respondents living in the most deprived areas of the city were notably more likely to report having been impacted by not being able to afford food.

- **Fuel Poverty:** According to the 2022 Ask Cardiff survey, older respondents (55+) were twice as likely than those under 35 to report that they had not taken any action (of those listed) with regard to coping with rising energy prices. Those living in the most deprived areas were also half as likely (30.3%) as those living in the least deprived areas (62.4%) to state they had not taken any action.

Looking to the winter period, more than half of every demographic group analysed stated they would 'significantly cut down on heating'. Respondents identifying as disabled were most likely to report they would 'not use the heating' or that they would 'cut out other essentials such as food' and were least likely to feel they 'can afford the increase in energy cost.' Respondents aged 55 or over were almost twice as likely as those under the age of 35 to say they can afford the increase in energy cost, whilst younger respondents were notably more likely to borrow money or use a credit card to pay their energy bills. Those living in the most deprived areas of the city were most likely to not use the heating, cut out other essentials or borrow money to pay the bill. They were also least likely to feel they could afford the increase.

- **Access to Good Quality Housing:** According to the Ask Cardiff 2022 survey, those aged 55 or over (82.5%) were most likely to agree that they have access to good quality housing, whilst those under 35 were most likely to disagree, with a fifth (22.2%) stating they 'disagreed' or 'strongly disagreed'. Agreement with this statement was correlated with level of deprivation, with those living in the most deprived areas least likely to agree.
- **Housing Affordability:** Housing in Cardiff is the third least affordable amongst the Core Cities in England and Wales and the fifth least affordable amongst local authorities in Wales, with property costs almost eight times (7.83) the median gross annual earnings.
- **Home Ownership:** According to the 2021 Census, home ownership in Cardiff is higher among:
  - Older adults compared to younger people
  - Non-disabled people compared to disabled people
  - People whose gender identity is the same as their sex registered at birth compared to those with any other gender identity than that of their sex registered at birth.
  - Individuals from White and Asian, Asian British or Asian Welsh ethnic groups compared to other minority ethnic groups (home ownership is particularly low amongst the Black, Black British, Black Welsh, Caribbean or African ethnic group).



- Those who are widowed or married or in a civil partnership compared to those who are divorced, separated, or have never married.
  - Heterosexual adults compared to lesbian, gay, and bisexual adults.
- **Renting:** The declining affordability of the rental housing market in Wales has become a significant issue in recent years, becoming ever more prevalent during the post-pandemic cost of living crisis. In February 2023, the median rent in the private rental market in Wales was £560 month – this ranged from £750 in Cardiff to £425 in Blaenau Gwent. In Wales, for people with the lowest income, low rents are above the ideal affordability threshold of 30% of their income (representing 31.9% of their income). 2021 Census data highlights that young and minority ethnic residents are disproportionately represented in the rapidly expanding private rented sector and the number of households with children renting privately has grown, particularly for lone parents.
  - **Homelessness:** Being without a home affects every aspect of a person’s life, from their ability to hold down or find a job, to their health and their relationships. Wales-wide research indicates that certain groups – including Black, Asian and Minority Ethnic people, refugees and asylum seekers, LGBTQ+ people, those who have suffered domestic abuse, as well as those who are disabled or experience physical or mental ill health – experience additional risk of homelessness/ access to adequate housing. Additionally, Wales-wide evidence suggests that applicants that have been threatened with homelessness are more likely to be women, while applicants that are experiencing homelessness are more likely to be men. Single-parent households are also over-represented in homelessness cases.

In Cardiff, 390 households were unintentionally homeless and in priority need in 2022-23. This represents a rate of 25.0 per 10,000 households. Furthermore, 702 households were accommodated temporarily at the end of March 2023; 552 households were families with children; waiting lists for temporary accommodation are at historically high levels, having increased by 150% over the last two years. In October 2023, there were an estimated 43 rough sleepers in Cardiff.

In 2022/23, of those clients who presented to homelessness services in Cardiff as already homeless, overall, 35% were of an ethnic minority background. In addition, of those who presented to the service as threatened with homelessness, 26% were of an ethnic minority background. According to the 2021 Census, 21.2% of Cardiff’s residents belong to a Minority Ethnic group<sup>118</sup>.

- **Awareness and Use of Council Advice and Support Services:** According to the 2022 Ask Cardiff survey, awareness of Council Advice and Support services – including money management, debt, benefits, Into Work and housing advice– is highest amongst females (64.0%) and those

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<sup>118</sup> The Minority Ethnic group includes the following ethnic groups:

- All Asian, Asian British or Asian Welsh categories
- All Black, Black British, Black Welsh, Caribbean or African categories
- All Mixed or Multiple Ethnic Groups categories
- All Other Ethnic Group categories
- White: Gypsy or Irish Traveller
- White: Roma

identifying as disabled (61.0%), and lowest amongst males (51.8%). Awareness was also higher amongst those living in the more deprived areas of the city.

Respondents identifying as disabled were most likely to have sought advice in the past (30.7%) and were most likely to expect to do so in the future (34.0%). Respondents living in the most deprived areas were also four times more likely than those in the least deprived areas to have sought advice/ support. They were also more likely to indicate that they may seek advice in the future.

## Wellbeing Objective 4: Safe, Confident and Empowered Communities

### Introduction<sup>119</sup>

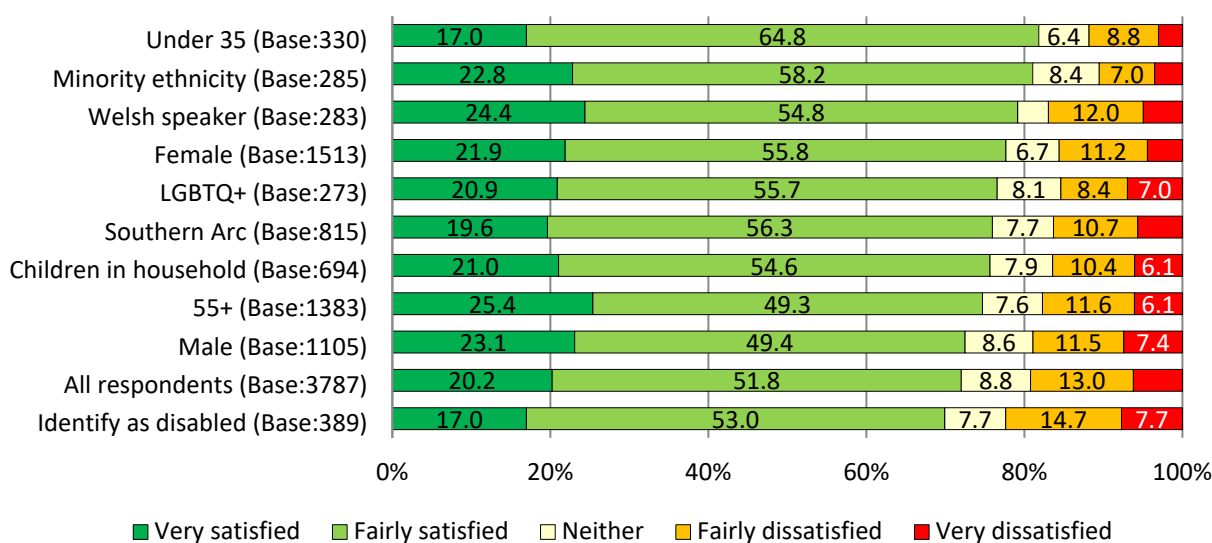
Everyone has a right to feel safe in their community and people interacting with the justice system have the right to be treated fairly. However, this is not always the case; there are certain population groups with greater chances of interacting with the justice system, being a victim of crime or not feeling safe in a community. This chapter therefore explores inequalities of outcome within the realms of community safety and the administration of justice.

### Satisfaction of Cardiff as a Place to Live

As part of the 2022 Ask Cardiff survey, respondents were asked, “overall, how satisfied or dissatisfied are you with Cardiff as a place to live?” Around seven out of ten respondents (72.0%) described themselves as satisfied with Cardiff as a place to live, on a par with results from 2021 (71.9%) but remaining below levels seen during and before the pandemic.

At least seven in ten respondents within each demographic and geographic group analysed were satisfied with Cardiff as a place to live. Satisfaction was highest amongst under 35s (81.8%) and respondents from a minority ethnicity (81.1%) and it was lowest amongst respondents who identify as disabled (70.0%). There was no correlation with level of deprivation.

#### Overall how satisfied or dissatisfied are you with Cardiff as a place to live?



Source: 2022 Ask Cardiff Survey, Cardiff Council

<sup>119</sup> Please note that Young People and Crime is considered in Wellbeing Objective 1: Cardiff is a Great Place to Grow Up, whilst Older People and Crime is considered in Wellbeing Objective 2: Cardiff is a Great Place to Grow Older.

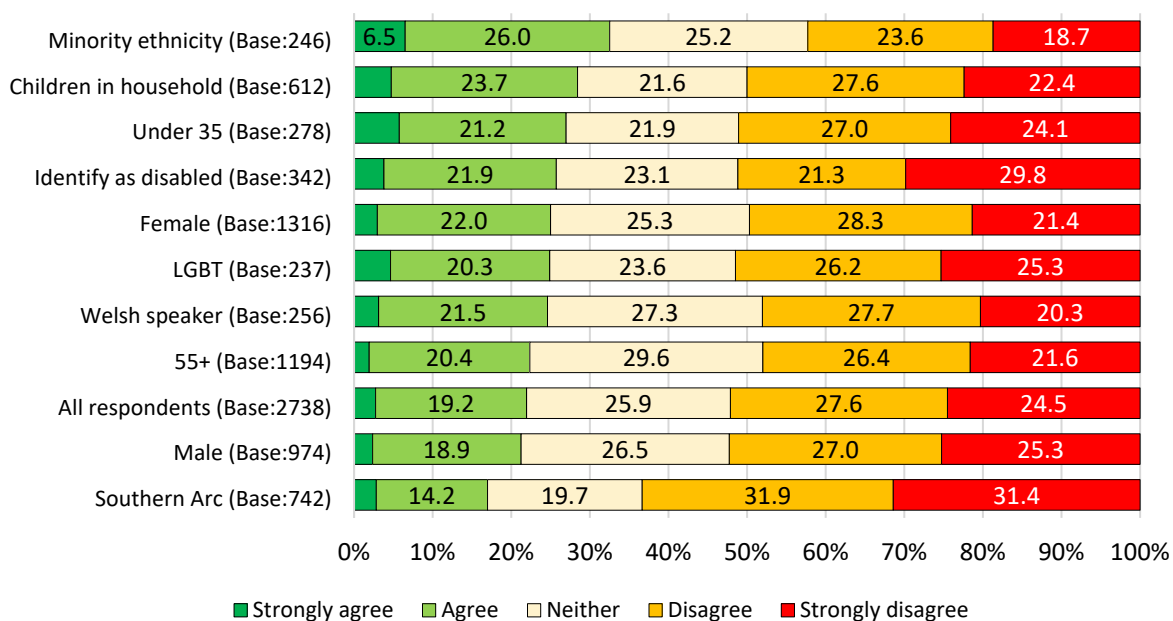
## Community Safety

### Tackling Anti-Social Behaviour and Crime

As part of the 2022 Ask Cardiff survey, respondents were asked, “to what extent would you agree or disagree that the Police and other local public services are successfully dealing with anti-social behaviour and crime in your local area?”

Just a fifth (22.0%) of respondents agreed that enough was being done to tackle anti-social behaviour and crime in their local area; more than half (52.1%) disagreed, with 24.5% disagreeing strongly. Respondents from a minority ethnicity were most likely to agree with the statement (32.5%); more than half of all other groups analysed disagreed with the statement, with the highest disagreement amongst respondents living in the Southern Arc (63.3%).

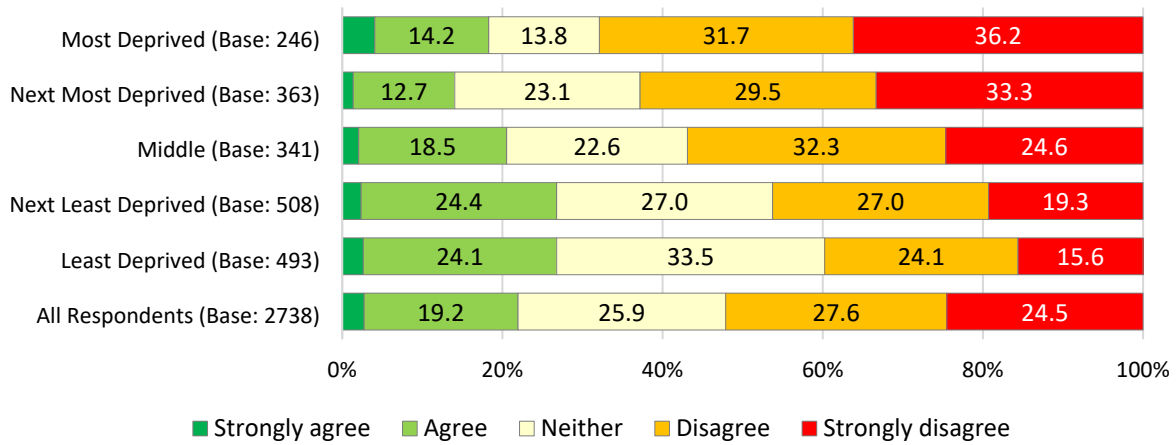
#### To what extent do you agree or disagree that the police and other local public services are successfully dealing with anti-social behaviour and crime in your local area?



Source: 2022 Ask Cardiff Survey, Cardiff Council

Furthermore, there was a clear correlation between disagreement with the statement and level of deprivation, with those in the most deprived areas most likely to disagree (the gap was 28.1 percentage points in 2022).

**To what extent do you agree or disagree that the police and other local public services are successfully dealing with anti-social behaviour and crime in your local area? Deprivation Fifth**



Source: 2022 Ask Cardiff Survey, Cardiff Council

*Feeling Safe*

As part of the 2022 Ask Cardiff survey, respondents were also given a range of situations and asked how safe or unsafe to they feel in them. Overall, Cardiff residents felt most safe when:

- At home in the daylight (96.3%)
- Walking in their neighbourhood in the daylight (92.8%)
- Travelling by bus in daylight (94.3%)

They felt least safe when:

- Cycling in Cardiff after dark (24.5%)
- Walking in the city centre after dark (30.3%)
- Walking in your neighbourhood after dark (53.1%)

Trend data shows levels of safety in these situations have remained largely unchanged since 2019.

Women felt less safe than men in all situations, with the difference widening after dark. Younger respondents felt less safe than their older counterparts, particularly after dark, when at home, or when walking in their local neighbourhood; they felt safer when cycling regardless of the time.

## How safe or unsafe do you feel in the following situations?

% Feeling Safe	At home		Walking in your neighbourhood		Walking in the city centre		Travelling by bus		When cycling in Cardiff	
	Daylight	After Dark	Daylight	After Dark	Daylight	After Dark	Daylight	After Dark	Daylight	After Dark
<b>Overall</b>	96.3	85.9	92.8	53.1	82.8	30.3	94.3	54.4	60.9	24.5
<b>Under 35</b>	96.3	81.8	89.3	44.8	84.0	31.0	93.0	55.1	67.8	27.0
<b>55+</b>	96.7	89.8	94.7	59.9	85.0	32.3	95.9	58.0	60.0	24.0
<b>Female</b>	96.4	85.1	92.7	45.0	83.3	24.4	94.6	47.9	60.4	18.3
<b>Male</b>	96.6	89.8	94.4	69.0	83.9	42.1	94.9	68.2	67.1	34.0
<b>ME</b>	97.9	86.1	91.0	56.2	91.6	31.3	97.8	67.7	72.8	32.4
<b>Southern Arc</b>	95.3	82.4	89.8	41.3	84.6	32.2	92.8	55.7	63.9	27.9
<b>Disability</b>	90.4	76.2	86.6	40.7	73.4	46.8	90.1	41.4	49.8	20.9
<b>Welsh speaker</b>	96.9	86.0	95.4	57.5	84.5	31.8	94.5	58.2	59.5	25.5
<b>Children in household</b>	96.5	85.0	92.2	50.2	81.1	35.3	93.3	53.6	64.8	24.0
<b>LGBT</b>	96.3	83.4	88.4	50.4	83.6	31.1	92.9	57.6	59.8	28.7

Source: 2022 Ask Cardiff Survey, Cardiff Council

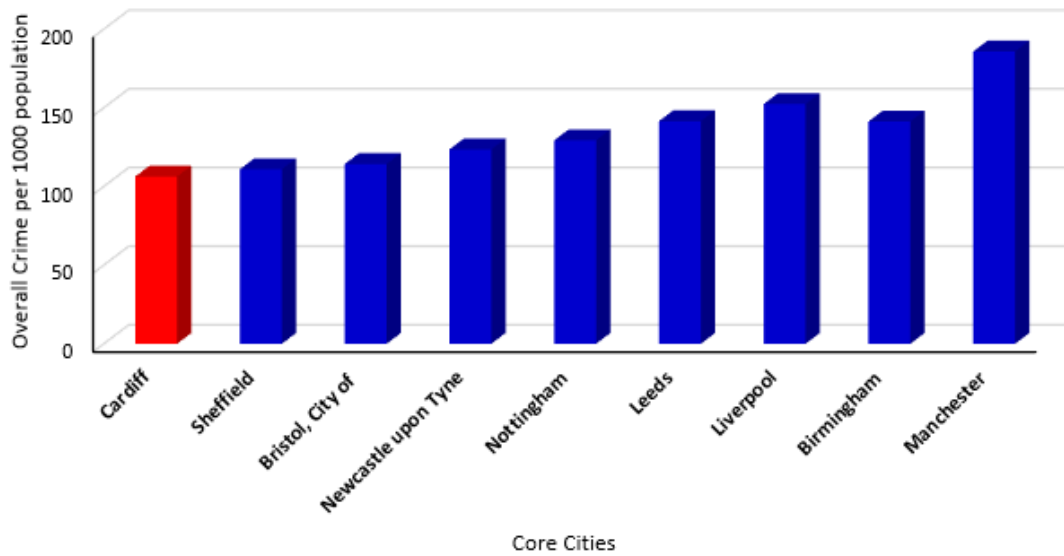
Those living in the more deprived areas of the city felt less safe than those in the least deprived areas when:

- At home, both during the day and particularly after dark
- Walking in their neighbourhood, both during the day and particularly after dark (the proportion of respondents feeling safe walking in their neighbourhood after dark fell from 73.3% amongst those living in the least deprived areas to 28.7% in the most deprived areas).

## Overall Crime

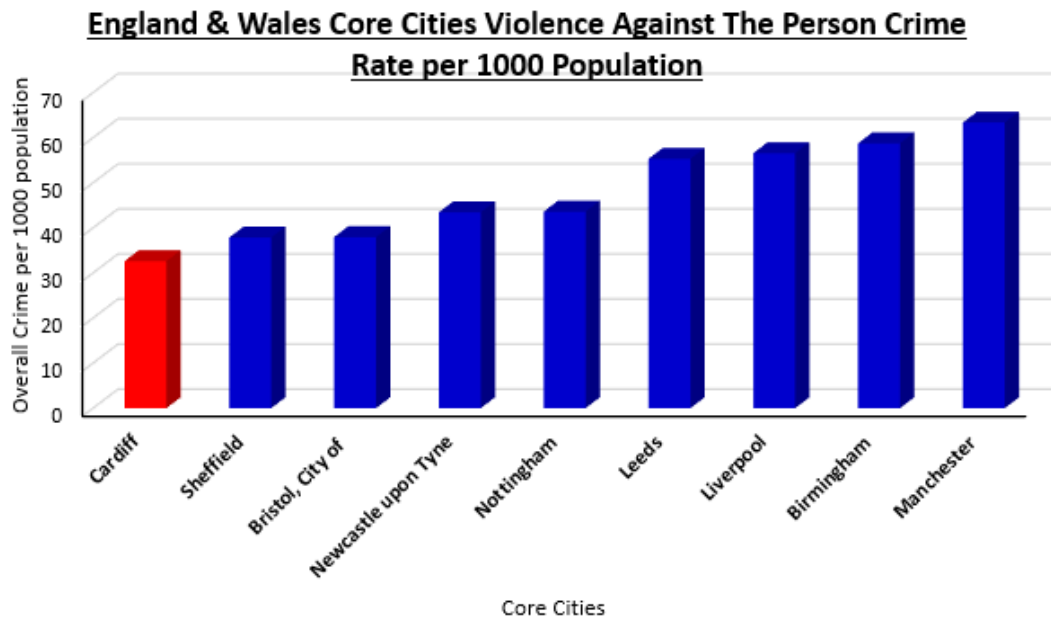
In terms of overall crime, a comparison – using recorded crime data by Community Safety Partnership area (ONS) for the year ending March 2023 – shows that Cardiff has the lowest crime rate (per 1,000 population) for Overall Crime of all Core Cities in England and Wales.

### England & Wales Core Cities Overall Crime Rate per 1000 Population



Source: ONS

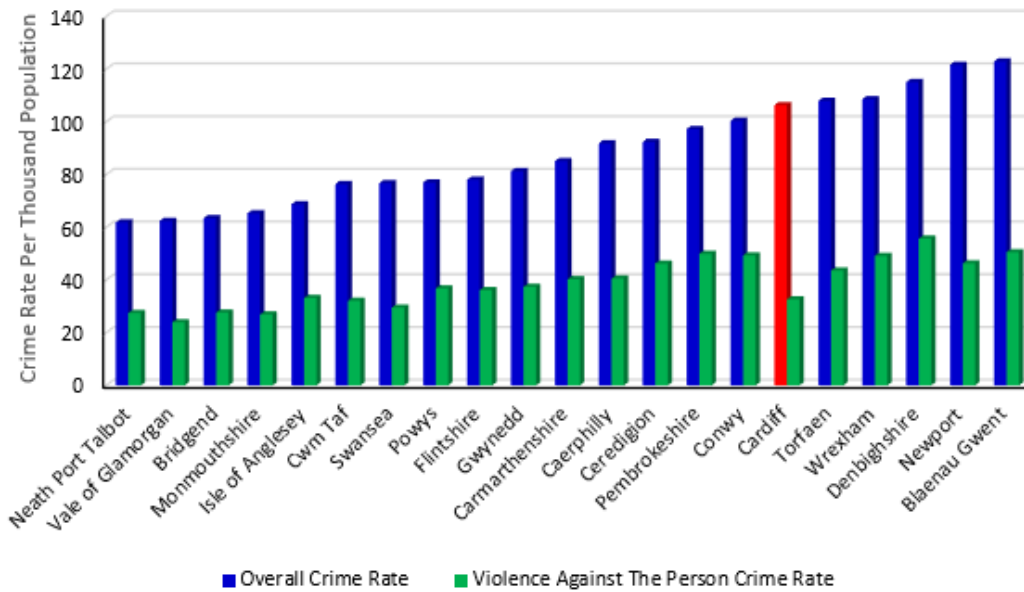
Cardiff also has the lowest rate of Violence Against the Person Offences (per 1,000 population) of the Core Cities in England and Wales, with the rate being 31% below the Core City average.



Source: ONS

Within Wales, however, Cardiff has the sixth highest Overall Crime rate (per 1,000 population) and the seventh lowest rate (per 1,000 population) in respect of Violence Against the Person offences (jointly with the Isle of Anglesey).

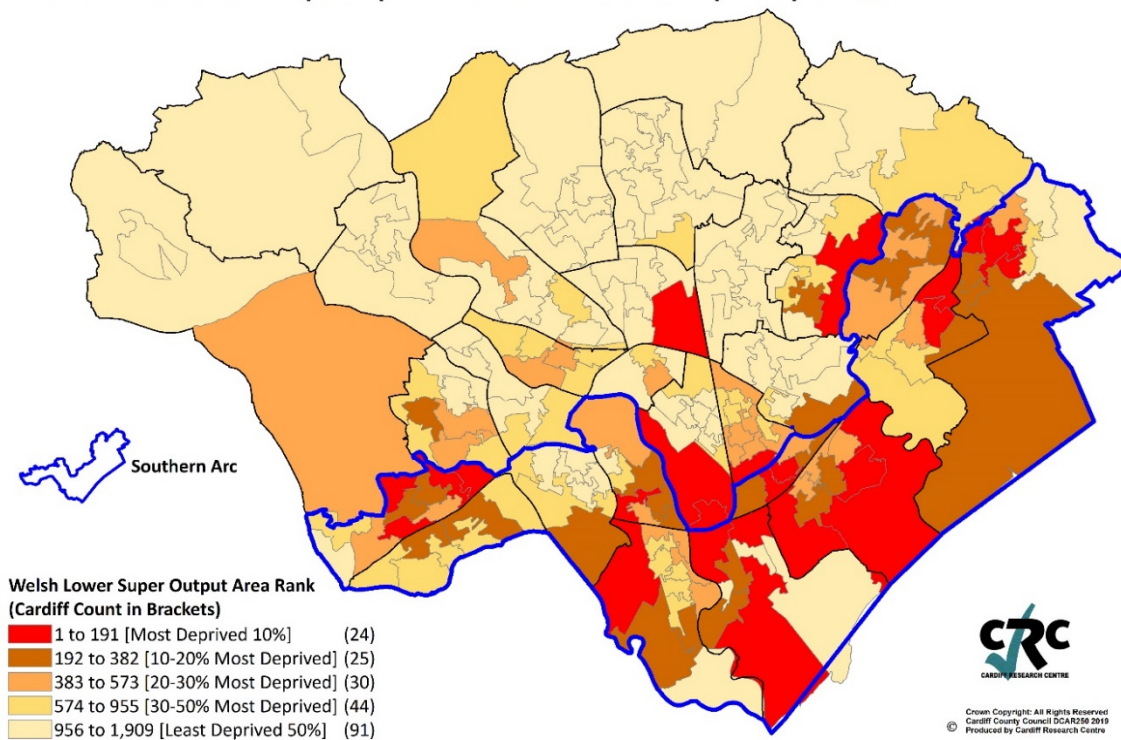
## Crime Rate Per Thousand Population for Welsh Community Safety Partnerships



Source: ONS

Levels of crime are higher in the south and east of Cardiff where there are concentrations of deprivation, impacting on the quality of life and mental health of those living in these communities.

### 2019 Welsh Index of Multiple Deprivation: Cardiff - Community Safety Domain



Source: 2019 WIMD, Welsh Government



## The Justice System

Research published by Welsh Government (2021)<sup>120</sup>, as well as Cardiff's Race Equality Taskforce Report (2022), highlights that the justice system presents inequalities for certain groups, with the over-representation of those from Black, Asian and Minority Ethnic populations in prison. The 'Is Wales Fairer?' (2023) report highlights that the proportion of prisoners from ethnic minorities has remained much the same since 2013. In 2022, 13% of prisoners in England and Wales were from a Black or Black British background (compared with 4% in the population) and 15% were Asian, Asian British, Mixed or Other ethnicity (compared with 14.3% in the population).

In addition, the percentage of Black, Asian and Minority Ethnic police officers in Wales is low at only 1.9 per cent, compared to 5 per cent of the population. Welsh Government (2021) note that the causes for these discrepancies are complex but are directly related to broader systemic issues such as socio-economic deprivation, education, and employment, and represent the inequalities of outcome for certain communities in relation to the justice system.

### *The Lammy Review*

In 2017, UK Government published the findings of the [Lammy Review](#), which was an independent review into the treatment of, and outcomes for Black, Asian and Minority Ethnic individuals in the criminal justice system.

The review covered the role of the Crown Prosecution Service (CPS), the courts system, prisons and young offender institutions, the Parole Board, the Probation Service and Youth Offending TEAMS (YOTS). The review provides detailed, independent analysis of disproportionality and its findings are far-reaching. However, some of the most significant findings include:

- Ethnic minority people make up:
  - 14% of the general population
  - 25% of the prison population
  - 40% of young people in custody
- Arrest rates are higher for ethnic minority people
- Ethnic minority people are more likely to plead not guilty
- Ethnic minority people are more likely to receive prison sentences for drug offences
- Ethnic minority people report poor experiences of prison

### *Deprivation*

Research undertaken by Cardiff University (2019)<sup>121</sup> also highlights that there is a strong link between deprivation and imprisonment in Wales, with imprisonment itself also contributing to deprivation and social exclusion. Compared with the general population, the report notes that prisoners are:

- Thirteen times as likely to have been in care as a child
- Thirteen times as likely to be unemployed.
- Ten times as likely to have been a regular truant.

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<sup>120</sup> [Implementing the Socio-economic Duty: A review of evidence on socio-economic disadvantage and inequalities of outcome \(2021\)](#)

<sup>121</sup> [Deprivation and Imprisonment in Wales by Local Authority Area \(2019\)](#)

- Two and a half times as likely to have had a family member convicted of a criminal offence.
- Six times as likely to have been a young father.
- Fifteen times as likely to be HIV positive.
- Over twenty times more likely than the general population to have been excluded from school.

## Reoffending

Ministry of Justice data (January-December 2021) highlights that Cardiff (at 34.8%) has the highest rate of reoffending (combined rate for young people and adults) of the Core Cities in England and Wales, as well as Welsh Local Authorities. The rate has been declining in recent years but remains significantly higher than the England and Wales-wide average (24.9%), as well as the Wales average (27.9%). Further analysis reveals that:

- The rate of reoffending is higher for adults (34.9%) than for juveniles (30.8%). The reoffending rate is highest for the 35-39 age group (41.5%) compared to all other age groups, followed by 30-34 (38.3%), 40-44 (35.8%) and 45-49 (34.1%).
- The rate of reoffending is higher for males (35.4%) than females (31.9%)
- The reoffending rate is highest for individuals from the White ethnic group (36.5%), followed by individuals from the Black ethnic group (34.5%), individuals from the Other ethnic group (22.0%) and individuals from the Asian ethnic group (20.0%).

The causes of reoffending, as with first time offending, are wide ranging. A key factor reported by young offenders - that also applies to adult offenders and is highlighted in Cardiff's Youth Justice Strategy 2022-2024 - is access to their support networks if in prison away from their hometown and, furthermore, the ability to access professional support following release. Without support, the likelihood that offenders will return to their previous criminal lifestyle increases, as they feel there is no other option.

## Perception of Cohesion

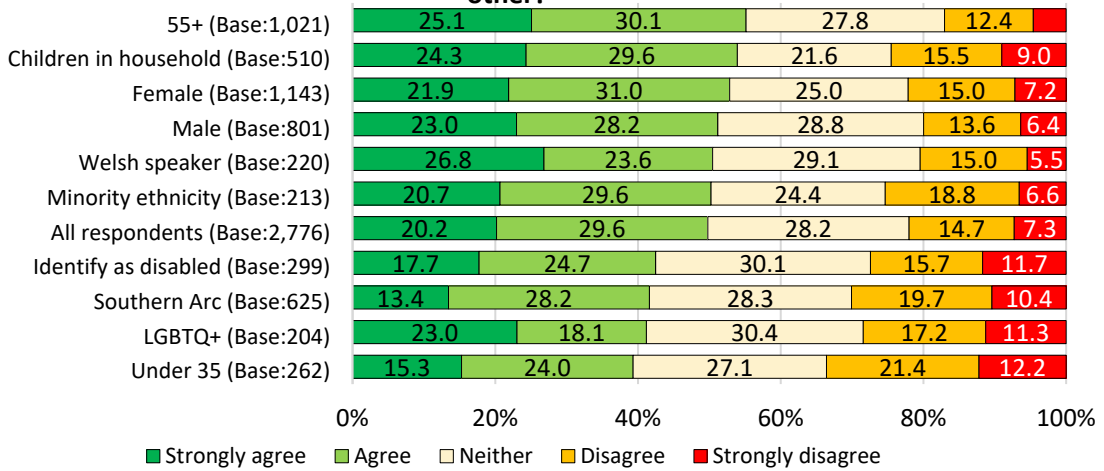
In terms of the percentage of people who agree that they belong to the area; that people from different backgrounds get on well together; and that people treat each other with respect, Cardiff (63%) is just below the Wales-wide average (64%). The percentage agreeing was slightly higher for females (63%) than males (62%). Furthermore, those aged 75+ (73%) were most likely to agree - compared to other age groups – whilst those aged 25-44 (58%) were least likely to agree<sup>122</sup>.

Ask Cardiff survey data (2022) highlights that around half (49.8%) of those surveyed agreed that their “neighbourhood is a place where people get on well together and help each other”, lower than in previous surveys. Older respondents (55+) were most likely to agree with this statement (55.2%), those aged under 35 were least likely to agree (39.3%).

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<sup>122</sup> National Survey for Wales, adults aged 16+, 2021/22

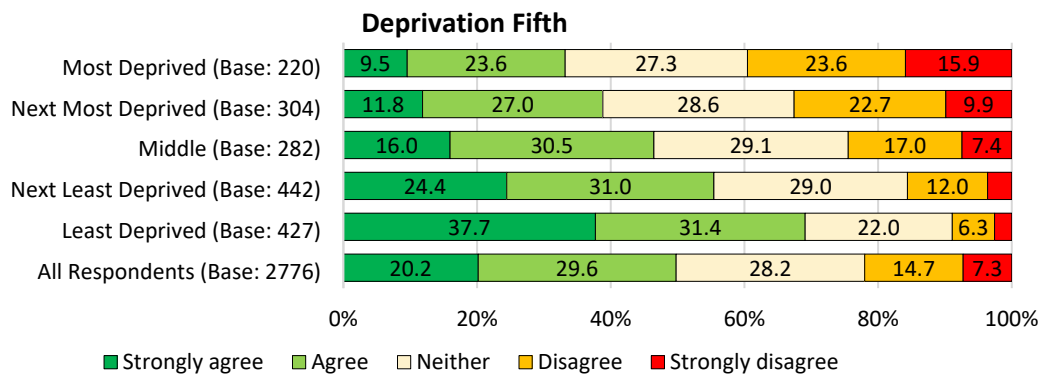
**To what extent do you agree or disagree with this statement: My neighbourhood is a place where people get on well together and help each other?**



Source: 2022 Ask Cardiff Survey, Cardiff Council

There was also a correlation with this statement and the level of deprivation, ranging from 33.1% amongst those living in the most deprived areas to 69.1% amongst those in the least deprived areas. The gap between the two has widened to 36.0 percentage points, three times bigger than was seen in 2020, primarily driven by the low level of agreement amongst those residing in the most deprived areas.

**To what extent do you agree or disagree with this statement: My neighbourhood is a place where people get on well together and help each other?**



Source: 2022 Ask Cardiff Survey, Cardiff Council

**Hate Crime**

A hate crime is defined as “any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender.”

Research published by Welsh Government (2021)<sup>123</sup> highlights that certain communities are more likely to experience crime, harassment, and discrimination, such as Black, Asian and Ethnic Minority populations, LGBTQ+ people, disabled people, and people with mental health conditions. The report further notes that, for all protected characteristics, there have been increases in the number of recorded hate crimes in Wales in recent years. However, despite increases in reported hate crimes, many still go unreported. Reasons for not reporting hate crimes are varied, from fear of further persecution to people normalising abuse as just something ‘you have to put up with.’ The report further notes that hate crimes are affected by socio-economic status: people in deprived areas are more likely to be a victim of a hate crime.

### *Cardiff Data*

Hate Crime/ Incidents were previously recorded by the Police under the five separate headings of Race, Religion, Sexual Orientation, Disability and Transgender Identity. However, since January 2023, the Police now record Hate Crimes/ Incidents under 29 different headings:

Hate Incident Type	Hate Incident Type
Hate/Prejudice - Bi Phobic	Hate/Prejudice - Alternative sub-culture
Hate/Prejudice - Gender	Hate/Prejudice - Disability
Hate/Prejudice - Heterophobic	Hate/Prejudice - Domestic
Hate/Prejudice - Homophobic	Hate/Prejudice - Migrant Worker
Hate/Prejudice - Transphobic	Hate/Prejudice - Police Officer
Hate/Prejudice - Anti Buddhist	Hate/Prejudice - Racial
Hate/Prejudice - Anti Christian	Hate/Prejudice - Refugee
Hate/Prejudice - Anti Hindu	Hate/Prejudice - Sex Worker
Hate/Prejudice - Anti Jewish	Hate/Prejudice - Vulnerable Adult
Hate/Prejudice - Anti Muslim	Hist- Hate/Prejudice-Asylum seeker
Hate/Prejudice - Anti Other	Hist- Hate/Prejudice-Irish Traveller
Hate/Prejudice - Anti Sikh	Hist- Hate/Prejudice-Religion and Belief
Hate/Prejudice - No Religion	Hist- Hate/Prejudice-Romany peoples
Hate/Prejudice - Religion or Belief-Unknown	Hist- Hate/Prejudice-Sexual Orientation
Hate/Prejudice - Age Related	

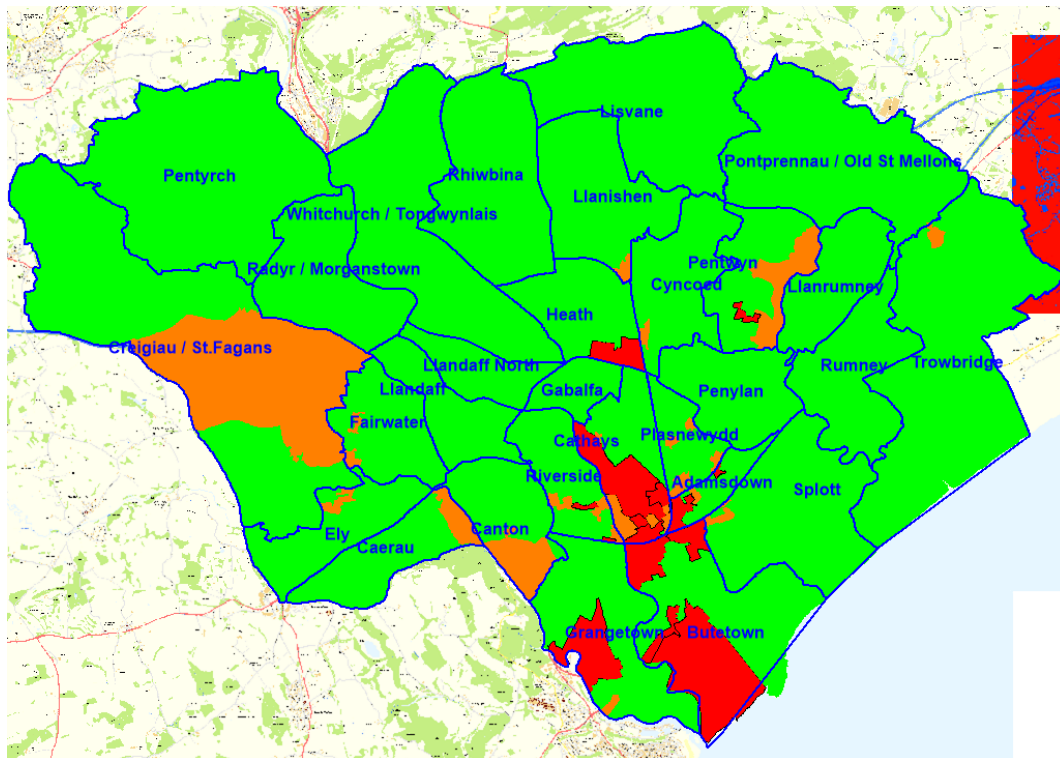
In Cardiff, an analysis of Police data highlights that, in 2022/23, a total of 1,168 hate crimes were recorded. This is a 9.4% decrease on the previous year – 2021/22 – when 1,289 hate crimes were recorded. The predominant hotspot for offences is the City Centre; 209 hate crime-related offences were recorded in 2022/23.

In both 2021/22 and 2022/23, racial-related hate crime was the main type of hate crime recorded, followed by homophobic-related hate crime.

Across 2021/22 and 2022/23, the most prevalent hate crime offences were public order offences, followed by offences of assault.

<sup>123</sup> [Implementing the Socio-economic Duty: A review of evidence on socio-economic disadvantage and inequalities of outcome \(2021\)](#)

## Hate Crime Offences: Cardiff Hotspot Locations (2022/23)



Source: South Wales Police

### Domestic Abuse and Sexual Violence

As highlighted within the [Cardiff and Vale of Glamorgan Violence against Women, Domestic Abuse and Sexual Violence Strategy \(2023-28\)](#), whilst violence and abuse can be experienced by anyone, women are disproportionately affected by domestic abuse, rape and sexual violence, sexual exploitation (including through the sex industry), modern day slavery, forced marriage, honour-based abuse, female genital mutilation, child sexual exploitation and abuse, stalking and sexual harassment. This does not disregard violence and abuse directed towards men, as men can also be victims of domestic abuse and sexual violence.

The [National Centre for Domestic Violence](#) highlights that alongside women, LGBTQ+ individuals and disabled people are also more likely to experience domestic abuse and sexual violence compared to the general population. The NCDV reports the following:

- 1 in 5 adults experience domestic abuse during their lifetime. This equates to 1 in 4 women and 1 in 6-7 men.
- The Police recorded 1,500,369 domestic abuse-related incidents and crimes in England and Wales in the year ending March 2022.
- Women are more likely to experience repeat victimisation, be physically injured or killed and experience sexual violence.
- For every three victims, two are female and one is male.
- Domestic Abuse often begins or escalates during pregnancy. 1 in 3 pregnant women experience Domestic Abuse.

- Women aged 16-19 are more likely to be victims than women aged 25 years and over. Similarly, men aged 16-19 were most likely to experience domestic abuse than any other age.
- It is estimated that less than 24% of domestic abuse crime is reported to the police.

The 'Is Wales Fairer?' (2023) report also notes that, at the time of writing, the proportion of disabled people reporting experiencing domestic abuse in the past 12 months was around three times greater than reported by non-disabled people. The report further states that disabled people are also less likely to have confidence in the criminal justice system. The report also highlights that Black or mixed ethnic groups were more likely to have experienced sexual assault in the past year than White, Asian or Other ethnic groups.

## Summary of Key Points

- **Satisfaction with Cardiff as a Place to Live:** According to the Ask Cardiff survey (2022), satisfaction with Cardiff as a place to live is highest amongst under 35s (81.8%) and respondents from a minority ethnicity (81.1%). It is lowest amongst respondents who identify as disabled (70.0%).
- **Tackling Anti-Social Behaviour and Crime:** Just a fifth (22.0%) of respondents to the 2022 Ask Cardiff survey agreed that enough was being done to tackle anti-social behaviour and crime in their local area. Respondents from a minority ethnicity were most likely to agree with the statement (32.5%), whilst the highest disagreement was seen amongst respondents living in the Southern Arc (63.3%). Furthermore, there was a clear correlation between disagreement with the statement and level of deprivation, with those in the most deprived areas most likely to disagree.
- **Feeling Safe:** As part of the 2022 Ask Cardiff survey, respondents were also given a range of situations and asked how safe or unsafe do they feel in them. Women felt less safe than men in all situations, with the difference widening after dark. Younger respondents felt less safe than their older counterparts, particularly after dark, when at home, or when walking in their local neighbourhood; they felt safer when cycling regardless of the time. Those living in the more deprived areas of the city felt less safe than those in the least deprived areas when at home (both during the day and particularly after dark) and when walking in their neighbourhood (both during the day and particularly after dark).
- **Overall Crime:** Compared to the Core Cities in England and Wales, Cardiff has the lowest Overall Crime rate (per 1000 population), as well as the lowest Violence Against the Person Crime rate (per 1000 population). Within Wales, however, Cardiff has the sixth highest Overall Crime rate (per 1,000 population) and the seventh lowest rate in respect of Violence Against the Person offences.

Levels of crime are higher in the south and east of Cardiff where there are concentrations of deprivation, impacting on the quality of life and mental health of those living in these communities.

- **The Justice System:** Research published by Welsh Government (2021) highlights that the justice system presents inequalities for certain groups, with an over-representation of Black, Asian and Minority Ethnic Populations in prison. This corroborates with the findings of the Lammy Review (2017), which highlighted disproportionality in terms of the proportion of Black, Asian and Minority Ethnic Populations in the criminal justice system.

Research undertaken by Cardiff University (2019) also highlights that there is a strong link between deprivation and imprisonment in Wales, with imprisonment itself also contributing to deprivation and social exclusion.

- **Reoffending:** The latest Ministry of Justice data highlights that Cardiff (at 34.8%) has the highest rate of reoffending (combined rate for young people and adults) of the Core Cities in England and Wales, as well as Welsh Local Authorities. Further analysis reveals that:

- The rate of reoffending is higher for adults (34.9%) than for juveniles (30.8%). The reoffending rate is highest for the 35-39 age group (41.5%) compared to all other age groups, followed by 30-34 (38.3%), 40-44 (35.8%) and 45-49 (34.1%).
  - The rate of reoffending is higher for males (35.4%) than females (31.9%)
  - The reoffending rate is highest for individuals from the White ethnic group (36.5%), followed by individuals from the Black ethnic group (34.5%), individuals from the Other ethnic group (22.0%) and individuals from the Asian ethnic group (20.0%).<sup>124</sup>
- **Perception of Cohesion:** Ask Cardiff survey data (2022) highlights that around half (49.8%) of those surveyed agreed that their “neighbourhood is a place where people get on well together and help each other.” Older respondents (55+) were most likely to agree with this statement (55.2%), those aged under 35 were least likely to agree (39.3%). There was also a correlation with this statement and the level of deprivation, ranging from 33.1% amongst those living in the most deprived areas to 69.1% amongst those in the least deprived areas.
  - **Hate Crime:** Research published by Welsh Government (2021) highlights that certain communities are more likely to experience crime, harassment, and discrimination, such as Black, Asian and Ethnic Minority populations, LGBTQ+ people, disabled people, and people with mental health conditions. In Cardiff, an analysis of Police data highlights that, in 2022/23, a total of 1,168 hate crimes were recorded. The predominant hotspot for offences is the City Centre; 209 hate crime-related offences were recorded in 2022/23. In both 2021/22 and 2022/23, racial-related hate crime was the main type of hate crime recorded, followed by homophobic-related hate crime.
  - **Domestic Abuse and Sexual Violence:** UK-wide research indicates that women, LGBTQ+ individuals and disabled people are more likely to experience domestic abuse and sexual violence compared to the general population. The ‘Is Wales Fairer?’ (2023) report also highlights that Black or mixed ethnic groups were more likely to have experienced sexual assault in the past year than White, Asian or Other ethnic groups.

Women aged 16-19 are more likely to be victims than women aged 25 years and over. Furthermore, domestic abuse often begins or escalates during pregnancy; 1 in 3 pregnant women experience domestic abuse.

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<sup>124</sup> Please: ethnicity was not recorded in 16.7% of cases.



## Wellbeing Objective 5: A Capital City that Works for Wales

### Introduction

Cardiff's economy is central to creating jobs and attracting investment into Wales and as a host for major sporting and cultural events that put Wales on the world stage. Cardiff therefore delivers economic prosperity, not just for the residents of Cardiff but for the people of Wales; Cardiff accounts for 18% of Welsh GVA and the wider South-East Wales Capital City Region also creates over half the economic output of Wales.

Nonetheless, access to employment, as well as opportunities to develop skills, undertake apprenticeships and participate in cultural life is not equal across Cardiff. This chapter therefore provides an assessment of where there is disparity of access and therefore disparity of outcome across the city.

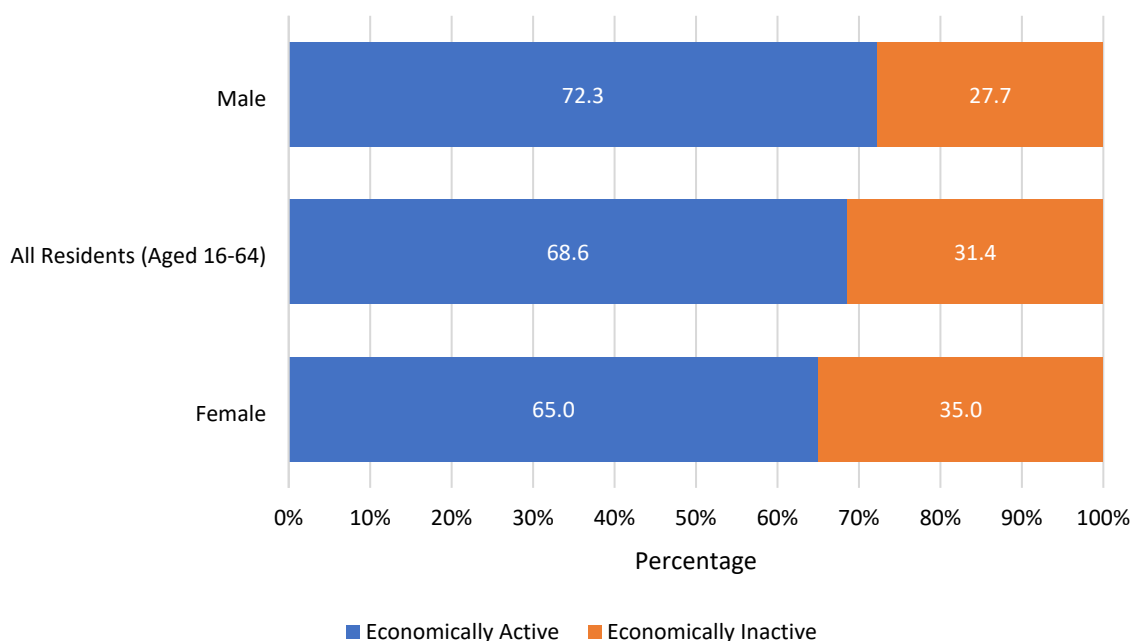
### Labour Market Profile

#### *Involvement in the Labour Market*

2021 Census data has been used to identify the proportion of Cardiff's population (aged 16-64) who are economically active (either in work or actively looking for work) – 68.6%. However, this rate varies substantially by:

- **Age:** A lower percentage of those aged 16 to 24 years (42.6%) and those aged 55 to 64 (63.5%) were economically active compared to those aged 35 to 44 (81.6%), those aged 25 to 34 (80.6%) and those aged 45 to 54 (80.2%).
- **Sex:** 72.3% of males were economically active compared to 65.0% of females.

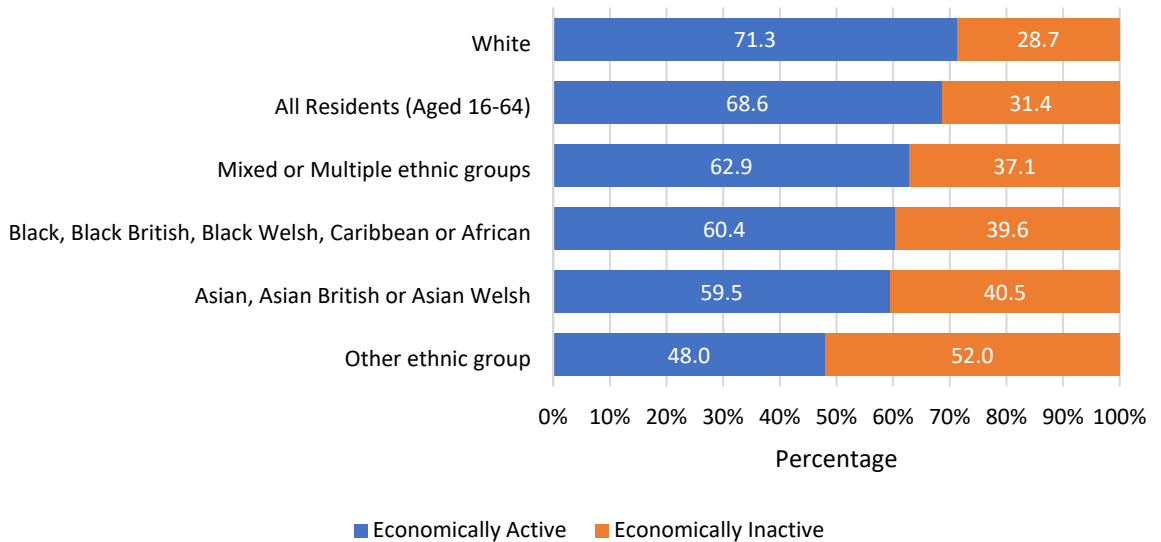
**Economic Activity Status by Sex (Residents Aged 16-64): Cardiff, 2021**



Source: 2021 Census

- **Ethnicity:** Individuals from the White ethnic group were more likely to be economically active, at 71.3%, compared to:
  - 62.9% of the Mixed or Multiple ethnic groups
  - 60.4% of the Black, Black British, Black Welsh, Caribbean, or African ethnic group
  - 59.5% of the Asian, Asian British, or Asian Welsh ethnic group
  - 48.0% of the Other ethnic group

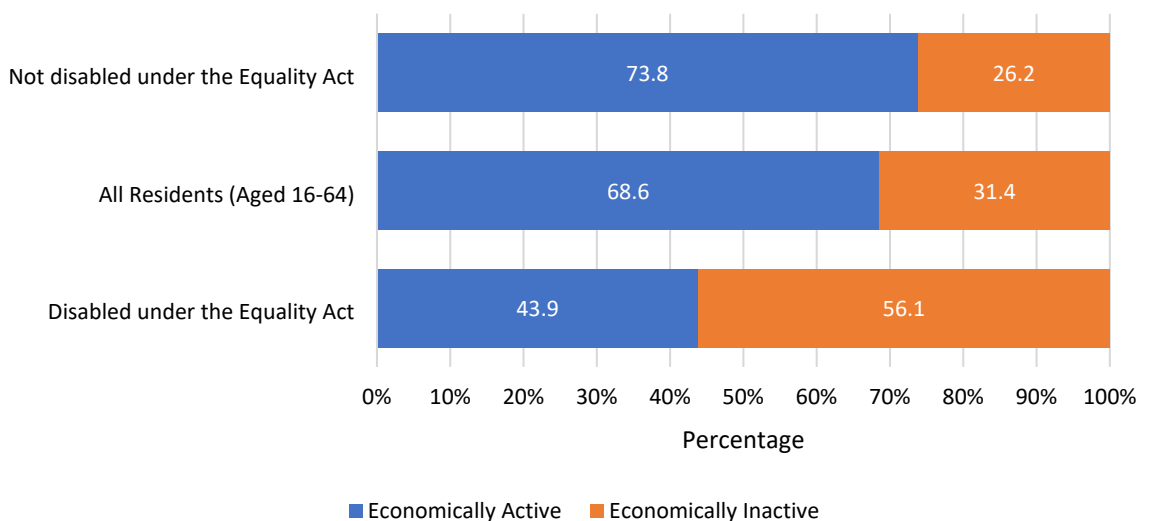
**Economic Activity Status by Ethnic Group (Residents Aged 16-64): Cardiff, 2021**



Source: 2021 Census

- **Disability:** 43.9% of the Equality Act (EA) core or work-limiting disabled population were economically active compared to 73.8% of the not EA core or work-limiting disabled population.

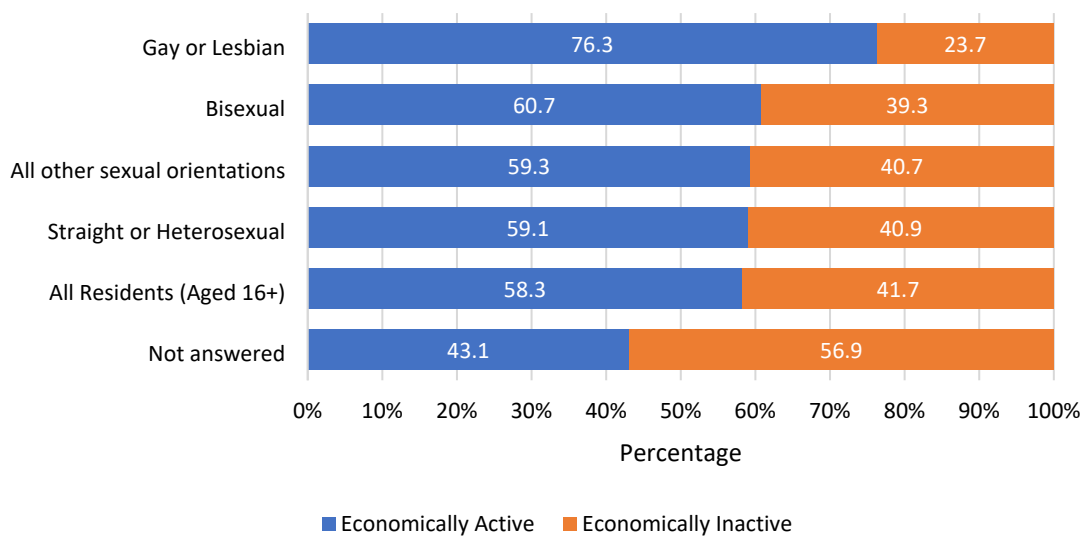
**Economic Activity Status by Disability (Residents Aged 16-64): Cardiff, 2021**



Source: 2021 Census

- **Religion<sup>125</sup>**: 72.3% of Hindu residents stated that they are economically active, the highest percentage compared to other religious groups (including those with no religion). Muslim residents had the lowest percentage (52.8%) who were economically active compared to other religious groups.
- **Sexual Orientation<sup>126</sup>**: When considering economic activity status by sexual orientation, 76.3% of Gay or Lesbian residents noted that they are economically active – the highest percentage compared to other sexual orientation groups. This compares to 59.1% of Straight or Heterosexual residents, the lowest percentage compared to other sexual orientation groups.

**Economic Activity Status by Sexual Orientation (Residents Aged 16+):  
Cardiff, 2021**



Source: 2021 Census

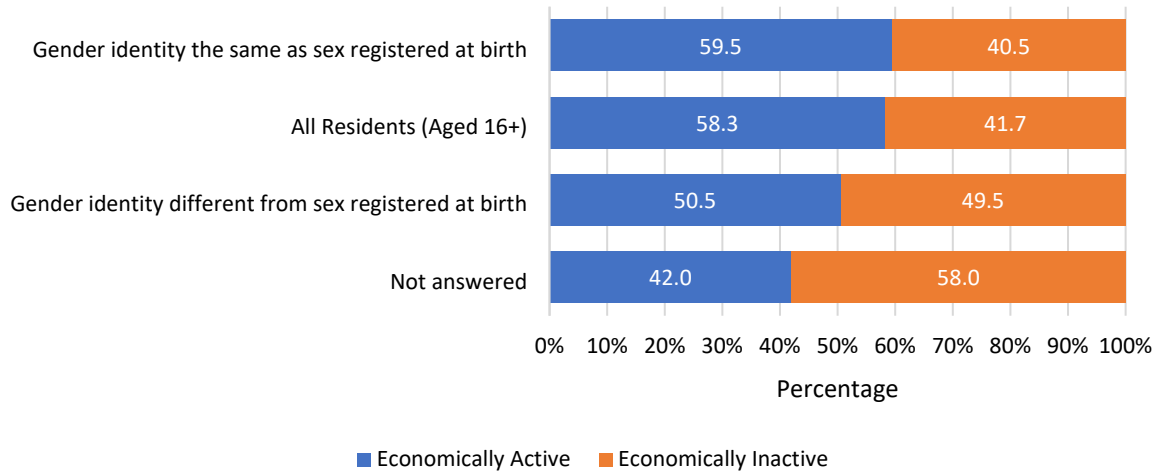
- **Gender Identity<sup>127</sup>**: 59.5% of residents whose gender identity is the same as the sex registered at birth are economically active. This compares to 50.5% of residents whose gender identity is different from the sex registered at birth.

<sup>125</sup> Not all residents provided their religion as part of the Census.

<sup>126</sup> Please note: this data has been taken from the 2021 Census but refers to those aged 16+ and not 16-64. 58.3% of all residents (aged 16+) are economically active. Not all residents provided their sexual orientation as part of the Census.

<sup>127</sup> Please note: this data has been taken from the 2021 Census but refers to those aged 16+ and not 16-64. 58.3% of all residents (aged 16+) are economically active. Not all residents provided their gender identity as part of the Census.

### Economic Activity Status by Gender Identity (Residents Aged 16+): Cardiff, 2021



Source: 2021 Census

- Marital and Civil Partnership Status:** 78.8% of residents who stated that they are married or in a registered civil partnership noted that they are economically active, compared to 54.6% who stated that they are widowed or the surviving civil partnership partner.

As part of the 2022 Ask Cardiff survey, respondents were asked about their employment situation over the last 12 months. Slightly fewer respondents reported a decline in their employment situation than in the 2021 survey (11.0% compared with 12.6%), however, those living in the most deprived areas were most likely to report a decline in their employment situation over the last year (18.1% compared with 7.8% of those living in the least deprived areas). Additionally, almost a fifth of respondents who identify as disabled reported a decline in their employment situation.

Furthermore, according to the 2022 Ask Cardiff survey, confidence in future job/career prospects was highest amongst under 35s (66.8%); it was lowest amongst those identifying as disabled (44.9%), with more than a quarter of this group (26.7%) feeling 'very unconfident' about future prospects. Additionally, whilst there was no correlation with level of deprivation, those living in the most deprived areas were twice as likely as those in the least deprived areas to feel 'very unconfident' about future job/career prospects (21.4% compared with 10.2% respectively).

#### *Employment by Occupation*

The 'Is Wales Fairer?' (2023) report highlights that, Wales-wide, women are more likely than men to work in caring, leisure and other service occupations, or sales and customer service occupations, or elementary occupations, which tend to have low pay. However, similar proportions of women and men are in high-pay occupations. This trend is replicated at a Cardiff-level, with 2021 Census data highlighting that 13.8% of females were in caring, leisure and other occupations, compared to 4.3% of males. Additionally, 13.6% of females were in administrative and secretarial occupations, compared to 5.6% of males. However, similar proportions of females and males were in professional

occupations (28.6% and 25.3% respectively). The 'Is Wales Fairer?' (2023) report also highlights that childcare needs and caring responsibilities continue to be a significant barrier to gender equality in employment and education.

The 'Is Wales Fairer?' (2023) report further notes that:

- Those aged 35-44 and 45-55 are most likely to work in high-pay, secure occupations, with those aged 16-24 least likely to do so.
- Ethnic minority workers are more likely to work in low paid, insecure occupations compared to White British workers.
- Non-disabled people are more likely to work in high-pay occupations than disabled people.
- Workers in Wales who have a different gender identity as their sex registered at birth are more likely to be in lower occupational classes and to do routine or semi-routine jobs than workers with the same gender identity as their sex registered at birth.
- Religious minorities are more likely to be in insecure employment compared to those with no religious affiliation but are more likely to be in high-paid occupation.
- Gay and lesbian workers in Wales are more likely than heterosexual workers to be in the highest two occupational classes.

In 2022, UK Government published data<sup>128</sup> measuring the percentage of people from different ethnic groups who work in particular types of occupation. The data highlights that in 2021, UK-wide, 25.7% of workers in the UK were in 'professional' jobs, making it the type of occupation with the highest percentage of workers. 39.8% of workers from the Indian ethnic group were in 'professional jobs' – the highest percentage out of all ethnic groups - compared to 21.9% of workers from the combined Pakistani and Bangladeshi ethnic group, the lowest percentage out of all ethnic groups. 9.4% of all workers were in 'elementary' jobs in 2021 – occupations associated with lower socio-economic circumstances. 13.2% of black workers and 12.4% of workers from the white other ethnic group were in 'elementary' jobs. Furthermore:

- 18.5% of black workers were in 'caring, leisure and other services' jobs, the highest percentage out of all ethnic groups. 33.9% of workers from the combined Pakistani and Bangladeshi ethnic group were in 'elementary', 'sales and consumer services' or 'process, plants and machine operatives' jobs – the 3 occupation types with the lowest associated socio-economic circumstances.
- 13.5% of white Irish workers were in 'manager, director or senior official' jobs – the type of occupations associated with higher socio-economic circumstances – compared with 4.6% of black workers.

### *Impact of the Covid-19 Pandemic on the Labour Market*

It's important to recognise the impact of the Covid-19 pandemic on the labour market; the pandemic caused the extended shutdown of key sectors employing high numbers of the city's residents, including hospitality, retail, leisure, cultural and events. Those employed by these sectors were most adversely affected – typically young people, women, and people from an ethnic minority

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<sup>128</sup> [Employment by occupation – GOV.UK Ethnicity facts and figures](#)

background. Whilst these sectors have since taken major steps in terms of recovery, longer-term impacts within a post-Covid economy still require consideration.

### *The Future Labour Market*

The Future Generations Commissioner for Wales' ['Inequality in a Future Wales' \(2021\) report](#) highlights that existing occupational gender segregation will likely be reproduced in new digital and 'green'<sup>129</sup> jobs. It is thought that 60,000 green jobs could be created in Wales. However, routes into green jobs such as housing retrofit, railway and cycle lane construction, and offsite housing manufacture are through construction training. In 2019/2020, 95% of all construction apprentices in Wales were men. This contrasts with apprentices in the Healthcare and Public Services pathways, where women make up 84%. The report further notes that insufficient consideration is being given to disabled people in futures thinking; these data gaps need to be addressed but based on what is already known about existing inequalities for women, ethnic minorities and disabled people in the labour market these inequalities will likely be replicated in the future unless action is taken.

### **Discrimination at Work**

Cardiff's diverse population and powerful sense of its history as a port city and migration hub, presents employers with a unique opportunity to employ talented workers from a huge range of backgrounds and experiences. However, workplaces and work cultures are too often not inclusive and recruitment and progression for some is still limited by discrimination and bias, as revealed by several UK-wide studies:

- The [McGregor-Smith Review](#) of race in the workplace, published in 2017, found that people from Black and Minority Ethnic backgrounds were still disadvantaged at work and faced lower employment rates than their white counterparts. Furthermore, Welsh Government's Anti-racist Wales Action Plan (2022) notes that evidence across Wales highlights that ethnic minority employees are treated unfairly in the workplace.
- Stonewall's ['LGBT in Britain Work Report'](#), published in 2018, highlights that, despite some employers in the UK making progress towards inclusion in their workplaces, LGBT people still face discrimination, exclusion and barriers at work. At the time of publication, almost one in five LGBT people (18 per cent) who were looking for work said they were discriminated against because of their sexual orientation and/or gender identity while trying to get a job in the last year. Welsh Government's LGBTQ+ Action Plan for Wales also highlights that LGBTQ+ report experiencing bullying, discrimination and hate crime in the workplace, whilst the 'Is Wales Fairer?' (2023) report highlights that trans people in Wales are afraid of facing discrimination in the workplace.
- The Equality and Human Rights Commission's, ['Being Disabled in Britain' \(2017\) report](#) highlights that disabled people are more likely than non-disabled people to say they have experienced some form of unfair treatment, discrimination, bullying or harassment at work, with disabled people across Britain also less likely to be in employment than non-disabled

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<sup>129</sup> [Defining a 'green' job \(ONS\)](#)

people. The PNA (2022) highlights that people with disabilities experience barriers to employment; physical barriers such as transport and building access may prove prohibitive.

### Average Earnings

Using the Annual Survey of Hours and Earnings (Workplace Analysis), in 2023, median gross weekly earnings of full-time workers in Cardiff stood at £676.40, exceeding the Welsh average (£633.70) yet falling short of the UK average (£681.70). Between 2018 and 2023, median gross weekly earnings of people working in Cardiff increased by 27.6%, above the rates of increase seen across both Wales (24.5%) and the UK (20.0%).

Levels of household income vary across the city, remaining low in many parts. Almost one fifth (19.2%), or 41 out of 214<sup>130</sup>, of Cardiff's Lower Super Output Areas (LSOAs) are ranked in the 10% most income deprived in Wales. These LSOAs are mainly found in the 'Southern Arc' of the city, where over a third (35.6%) of LSOAs are ranked in the 10% most deprived in Wales (WIMD 2019, Welsh Government).

### Gender Pay Gap<sup>131</sup>

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 introduced a new requirement on all private and voluntary sector employers with 250 or more employees to publish information on their gender pay gap.

The Annual Survey of Hours and Earnings (Workplace Analysis) highlights that, in 2023, median gross weekly earnings of women working (full-time) in Cardiff stood at 87.6% of men's weekly earnings, a decrease from 89.1% in 2022. Between 2018 and 2023, the gap did close by 1.3 percentage points, however.

### Ethnicity Pay Gap<sup>132</sup>

ONS Annual Population Survey data (2022) – the latest available regarding ethnicity pay gaps - indicates that, in the UK, in 2022:

- Black, African, Caribbean or Black British employees earned less (£13.53) median gross hourly pay than White employees (£14.35), which has been consistent since 2012.
- Country of birth had an impact on how much employees earned: UK-born Black, African, Caribbean or Black British employees earned more (£15.18), while non-UK-born Black British employees earned less (£12.95) when compared with UK-born White employees (£14.26).
- An employee's earnings can vary because of differences in their personal and work characteristics, such as their occupation or where their job is. After holding personal and work characteristics constant, to provide an adjusted pay gap based on a like-for-like

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<sup>130</sup> Based on 2011 Lower Super Output Areas (LSOAs).

<sup>131</sup> The difference in average earnings between men and women.

<sup>132</sup> Defined as the difference between the median hourly earnings of the reference group (White or White British) and other ethnic groups as a proportion of average hourly earnings of the reference group.

comparison, it was found that UK-born White employees earn more on average than most ethnic minority employees.

- When looking at the cumulative effect of pay-determining characteristics, the factors that had the greatest impact were occupation, qualifications, geography, age and sex.

### *Disability Pay Gap*<sup>133</sup>

ONS Annual Population survey data (2021) highlights that, at a UK level, the disability pay gap was 13.8% in 2021 and 14.1% in 2019 prior to the Covid-19 pandemic. In 2021, Wales had the narrowest gap of the four UK nations – with median pay for disabled employees living in Wales 11.6% less than non-disabled employees. This compares to Scotland, which had the widest disability pay gap at 18.5%.

The disability pay gap has consistently been wider for disabled men than for disabled women; in 2021, median pay for disabled men was 12.4% less than non-disabled men, and median pay for disabled women was 10.5% less than non-disabled women.

Furthermore, disabled employees who were limited a lot in their day-to-day activities consistently had a wider pay gap to non-disabled employees without a long-lasting health condition (19.9% less in 2021) than disabled employees whose day-to-day activities were limited a little (12.1% in 2021). Additionally, disabled employees with autism as their main impairment had a wider pay gap in 2021 than disabled people with other types of main impairment, having a median pay 33.5% less than non-disabled employees without a long-lasting health condition.

Adjusting for personal and job characteristics (such as occupation or where the job is located) does narrow the pay gap seen between most groups of disabled employees and non-disabled employees without a long-lasting health condition.

### **Qualifications**<sup>134</sup>

In the 2021 Census, 40% of Cardiff's population (aged 16+) noted that they have a Level 4 qualification (degree level or equivalent) or above as their highest level of qualification, whilst 16.3% noted that they have no qualifications.

#### *Age*

Qualifications held vary by age – 22.3% of residents aged 16 to 24 had a Level 4 qualification or above, which is the lowest percentage of all age groups. This is, however, not surprising, given that most individuals are aged 21+ before they achieve a Level 4 qualification. Furthermore, this age group had a significantly high percentage of individuals with Level 3 qualifications (46.9%), as well as the lowest percentage of individuals with no qualifications (7%) compared to other age groups. 57.7% of those aged 25 to 34 had a Level 4 qualification or above, the highest percentage of all age groups, whilst those aged 65 years and over had the highest percentage with no qualifications compared to other age groups, at 36.1%.

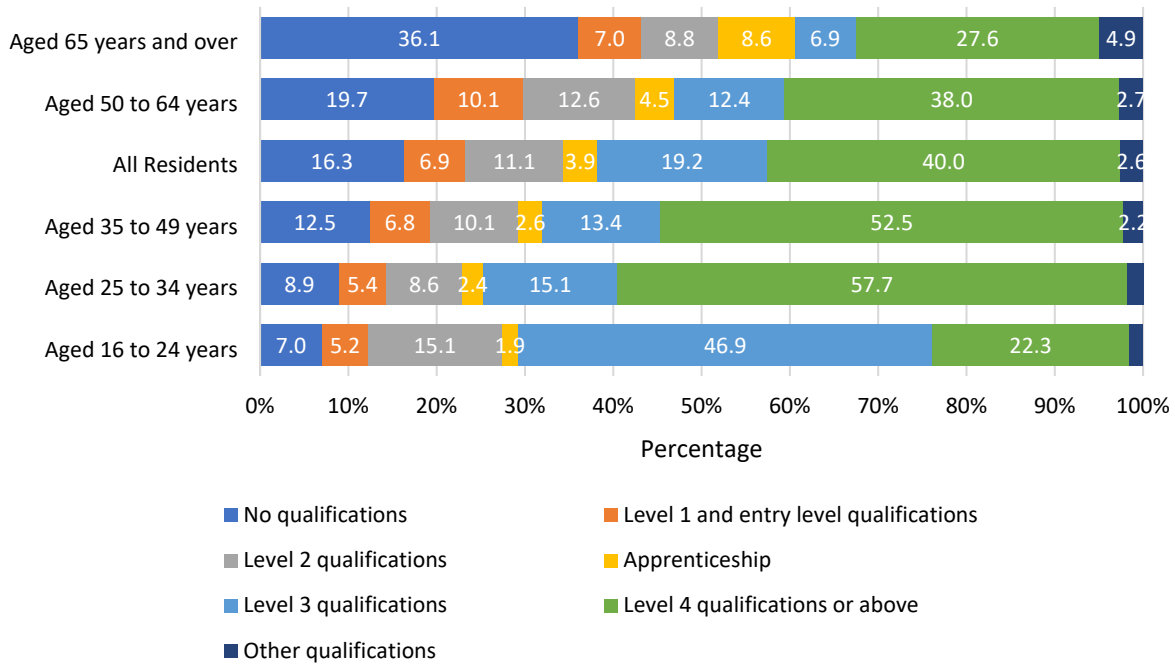
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<sup>133</sup> The gap between median pay for disabled employees and non-disabled employees.

<sup>134</sup> Please see [here](#) for a definition of each qualification level.



### Highest Level of Qualification by Age (Residents Aged 16+): Cardiff



Source: 2021 Census

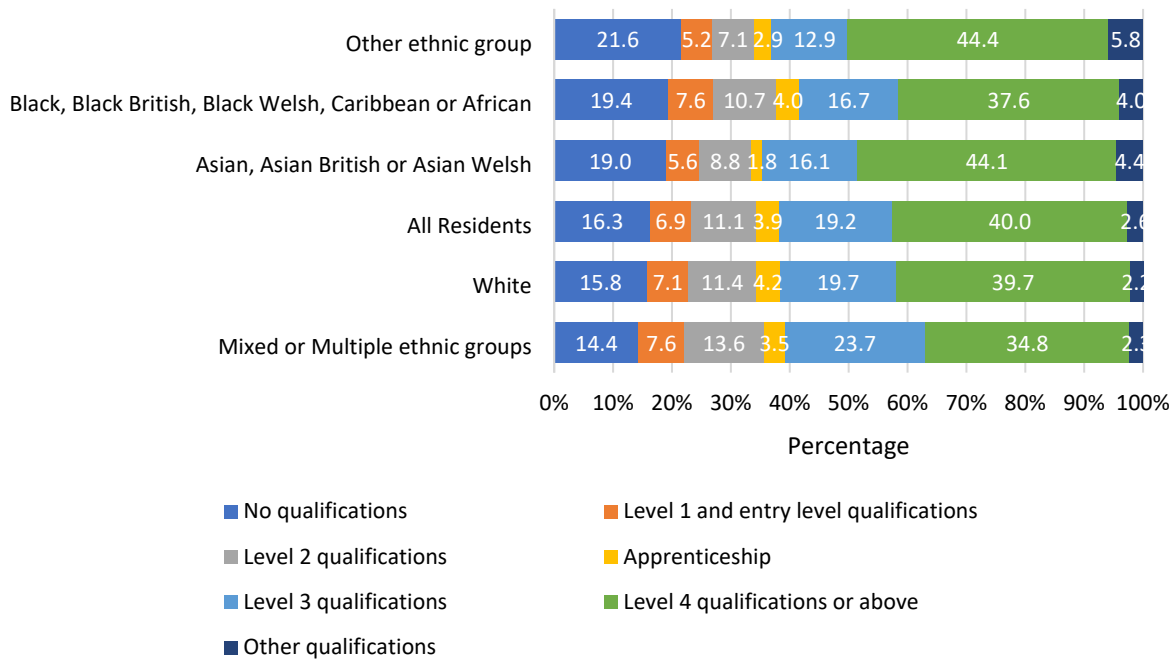
#### Sex

Qualification levels were split similarly for males and females – 40.2% of females in Cardiff noted that they have a Level 4 qualification or above, compared to 39.7% of males. A slightly higher percentage of females (17.3%) noted that they have no qualifications compared to males (15.3%).

#### Ethnicity

When considering Level of qualification by ethnic group, 44.4% of individuals from the Other ethnic group category had a Level 4 qualification or above, the highest percentage of all ethnic groups, closely followed by individuals from the Asian, Asian British or Asian Welsh ethnic group (44.1%). However, residents from the Other ethnic group category also had the highest percentage with no qualifications (21.6%) compared to other ethnic groups. 34.8% of residents from the Mixed or Multiple ethnic groups had a Level 4 qualification or above, the lowest percentage of all ethnic groups.

### Highest Level of Qualification by Ethnic Group (Residents Aged 16+): Cardiff



Source: 2021 Census

### Disability

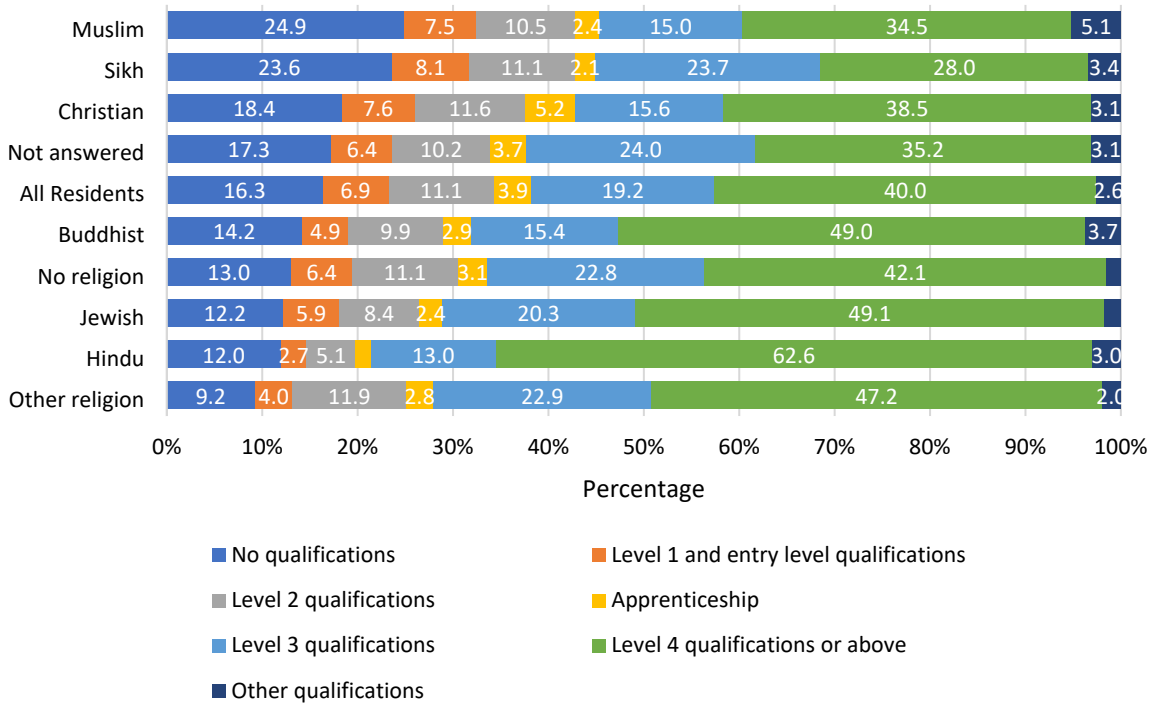
In Cardiff, individuals who are disabled under the Equality Act were more likely to have no qualifications (29.6%) compared to individuals who are not disabled (12.7%), with 27.2% of disabled individuals noting that they have a Level 4 qualification or above, compared to 43.5% of individuals who are not disabled.

### Religion<sup>135</sup>

62.6% of Hindu residents stated that they have a Level 4 qualification or above, the highest percentage compared to other religious groups (including those with no religion). 28.0% of Sikh residents had a Level 4 qualification or above, the lowest percentage compared to other religious groups. Muslim residents had the highest percentage (24.9%) of residents with no qualifications compared to other religious groups.

<sup>135</sup> Please note: not all residents provided their religion as part of the Census.

### Highest Level of Qualification by Religion (Residents Aged 16+): Cardiff



Source: 2021 Census

### Sexual Orientation<sup>136</sup>

When considering highest level of qualification by sexual orientation, 40.1% of Straight or Heterosexual residents noted that they have a Level 4 qualification or above, the lowest percentage compared to other sexual orientation groups, whilst 55.9% of Gay or Lesbian residents had a Level 4 qualification or above, the highest percentage compared to other sexual orientation groups. Additionally, 16.4% of Straight or Heterosexual residents stated that they have no qualifications, the highest percentage compared to other sexual orientation groups.

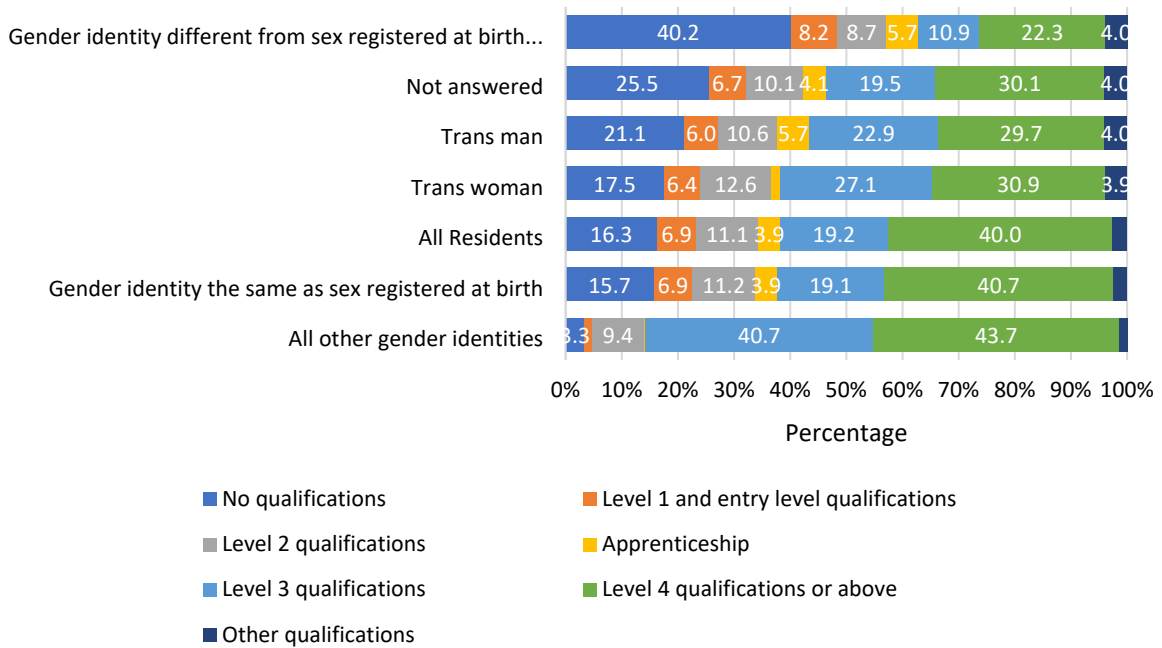
### Gender Identity<sup>137</sup>

In terms of highest level of qualification by gender identity, 40.2% of residents who stated that their gender identity is different from sex registered at birth (but no specific identify given) noted that they have no qualifications. This compares to 15.7% of residents who stated that their gender identity is the same as sex registered at birth, 21.1% who identify as a Trans man and 17.5% who identify as a Trans woman. 3.3% of residents who stated a different gender identity (all other gender identities) stated that they have no qualifications, the lowest percentage compared to other gender identity groups. Residents who stated that their gender identity is different from sex registered at birth (but no specific identity given) consequently had the lowest percentage with Level 4 qualifications or above (22.3%) compared to other gender identity groups.

<sup>136</sup> Please note: not all residents provided their sexual orientation as part of the Census.

<sup>137</sup> Please note: not all residents provided their gender identity as part of the Census.

### Highest Level of Qualification by Gender Identity (Residents Aged 16+): Cardiff



Source: 2021 Census

### Marital and Civil Partnership Status

When considering highest level of qualification by Marital and Civil Partnership Status, 56.2% of residents in a registered civil partnership noted that they have a Level 4 qualification or above, the highest percentage of all status groups. Residents who are widowed or a surviving partner from a civil partnership had the highest percentage with no qualifications compared to other status groups, at 46%.

### Apprenticeships

It's recognised that apprenticeships are an essential ingredient of economic success and a vital tool in building a stronger, fairer and more equal Wales.

The 'Is Wales Fairer?' (2023) report notes that, Wales-wide, women outnumber men in apprenticeship starts (across all programmes), however, male students are spread across a broad range of apprenticeships than female counterparts. The majority, 58.6%, of females were undertaking healthcare and public services learning in 2021/22, an increase from 51.7% of all female apprentices in 2017/18. The percentage of male students registered on construction apprenticeships (29.9%) and engineering courses (23.9%) in 2021/22 contrasted with just 1.2% and 1.1% of female apprentices for the same two courses. Overall, in 2021/22, 95% of construction, 94.1% of engineering, and 87.8% of manufacturing apprentices were male. In comparison, 87.9% of hair and beauty apprentices, 82.6% of health and public services, 62.7% of management and 67.7% of business administration students were female.

The report further notes that disabled people remain underrepresented in apprenticeships.

The findings of the *Is Wales Fairer? (2023)* are reflected on a Cardiff-level. In 2021/22, there were 3,660 unique learners on apprenticeship programmes in Cardiff (Welsh Government). Of these:

- 42% were male and 58% were female. Females have significantly exceeded males since 2012/13, when records began.
- 40% were aged 24 and under, 41% were aged 25-49 and 19% were aged 40+.
- 2% identified a disability that affected their learning<sup>138</sup>.
- In terms of ethnicity, 83% identified as White, 5% as Black, 6% as Asian, 4% as Mixed and 1% as Other<sup>139</sup>.

From a healthcare and public services perspective, in 2021/22, there were 815 apprenticeship learners in these areas in Cardiff (Welsh Government). 77% (620) of apprenticeships were undertaken by females, whilst 23% (185) were undertaken by males. Females have significantly exceeded males in apprenticeships in this sector since 2012/13, when records began.

In 2021/22, 80 apprenticeships – within healthcare and public services – were undertaken by young adults (aged 16 to 19), 170 were undertaken by those aged 20-24, 380 were undertaken by those aged 25-39, 125 were undertaken by those aged 40-49, 50 were undertaken by those aged 50-59 and 5 were undertaken by those aged 60-64<sup>140/141</sup>. Similar breakdowns in terms of apprenticeships by age have generally been seen since 2012/13, when records began.

## Participation in Culture

As highlighted in the Wales Centre for Public Policy's [Cultural Wellbeing Evidence Briefing Paper \(2021\)](#), culture shapes cities as a place to work, to live and to visit, and is increasingly recognised as a key wellbeing asset. Indeed, individual/ community participation or attendance in arts, cultural or heritage events is associated with higher levels of wellbeing. As a national centre for arts and performance, Cardiff's cultural offer is an area of competitive advantage.

Participation in culture is high in Cardiff and the city leads Wales in the percentage of its residents participating in cultural life. According to the National Survey for Wales, 83% attended at least three events during 2022-23, whilst according to the 2022 Ask Cardiff Survey report, 81.9% of residents attended at least one cultural activity over the last 12 months. However, participation in culture in the city is not equal – respondents to the 2022 Ask Cardiff survey who identified as disabled were less likely to attend a cultural activity compared to the average respondent. Additionally, those living in the most deprived areas of the city were less likely to attend an event than the average respondent, with a 13.2 percentage point difference between the most (72.4%) and least (85.6%) deprived fifths of Cardiff's population.

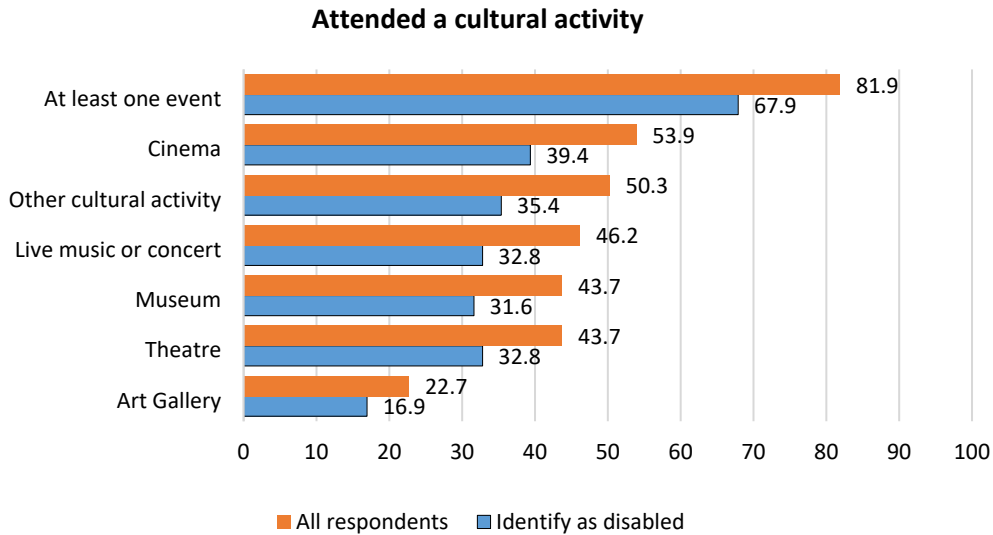
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<sup>138</sup> In this instance, disability was based on the learner's own assessment of their health. Only learners who have a disability which impacts on their ability to learn and/or use facilities of a kind generally supplied by the learning provider were classed as having a disability. Any learners who were yet to nominate a specific disability were classed as not having a disability. Learning difficulties were not counted as disabilities in this report.

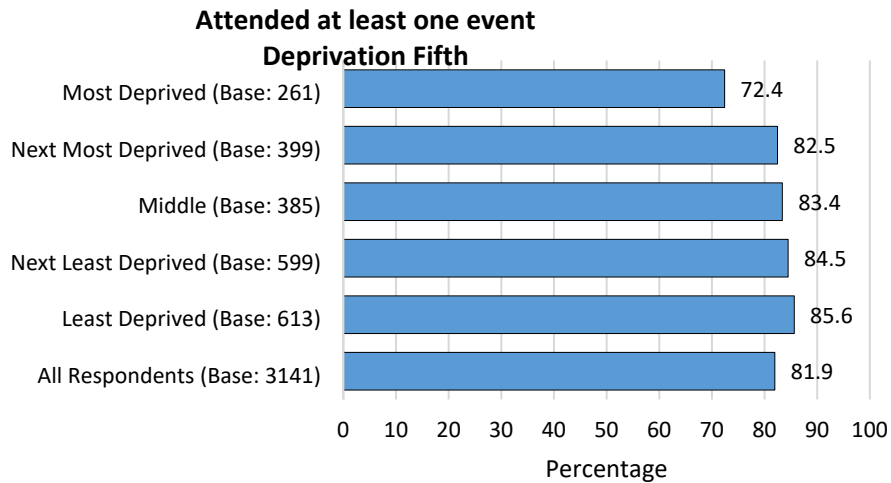
<sup>139</sup> Please note that this breakdown includes instances where information on ethnicity was refused or not known.

<sup>140</sup> Numbers in each age group have been rounded to the nearest 5.

<sup>141</sup> The figures for those aged under 16 and those aged 65+ have been withheld because they are disclosive or not robust enough for publication.



Source: Ask Cardiff 2022 Survey, Cardiff Council



Source: Ask Cardiff 2022 Survey, Cardiff Council

## Welsh Language Speaking Ability

The Welsh language forms an important part of cultural well-being and an overall well-being strategy in Wales. As noted in the ‘Is Wales Fairer?’ (2023) report, people who regularly speak Welsh are more likely to feel they belong to their local area.

As previously highlighted, according to the 2021 Census, 12.2% of Cardiff’s resident population (aged 3+) are able to speak Welsh. Further analysis reveals that, in 2021:

- **Age:** Children and young people were more likely than adults to speak Welsh, with 26.2% of those aged 15 years and under able to speak Welsh. This compares to 5.8% of those aged 65 years and over.
- **Sex:** A slightly higher proportion of females were able to speak Welsh (12.8%) than males (11.5%).

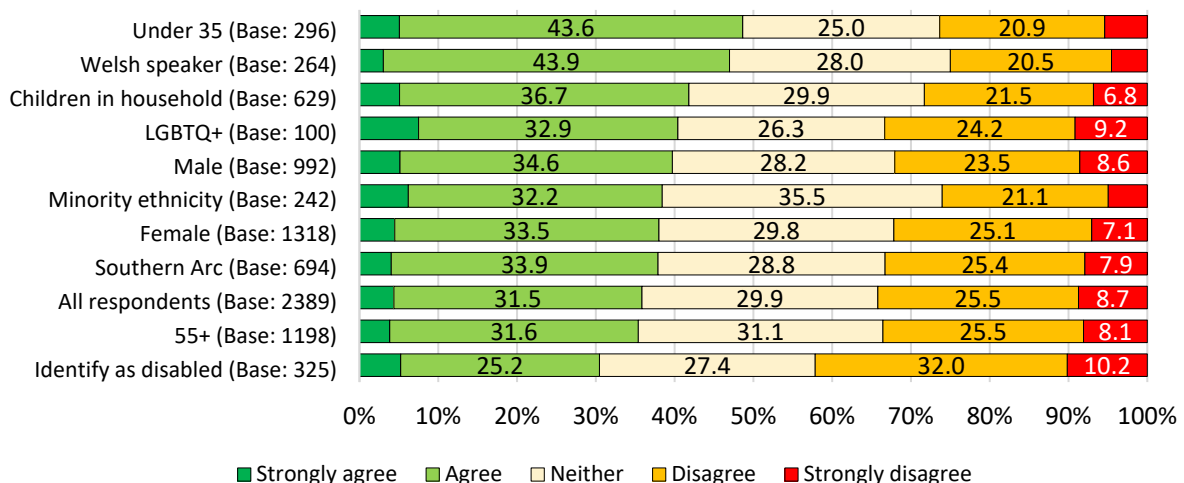
- **Ethnicity:** 13.6% of residents from the Mixed or Multiple ethnic groups were able to speak Welsh, closely followed by residents from the White ethnic group (13.5%). This compares to:
  - 5.9% of the Black, Black British, Black Welsh, Caribbean or African ethnic group
  - 5.8% of the Asian, Asian British or Asian Welsh ethnic group
  - 5.0% of the Other ethnic group
- **Disability:** Residents classed as disabled under the Equality Act were less likely to be able to speak Welsh (7.4%) than residents not classed as disabled under the Equality Act (13.3%).
- **Religion:** Residents with no religion were more likely to be able to speak Welsh (14.2%) compared to other religious groups, closely followed by residents who were categorised as belonging to an 'other religion' (13.9%). Hindu residents were least likely to be able to speak Welsh (5.1%) compared to other religious groups.
- **Marital and Civil Partnership Status:** Residents who stated that they have never married and never registered a civil partnership were more likely to be able to speak Welsh (11.7%) compared to other status groups. This compares to 4.8% of residents who stated that they are widowed or the surviving partner from a civil partnership.

### What do Cardiff's Residents Think?

The proportion of residents who agree that Cardiff has a thriving and prosperous economy has steadily declined over the last five years – the Ask Cardiff 2022 survey showed that 32.9% of respondents agreed that Cardiff has a thriving and prosperous economy, down by 7.2 percentage points over the last year, and by 28.7 points over the last five years.

Respondents – to the 2022 Ask Cardiff survey - under the age of 35 were most likely to agree with this statement (48.6%), more than 13 percentage points higher than for those aged 55 or older (35.4%). Respondents identifying as disabled were also least likely to agree with this statement (30.5%). There was no clear correlation with level of deprivation.

### To what extent do you agree or disagree that Cardiff has a thriving and prosperous economy? 2022



## Summary of Key Points

- **Involvement in the Labour Market:** Analysis of Cardiff's population (aged 16-64) reveals differences in economic activity status (with those who are economically active defined as either in work or actively looking for work) between protected characteristic groups. In Cardiff, in 2021:
  - Age: A lower percentage of those aged 16 to 24 years (42.6%) and those aged 55 to 64 (63.5%) were economically active.
  - Sex: 72.3% of males were economically active compared to 65.0% of females.
  - Ethnicity: Individuals from the White ethnic group were more likely to be economically active (71.3%) compared to other ethnic groups, with individuals from the Other ethnic group (48.0%) least likely to be economically active.
  - Disability: 43.9% of the Equality Act (EA) core or work-limiting disabled population were economically active compared to 73.8% of the not EA core or work-limiting disabled population.
  - Religion: Hindu residents (72.3%) were more likely to be economically active compared to other religious groups (including those with no religion). Muslim residents were the least likely to be economically active (52.8%) compared to other religious groups.
  - Sexual Orientation: 76.3% of Gay or Lesbian residents (aged 16+) noted that they were economically active – the highest percentage compared to other sexual orientation groups. This compares to 59.1% of Straight or Heterosexual residents, the lowest percentage compared to other sexual orientation groups.
  - Gender Identity: 59.5% of residents (aged 16+) whose gender identity is the same as the sex registered at birth were economically active. This compares to 50.5% of residents whose gender identity is different from the sex registered at birth.
  - Marital and Civil Partnership Status: 78.8% of married or registered civil partnership residents were economically active, compared to 54.6% of widowed or the surviving civil partnership residents.

The Ask Cardiff 2022 survey revealed that those living in the most deprived areas were most likely to report a decline in their employment situation over the last year. Those living in the most deprived areas were also twice as likely as those in the least deprived areas to feel 'very unconfident' about future job/ career prospects. Furthermore, almost a fifth of respondents who identify as disabled reported a decline in their employment situation. Confidence in future job/ career prospects was also lowest amongst those identifying as disabled.

- **Discrimination at Work:** UK-wide studies have revealed that recruitment and progression for some is still limited by discrimination and bias:
  - People from Black, Asian and Minority Ethnic backgrounds are still disadvantaged at work and face lower employment rates than white counterparts.
  - LGBT people still face discrimination, exclusion and barriers at work. In 2018, one in five LGBT people who were looking for work said they were discriminated against because of their sexual orientation and/ or gender identity while trying to get a job in the last year.
  - Disabled people are more likely than non-disabled people to say they have experienced some form of unfair treatment, discrimination, bullying or harassment at work, with disabled people across Britain also less likely to be in employment than non-disabled people.



- **Occupations:** Wales-wide:

- Women are more likely than men to work in occupations which tend to have low pay. However, similar proportions of women and men are in high-pay occupations (these trends are replicated at a Cardiff-level). Furthermore, childcare needs and caring responsibilities continue to be a significant barrier to gender equality in employment and education.
- Those aged 35-44 and 45-55 are most likely to work in high-pay, secure occupations, with those aged 16-24 less likely to do so.
- Non-disabled people are more likely to work in high-pay occupations than disabled people.
- Ethnic minority workers are more likely to work in low paid, insecure occupations compared to White British workers.
- Workers in Wales who have a different gender identity as their sex registered at birth are more likely to be in lower occupational classes and to do routine or semi-routine jobs than workers with the same gender identity as their sex registered at birth.
- Religious minorities are more likely to be in insecure employment compared to those with no religious affiliation but are more likely to be in high-paid occupation.
- Gay and lesbian workers in Wales are more likely than heterosexual workers to be in the highest two occupational classes.

UK-wide, a high proportion of workers from the Indian ethnic group are in 'professional jobs', whilst a low proportion of workers from the combined Pakistani and Bangladeshi group are in professional jobs. In 2021, 13.2% of black workers and 12.4% of workers from the white other ethnic group were in 'elementary' jobs, occupations associated with lower socio-economic circumstance.

Looking ahead, as noted within the Future Generations Commissioner for Wales' 'Inequality in a Future Wales' report, it is likely that Wales will shift to a digital economy, with the potential for 60,000 new 'green' jobs to be created. However, routes into green jobs are often through construction training - in 2019/2020, 95% of all construction apprentices in Wales were men. This contrasts with apprentices in the Healthcare and Public Services pathways, where women make up 84%. Furthermore, it is thought that, based on what is already known about existing inequalities for women, ethnic minorities and disabled people in the labour market, these inequalities will likely be replicated in the future unless action is taken.

- **Impact of Covid-19 on the Labour Market:** The impact of Covid-19 on the labour market still needs to be recognised – those sectors – such as hospitality, retail, leisure, cultural and events – which were shut down for an extended period of time typically employ young people, women and people from an ethnic minority background.
- **Average Earnings:** Levels of household income vary across the city, remaining low in many parts. Almost one fifth, or 41 out of 214<sup>142</sup>, of Cardiff's Lower Super Output Areas (LSOAs) are ranked in the 10% most income deprived in Wales. These LSOAs are mainly found in the 'Southern Arc' of the city, where over a third of LSOAs are ranked in the 10% most deprived in Wales.

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<sup>142</sup> Based on 2011 Lower Super Output Areas (LSOAs).

- **Gender Pay Gap:** In 2023, median gross weekly earnings of women working (full-time) in Cardiff stood at 87.6% of men's weekly earnings, a decrease from 89.1% in 2022. Between 2018 and 2023, the gap did close by 1.3 percentage points, however.
- **Ethnicity Pay Gap:** Data regarding ethnicity pay gaps indicates that, in the UK, in 2022, Black, African, Caribbean or Black British employees earned less (£13.53) median gross hourly pay than White employees (£14.35), which has been consistent since 2012.

An employee's earnings can vary because of differences in their personal and work characteristics, such as their occupation or where their job is. After holding personal and work characteristics constant, to provide an adjusted pay gap based on a like-for-like comparison, it was found that UK-born White employees earn more on average than most ethnic minority employees.

- **Disability Pay Gap:** At a UK level, the disability pay gap was 13.8% in 2021 and 14.1% in 2019 prior to the Covid-19 pandemic. In 2021, Wales had the narrowest gap of the four UK nations – with median pay for disabled employees living in Wales 11.6% less than non-disabled employees. The disability pay gap has consistently been wider for disabled men than for disabled women; in 2021, median pay for disabled men was 12.4% less than non-disabled men, and median pay for disabled women was 10.5% less than non-disabled women.
- **Qualifications:** Analysis reveals differences in qualifications between protected characteristic groups. In Cardiff, in 2021:
  - **Age:** Those aged 25 to 35 were more likely to have a Level 4 qualification (degree level or equivalent) or above, whilst those aged 65 and over were more likely to have no qualifications.
  - **Sex:** Qualifications levels were split similarly for males and females.
  - **Ethnicity:** A high percentage of individuals from the Other ethnic group category had a Level 4 qualification or above, closely followed by residents from the Asian, Asian British or Asian Welsh ethnic group. However, residents from the Other ethnic group category also had a high percentage with no qualifications. Residents from the Mixed or Multiple ethnic groups had the lower percentage with a Level 4 qualification or above compared to other ethnic groups.
  - **Disability:** Individuals who are disabled under the Equality Act were more likely to have no qualifications compared to individuals who are not disabled.
  - **Religion:** Across religious groups, Hindu residents had the highest percentage with a Level 4 qualification or above, whilst Sikh residents had the lowest percentage with a Level 4 qualification or above. Muslim residents had the highest percentage of residents with no qualifications.
  - **Sexual Orientation:** Straight or Heterosexual residents had the lowest percentage with a Level 4 qualification or above, as well as the highest percentage with no qualifications.
  - **Gender Identity:** When considering qualifications by gender identity, residents who stated that their gender identity is different from sex registered at birth (but no specific identity given) had the lowest percentage with a Level 4 qualification or above, as well as the highest percentage with no qualifications.
  - **Marital and Civil Partnership Status:** When considering qualifications by Marital and Civil Partnership status, residents in a registered civil partnership had the highest percentage

with a Level 4 qualification or above. Residents who are widowed or a surviving partner from a civil partnership had the highest percentage with no qualifications.

- **Apprenticeships:** Across Wales, women outnumber men in apprenticeship starts (across all programmes), however, male students are spread across a broad range of apprenticeships than female counterparts and there is a clear gender distinction in subject choices between the sexes. Wales-wide, disabled people remain underrepresented in apprenticeships. These findings are reflected on a Cardiff-level. In 2021/22, there were 3,660 unique learners on apprenticeship programmes in Cardiff. Of these:
  - 42% were male and 58% were female.
  - 40% were aged 24 and under, 41% were aged 25-49 and 19% were aged 40+.
  - 2% identified a disability that affected their learning<sup>143</sup>.
  - In terms of ethnicity, 83% identified as White, 5% as Black, 6% as Asian, 4% as Mixed and 1% as Other<sup>144</sup>.

From a healthcare and public services perspective, in Cardiff, apprenticeships in these areas are largely undertaken by females. Of the 815 apprenticeships undertaken in 2021/22, 380 were undertaken by those aged 25-39.

- **Participation in Cultural Life:** Participation in culture is not equal across the city – respondents to the 2022 Ask Cardiff survey who identified as disabled were less likely to attend a cultural activity compared to the average respondent. Additionally, those living in the most deprived areas of the city were less likely to attend an event than the average respondent, with a 13.2 percentage point difference between the most and least deprived fifths of Cardiff’s population.
- **Welsh Language Speaking Ability:** According to the 2021 Census, 12.2% of Cardiff’s resident population (aged 3+) are able to speak Welsh. Further analysis reveals that, in 2021:
  - Age: Children and young people were more likely than adults to speak Welsh, with 26.2% of those aged 15 years and under able to speak Welsh. This compares to 5.8% of those aged 65 years and over.
  - Sex: A slightly higher proportion of females were able to speak Welsh (12.8%) than males (11.5%).
  - Ethnicity: 13.6% of residents from the Mixed or Multiple ethnic groups were able to speak Welsh, closely followed by residents from the White ethnic group (13.5%). This compares to:
    - 5.9% of the Black, Black British, Black Welsh, Caribbean or African ethnic group
    - 5.8% of the Asian, Asian British or Asian Welsh ethnic group
    - 5.0% of the Other ethnic group
  - Disability: Residents who are disabled under the Equality Act were less likely to be able to speak Welsh (7.4%) than residents who are not disabled under the Equality Act (13.3%).
  - Religion: Residents with no religion were more likely to be able to speak Welsh (14.2%) compared to other religious groups, closely followed by residents who were classified as

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<sup>143</sup> In this instance, disability was based on the learner’s own assessment of their health. Only learners who have a disability which impacts on their ability to learn and/or use facilities of a kind generally supplied by the learning provider were classed as having a disability. Any learners who were yet to nominate a specific disability were classed as not having a disability. Learning difficulties were not counted as disabilities in this report.

<sup>144</sup> Please note that this breakdown includes instances where information on ethnicity was refused or not known.

belonging to an 'other religion' (13.9%). Hindu residents were least likely to be able to speak Welsh (5.1%) compared to other religious groups.

- Marital and Civil Partnership Status: Residents who stated that they have never married and never registered a civil partnership were more likely to be able to speak Welsh (11.7%) compared to other status groups. This compares to 4.8% of residents who stated that they are widowed or the surviving partner from a civil partnership.
- **What do residents think?** The proportion of residents who agree that Cardiff has a 'thriving and prosperous economy' has steadily declined over the last five years. Respondents – to the 2022 Ask Cardiff survey - under the age of 35 were most likely to agree with this statement, more than 13 percentage points higher than for those aged 55 or older. Respondents identifying as disabled were also least likely to agree with this statement.

## Wellbeing Objective 6: One Planet Cardiff

### Introduction

Cardiff is committed to becoming a greener city, which takes a lead on responding to the climate emergency, celebrates and nurtures biodiversity, with high-quality open spaces within easy reach for rest and play, and which is connected by convenient, accessible, safe, and sustainable transport options.

Whilst work in this area is positive, inequality is still evident – for instance, the effects of climate change will likely be different for different parts of the population and, similarly, access to sustainable transport options and open spaces is not always equitable. This chapter therefore highlights inequalities of outcome within Cardiff in relation to climate change, air quality, transport, food, city spaces and cleanliness.

### Climate Change Risk

Climate change remains one of the most serious threats facing Cardiff with impacts such as rising sea levels, increased frequency of extreme weather events and the depletion of natural resources and ecosystem resilience putting the city and the wellbeing of residents at direct risk.

Climate change will therefore have a significant impact on health and wellbeing. The Future Generations Commissioner for Wales' 'Inequality in a Future Wales' (2021) report, as well as Public Health Wales' (2021) research regarding the [health and wellbeing impacts of climate change](#), highlights that climate change – including efforts to mitigate against it – affects people in an unequal way, with disproportionate impacts on particular population groups in society. There is therefore a strong relationship between climate change and inequality:

#### *Low Income Households*

Generally, the poorest and most marginalised populations are least responsible for the production of greenhouse gases yet are the most likely to be exposed to the negative effects of climate change and are more susceptible to damage. Furthermore, people on a low-income are less likely to have the resources to respond, cope and recover and yet, as highlighted within the Inequality in a Future Wales (2021) report, the financial costs of decarbonisation will likely be passed on to consumers.

The frequency and severity of floods, in particular, is expected to further increase as a result of climate change. Over 30k residential properties in Cardiff are currently at some level of flood risk, with demand for interventions to reduce risk of surface water flooding concentrated in the 'Southern Arc', an area with a concentration of deprivation (WBA, 2022). According to the [Communities at Risk Register \(CaRR\)](#), when the risks from all flood sources (tidal, fluvial and surface water) are combined, 5 of the 33 areas in Wales identified as being at most risk are within Cardiff's Southern Arc: St Mellons, Roath, Canton, Riverside and Grangetown. The pattern of distribution against deprivation is therefore clear and consistent.

Climate change also poses a risk to food security, with more extreme weather likely to disrupt food production and supply in the UK and internationally. As well as the risk to food security, growing CO<sub>2</sub> emissions could impact on access to nutritious food, directly impacting health. These issues with

food security could see potential increases in food costs, which will particularly impact more deprived groups.

#### *Children and Young People*

More extreme weather events are likely to cause disruption to education, outdoor, sport and play, whilst children and young people have a higher risk of heat related illness.

#### *Older People*

More extreme weather events could have a significant impact on older people. As well as being at higher risk of heat related illness and mortality, social isolation may increase during heatwaves. Older people are particularly vulnerable during flooding events that could lead to disruption to their health and social care support.

#### *People with Disabilities and Long-term Health Conditions*

People with disabilities and long-term health conditions are also particularly vulnerable during heatwaves and flooding events. Heat waves can have negative impacts on conditions such as mental health problems, cardiovascular and respiratory disease, and diabetes. Sleep disturbance during heat waves can also have a profound impact.

## **Transport**

Transport is a crucial factor in enabling people to participate in everyday life. Without viable and affordable transport options, people are at risk of exclusion from jobs, healthcare, social connections and of being disadvantaged when it comes to shopping or accessing cultural activities, all of which are vital for living happy, healthy lives. Transport is consistently one of the most important issues for Cardiff's residents. With the largest travel to work area population in Wales, at over 800k residents<sup>145</sup>, Cardiff has by far the largest volume of motor vehicle traffic by local authority in Wales<sup>146</sup>. Nonetheless, despite a high use of single-person car journeys into and around Cardiff, in the 2019/20 Transport Survey, 51.2% of responses reported that they travel to work using sustainable transport.

In light of the climate emergency, with transport a predominant contributor to air pollution, it is widely acknowledged that a shift is needed to more sustainable forms of transport – such as public transport and active travel (cycling and walking). However, as acknowledged within the 'Inequality in a Future Wales' report (2021), transport modality is often not a neutral 'choice' for many people, and different social groups travel in different ways with different purposes.

#### *Transport Disadvantage*

Access to transport is not always equitable. Transport poverty arises when people don't have access to essential services or work because of a lack of affordable or adequate transport options. Whilst transport poverty is difficult to quantify, Sustrans, in their ['Making the Connection' \(2022\)](#) report, estimates that 40-50% of people living in Cardiff would need to spend 10% of their income on the costs of running a car (regardless of whether or not they have one currently). The report highlights that those most affected by transport poverty are those living in rural areas, as well as areas with

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<sup>145</sup> Source: ONS Mid-2020 Population Estimates

<sup>146</sup> Source: Welsh Government using Department for Transport data (2022)

higher levels of deprivation. However, the impact of transport poverty also affects some demographic groups disproportionately – those most affected are:

- Women
- Ethnic minority groups
- Disabled people
- Older people
- Children and young people

As part of the 2022 Ask Cardiff survey, respondents were asked about the various transport modes available to them to enable them to access local neighbourhood services and amenities. More than half of those responding to this question stated they had access to 'Frequent and reliable to public transport provision' (59.7%) or to 'Car and/or other motorised vehicle parking spaces' (50.4%). Those identifying as disabled were most likely to state they had no access to any of the facilities listed (14.4%), whilst respondents under the age of 35 (7.6%) and those living in the Southern Arc (7.8%) were least likely to say this.

### *Public Transport*

The availability and accessibility of public transport can be key to wider participation in society. For many people in Cardiff, public transport isn't a choice – 2021 Census data highlights that 26% of households in Cardiff have no car/ van (this compares to 19.4% Wales-wide).

Barriers to public transport use are particularly experienced by older and disabled people. In 2020, the Equality and Human Rights Commission published a research report regarding [accessible public transport for older and disabled people in Wales](#). The report notes that public transport in Wales often does not meet the needs of older and disabled people, with equality considerations for older and disabled people often not comprehensively integrated into strategies and policies. Older and disabled people face a broad range of barriers to travel, which varies between different modes of public transport. Broadly, barriers range from the availability and accessibility of information both prior to and during travel, to the availability of accessible facilities and services, such as changing places, toilets and suitable seating. Another key barrier relates to poor coordination between transport systems, including a lack of consistency in the way that services and facilities are delivered. The barriers experienced by older and disabled people have affected access to employment, services, and opportunities to socialise with others, consequently negatively affecting physical and mental health.

In 2021, Welsh Government published research regarding the [impact of the Covid-19 pandemic on disabled people](#). The research found that, during the pandemic, many disabled people encountered new barriers to travel, restricting mobility and increasing isolation. It was found that insufficient attention was paid to the 'safer' travel needs of disabled people, for instance, visually impaired people who were unable to judge social distancing and adapt to change routes, mobility impaired people facing queues and reduced passenger assistance. Disabled people have become increasingly reliant on private taxi services as a result.

### *Active Travel*

Walking and cycling are considered clean, healthy, and cheap ways to move about the city. Nonetheless, there are barriers to active travel, as highlighted within the Making the Connection



(2022) report. The report notes that, UK-wide, cycling remains inaccessible to large numbers of people: 85% of people aged over 75, 78% of disabled people, 76% of women, 75% of people at risk of deprivation, and 75% of ethnic minority groups never cycle. Whilst there are differences between all these demographics, many barriers to cycling are often shared. Barriers identified include concerns about safety, living too far away from destinations, and the cost of suitable cycling being prohibitive. The report notes that barriers to access for cycling are similar for walking and wheeling. Marginalised groups are more likely to be affected by barriers to walking or wheeling, which can make journeys uncomfortable, unsafe and inaccessible.

Furthermore, it is acknowledged that levels of physical activity and active travel drop with age. The Centre for Ageing Better published a [report in 2021 on barriers and enablers to active travel amongst people aged 50 to 70](#), with key themes around physical ability, confidence, proximity to amenities, maintained footpaths and cycle paths, social norms and motivation.

## Air Quality

Cardiff has the highest NO<sub>2</sub> and Particulate Matter (PM<sub>2.5</sub> and PM<sub>10</sub>) pollution levels in Wales (Welsh Government, 2021), with petrol and diesel-fuelled transport a major contributor<sup>147</sup>. There are currently 4 Air Quality Management Areas (AQMAs) declared across Cardiff, which were all declared due to measured exceedances of the annual mean NO<sub>2</sub> Air Quality Standard (40 µg/m<sup>3</sup>):

1. Ely Bridge
2. Stephenson Court
3. Llandaff
4. Cardiff City Centre

Air pollution is a major cause of avoidable ill health and deaths; for the Cardiff and Vale University Health Board area, the number of equivalent deaths due to long-term air pollution are estimated to be in the range of 178-227 per year (DPH Report, 2020). According to the UK Health Security Agenda (2022), polluted air reduces average life expectancy across the UK by 6-8 months.

Whilst poor air quality affects us all, some people are more vulnerable. The people who suffer most from poor air quality are often the very young, the very old and those already suffering with ill health. Across Wales, there is an association between air pollution and deprivation, with more deprived areas having higher levels of pollutant. People living in more deprived areas are more likely to have chronic conditions, such as lung disease, which make them more susceptible to pollution. Households in more deprived areas are also less likely to own vehicles, thus contributing proportionately less to air pollution (WBA, 2022).

## City Spaces

### *Natural Green Space*

As highlighted within the Inequality in a Future Wales (2021) report, the Covid-19 pandemic demonstrated the importance of green spaces to people's social and cultural lives, as low-cost places for recreation and connection. The report further notes that when local environments are polluted or degraded, there are significant negative impacts on people's health and wellbeing.

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<sup>147</sup> Source: Welsh Government using DEFRA data and ONS Mid-Year Population Estimates.



Whilst Cardiff is a top performer in Wales in terms of walking accessibility to local green space, accessibility is unequal across the city (National Survey for Wales, 2018/19). Parts of South and East Cardiff do not currently have good access to urban green space and demand is highest in the 'Southern Arc' based on the number of people and overall deprivation of the area<sup>148</sup>. Proximity to accessible natural green space<sup>149</sup> also varies across the city. Wards containing areas with little proximity to accessible natural green space include Rhiwbina, Radyr & Morganstown, Cyncoed, Pentwyn, Plasnewydd, Cathays, Gabalfa and Ely. Each ward mentioned contains at least one LSOA with less than 20% of households within 300m of an accessible natural green space (WIMD 2019 Indicator Data, Welsh Government).

In the 2022 Ask Cardiff survey, 74% of respondents noted that they are satisfied with Cardiff's Parks and Open Spaces. There was no correlation between satisfaction and level of deprivation, however, respondents identifying as disabled showed the lowest level of satisfaction with parks and open spaces (at 66.1%).

### *Other Public Spaces*

As highlighted in the [Papworth Trust's Disability Faces and Figures \(2018\) report](#), blind, deaf, disabled people and older people can face barriers to getting around cities as a result of poorly positioned street furniture and clutter, shared surfaces without a clear boundary between vehicles and pedestrians, a lack of Blue Badge parking spaces and poor access to essential services, shops and homes. Many of these barriers also affect those with young children.

Older people, especially those with physical or cognitive impairments like dementia, also face barriers that can affect their confidence and ability to access buildings, places and spaces, adding to feelings of social isolation. Poor road gritting in winter, inadequate separation between pedestrians and cars, insufficient benches in public places and not enough time to cross at traffic lights also create challenges.

These barriers were particularly evident during the Covid-19 pandemic, with response strategies often not considering individual circumstances, for example, people with visual impairment unable to socially distance or navigate restructure spaces; and increased street furniture adding difficulties for people with mobility impairments (PNA, 2022).

### **Cleanliness**

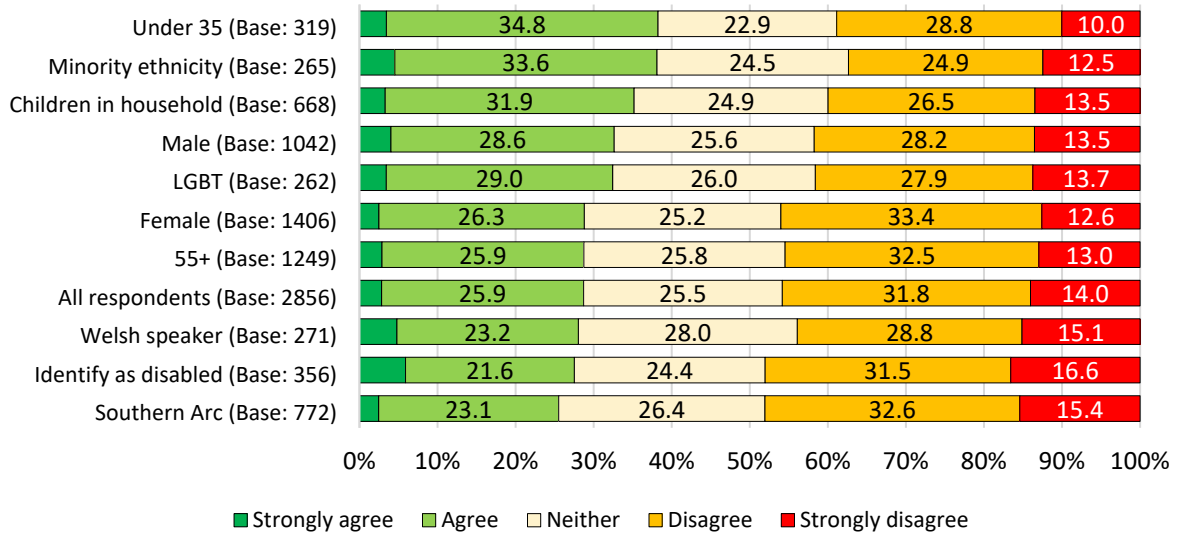
The quality and cleanliness of the environment is an important factor in determining how people feel about the place they live. As a whole, Cardiff can be considered a clean city. However, a number of wards, particularly in the city centre and in the south of the city, fall under the target for high or acceptable standard of cleanliness (Cardiff Council, 2022). In the 2022 Ask Cardiff Survey, 28.7% of all respondents noted that they agreed Cardiff has a clean environment. Respondents from least deprived areas were more likely to agree that Cardiff has a clean environment compared to those from most deprived areas (with an 11.7 percentage point between the least and most deprived).

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<sup>148</sup> Source: NRW Welsh information for Nature Based Solutions (WINS)

<sup>149</sup> Where households are within 300 metres of an accessible natural green space.

**To what extent would you agree that Cardiff has a clean environment?**



Source: Ask Cardiff 2022 Survey, Cardiff Council

## Summary of Key Points

- **Climate Change Risk:** There is a strong relationship between climate change and inequality. The poorest and most marginalised populations are least responsible for the production of greenhouse gases yet are most likely to be exposed to the negative effects of climate change and are most susceptible to damage. Furthermore, people on low-income are less likely to have the resources to respond, cope and recover.

The frequency and severity of flooding is expected to further increase as a result of climate change – demand to reduce risk of surface water flooding is concentrated in Cardiff’s Southern Arc, an area with a concentration of deprivation. More extreme weather events could have a significant impact on children and young people, older people, as well as people with disabilities and long-term health conditions.

Climate change also poses a risk to food security – this could see potential increases in food costs, which will particularly impact more deprived groups.

- **Transport Disadvantage:** Access to transport is not always equitable. Wales-wide research shows that those most affected by transport poverty are those living in rural areas, as well as areas with higher levels of deprivation. However, the impact of transport poverty also affects some demographic groups disproportionately – those most affected are:
  - Women
  - Ethnic minority groups
  - Disabled people
  - Older people
  - Children and young people
- **Public Transport:** Barriers to public transport use are particularly experienced by older and disabled people. Wales-wide research highlights that older and disabled people face a broad range of barriers to travel, which varies between different modes of public transport. Wales-wide, barriers range from the availability and accessibility of information both prior to and during travel, to the availability of accessible facilities and services, such as changing places, toilets and suitable seating. Another key barrier relates to poor coordination between transport systems.
- **Active travel:** There are barriers to active travel, with UK-wide research highlighting that people aged over 75, disabled people, women, people at risk of deprivation and ethnic minority groups are less likely to cycle. Barriers identified include concerns about safety, living too far away from destinations, and the cost of suitable cycling being prohibitive. Barriers to access for cycling are similar for walking and wheeling.
- **Air Quality:** Cardiff has the highest NO<sub>2</sub> and Particulate Matter (PM<sub>2.5</sub> and PM<sub>10</sub>) pollution levels in Wales. The people who suffer most from poor air quality are often the very young, the very old and those already suffering with ill health. Across Wales, there is an association between air pollution and deprivation, with more deprived areas having higher levels of pollutant.

- **Natural green space:** Accessibility to natural green space is unequal across the city – parts of South and East Cardiff do not currently have good access to urban space and demand is highest in the ‘Southern Arc.’ Proximity to accessible natural green space also varies across the city. Furthermore, in Cardiff, individuals identifying as disabled have highlighted low satisfaction with parks and open spaces.
- **Other public spaces:** UK-wide research indicates that blind, deaf, disabled people and older people can face barriers to getting around cities as a result of poorly positioned street furniture and clutter, shared surfaces without a clear boundary between vehicles and pedestrians, a lack of Blue Badge parking spaces and poor access to essential services, shops and homes. Many of these barriers also affect those with young children. Older people, especially those with physical or cognitive impairments like dementia, also face barriers that can affect their confidence and ability to access buildings, places and spaces, adding to feelings of social isolation.
- **Cleanliness:** Whilst Cardiff can be considered a clean city, individuals from the least deprived areas are more likely to agree that Cardiff has a clean environment compared to those from the most deprived.

## Wellbeing Objective 7: Modernising and Integrating our Public Services

### Introduction

In response to rising demand and reducing budgets, Cardiff’s public services are pursuing a programme of modernisation to improve efficiency, better support service delivery, and promote social and environmental change. Acknowledging the diversity of the city’s local communities, it is crucial that within this programme – and more broadly - a focus continues to be placed on providing accessible and adaptable services for citizens, which are responsive to Cardiff’s inequality gap. This includes ensuring that citizen voice is at the heart of all decision-making and that the Council’s workforce reflects the great diversity of the city.

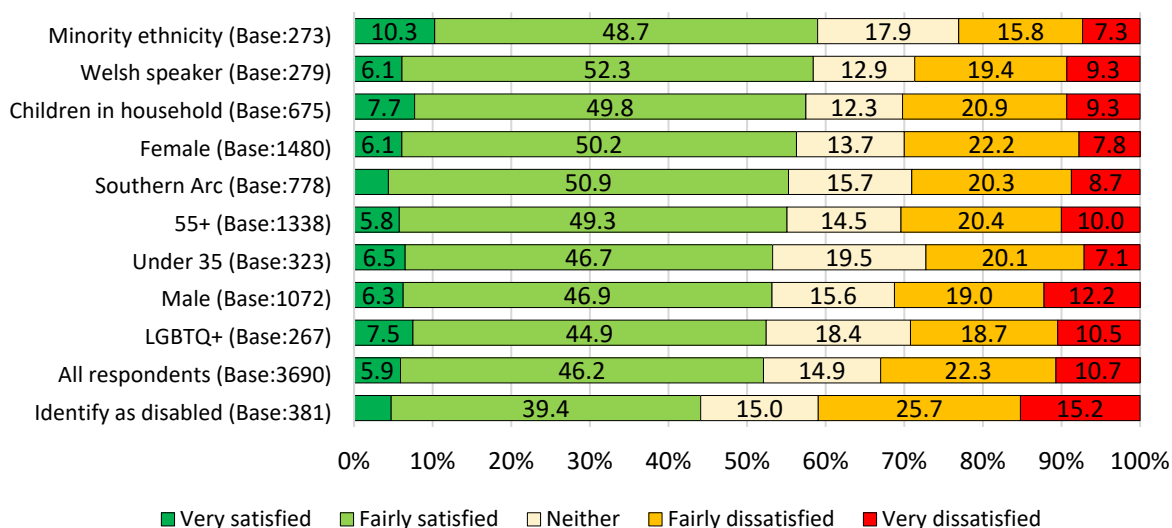
This chapter consider accessibility to public services, civic participation, and the structure of the Council’s workforce.

### Satisfaction with Public Services

Citizen satisfaction with Council and public services is tracked through the annual Ask Cardiff survey. The Ask Cardiff 2022 survey reported a slight increase in citizen satisfaction with Council services compared to 2021 results – from 47.3% to 47.8%. However, this was around 20 percentage points lower than the 2020 figure. This result is consistent with the fall in satisfaction with public services in Cardiff (which dropped from 72.7% in 2020 to 52.1% in 2022).

Satisfaction with public services was broadly consistent across all demographic groups analysed (ranging from 59.0% amongst respondents from a minority ethnicity to 52.4% amongst LGBTQ+ respondents), with the exception of those identifying as disabled (44.1%) - a similar proportion of this group (40.9%) described themselves as ‘fairly’ or ‘very’ dissatisfied with public services.

#### How Satisfied are you with the Quality of Public Services in Cardiff? 2022

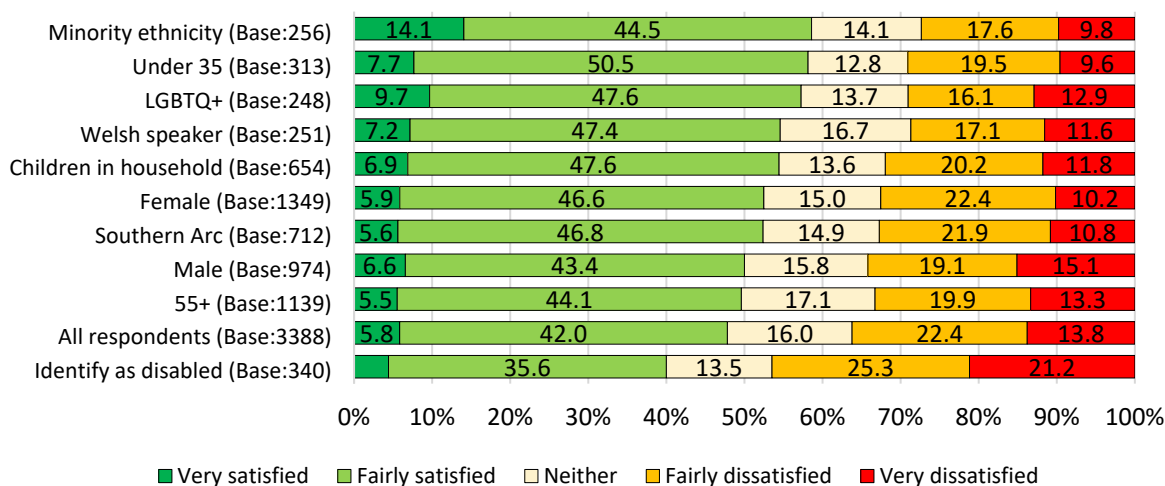


Source: Ask Cardiff Survey 2022, Cardiff Council

Satisfaction with council services was highest amongst respondents from a minority ethnicity (58.6%) and under 35s (58.1%); it was lowest amongst those identifying as disabled (40.0%) – almost

half of this group described themselves as dissatisfied with council services (46.5%), with 21.2% ‘very dissatisfied’.

### How Satisfied are you with the Quality of Council Services? 2022



Source: Ask Cardiff 2022 Survey, Cardiff Council

### Access to Services or Amenities

As part of the 2022 Ask Cardiff Survey, respondents were asked if their local neighbourhood has the necessary services and amenities to meet their needs. Half of those responding to this question (50.4%) felt their neighbourhood had the necessary services and amenities to meet their needs, 37.7% felt it did not. Respondents under the age of 35 were most likely to answer ‘yes’ to the question (59.0%). Almost half of those identifying as disabled (49.4%) said ‘no.’

Respondents who answered ‘no’ or ‘not sure’ were invited to provide details on what services or amenities are required in their local neighbourhood to meet their needs. 1,359 comments were received and grouped into themes. The top three themes were:

- Improve bus services
- Litter/Bins/ Street cleansing/ fly tipping
- Commercial space/ Bank/ Shops/ Post office/ Pub

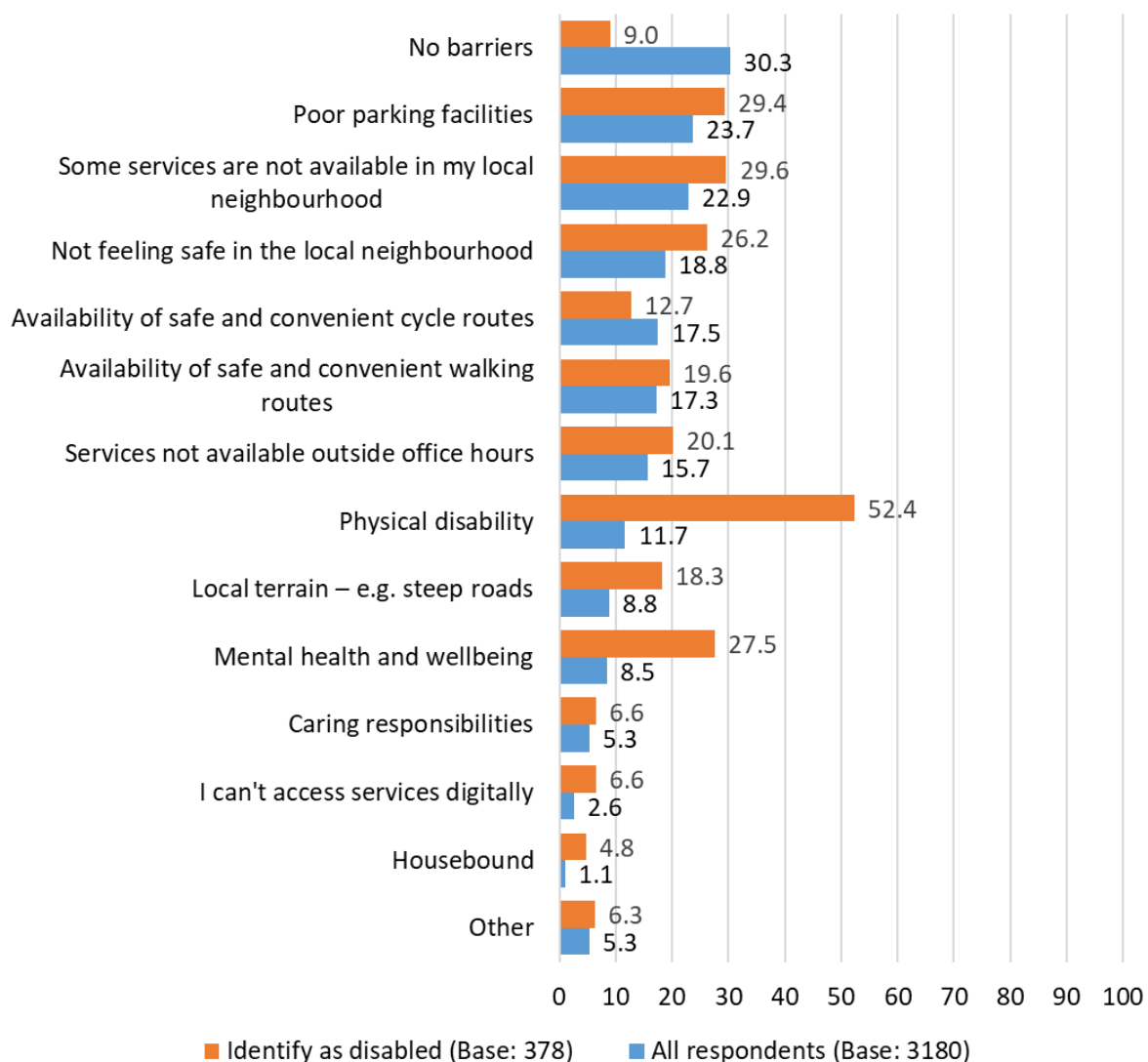
Respondents to the survey were also asked which services and amenities are available within a 15 minutes’ walk or cycle from where they live (a list was provided, ranging from essential food shops/ groceries to co-working artist studios). Respondents identifying as disabled were more than twice as likely than average to state that none of the facilities listed were available within 15 minutes from their home. Additionally, those living in the least deprived areas were more than twice as likely as those in the most deprived areas to say none of the facilities listed were within a 15-minute walk or cycle from where they live.

The survey also asked respondents if there were any barriers preventing them accessing services or amenities in their local neighbourhood. The most common response was that there were no barriers (30.3%). Of the barriers identified, however, the most common issue raised was ‘poor parking facilities’ (23.7%), followed by ‘some services are not available in my local neighbourhood’ (22.9%).

Looking at responses by demographic, males and those aged 55 or over were most likely to state there were no barriers to accessing services and amenities (34.5% and 33.5% respectively). Those identifying as disabled were notably less likely than all other groups to report there were ‘no barriers’.

Respondents identifying as disabled were more likely than the average respondent to cite the following as barriers to accessing services or amenities: ‘physical disability’ (52.4%), ‘some services are not available in my local neighbourhood’ (29.6%), ‘poor parking facilities’ (29.4%), ‘mental health and wellbeing’ (27.5%), ‘local terrain’ (18.3%), ‘not able to access services digitally’ (6.6%) or ‘being housebound’ (4.8%).

**Are there any barriers to you accessing services or amenities in your local neighbourhood? by Identify as disabled**

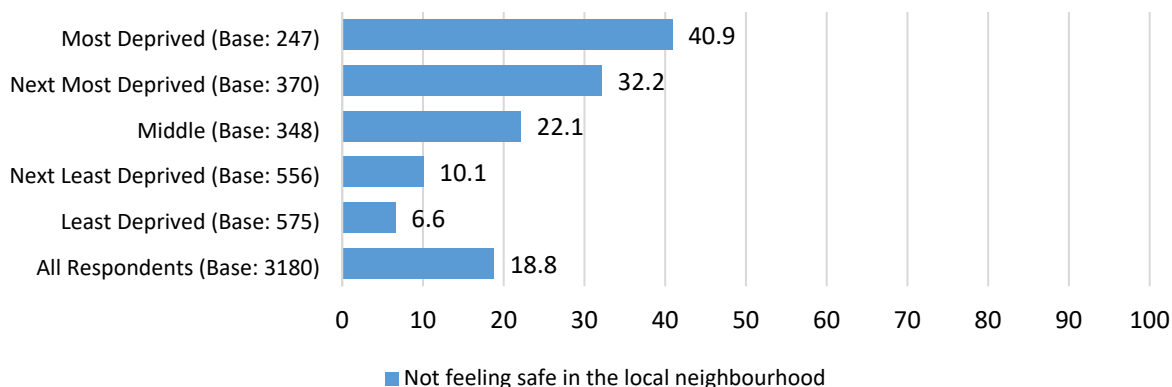


Source: Ask Cardiff 2022 Survey, Cardiff Council

Furthermore, those living in the most deprived areas were less likely to cite ‘no barriers’ than those in the least deprived areas. Of the barriers listed, the strongest correlation with level of deprivation

was ‘Not feeling safe in the local neighbourhood’, with two in five respondents in the most deprived areas (40.9%) citing this as a barrier, compared with just 6.6% in the least deprived areas.

### Are there any barriers to you accessing services or amenities in your local neighbourhood?



Source: Ask Cardiff 2022 Survey, Cardiff Council

The 2022 PNA further identifies that a key barrier to accessing services is often unmet language and communication needs. Consideration needs to be given – when designing services – to the needs of Welsh speakers and speakers of common minority languages, as well as people with sensory loss<sup>150</sup> and people with speech and language difficulties.

#### Access to Digital Services

Citizens are becoming increasingly reliant on digital devices and digital services, with the Council – and other public services – offering online access and automated services in a number of areas. Nonetheless, there are individuals who are digitally excluded, lacking the equipment, connectivity, motivation and digital skills needed to make full and confident user of the online services and other opportunities offered by the internet.

[Digital Communities Wales](#) estimates that 7% of adults in Wales do not use the internet. 7.1% of respondents to the Ask Cardiff 2022 survey noted that they do not have access to affordable broadband, with one in seven respondents who identify as disabled noting that they do not have access to affordable broadband at home (14.2%).

Digital Communities Wales highlights that, Wales-wide, digitally excluded people are likely to be:

- **Older adults:** Only 41% of people over 75 have basic digital skills, compared with 87% of 16–49-year-olds.
- **People with disabilities or long-term health conditions:** 90% of people with a disability or long-term health condition use the internet, compared with 96% of those without. Barriers

<sup>150</sup> The All Wales Standards uses the term ‘people with sensory loss’ to describe people who are Deaf, deafened, or hard of hearing; people who are Blind or partially sighted; people who are Deafblind (whose sight and hearing impairment cause difficulties with communication, access to information and mobility).



for people with disabilities often involve issues with the accessibility of digital services themselves. Choices in relation to output format, report structure and content, as well as choice of colours in diagrams, charts, and tables, can affect the accessibility of online information.

- **Those with lower education attainment:** 93% of those with qualifications at degree level or above demonstrated all five digital skills compared with 51% of those with no qualifications.
- **Lower income individuals and families:** Lower income families and individuals may be affected by access to and affordability of devices and connectivity. As they may not have access to devices and networks, they may also not have developed digital knowledge, motivation or skills.
- **People who are economically inactive:** Those who are economically inactive are less likely to use the internet (86%) than those in employment (99%).
- **People in rural areas:** People living in rural areas who are not online are usually excluded due to problems in broadband provision, both for fixed line and mobile broadband services.
- **Welsh speaking people and others who do not use English as their first language:** Digital systems and their associated support processes need to be designed to accommodate the needs of Welsh speakers and speakers of common minority languages.
- **Socially isolated and lonely people:** Digital exclusion can be a facet of other social issues faced by individuals, for example, those facing social isolation and loneliness may also be excluded from digital interaction.
- **Homeless people:** It may be assumed that homeless people are excluded as a by-product of their situation. Homeless people, however, include groups that, while they may not have access to permanent housing, may be 'sofa surfing' or may be in temporary accommodation such as hostels. Many people in these situations do have access to mobile devices and may face issues of affordable connectivity rather than complete exclusion from digital services.

### **Citizen Voice: Consultation and Engagement**

Giving local people a voice and an opportunity to influence important decisions is central to the work of public services. By empowering residents to participate in local decision making, public services can improve resource management, ensuring that resource is directed to those areas that require it and will have the most positive impact on communities.

From a Cardiff Council perspective, when undertaking consultation, the Council regularly receives a significant response, particularly to its core, city-wide surveys:

- Ask Cardiff Survey 2022 received almost 4k responses.
- Budget Consultation 2023/24 received almost 6k responses.
- Child Friendly City Survey received 7,600 responses, with good representation across age groups, geography, gender and ethnicity.

Broadly, over 62k responses to consultations and surveys in 2021/22, up 40% since 2019. The Council's relative performance compared to other Welsh Authorities and Core Cities is also particularly strong. For example, compared with these authorities, Cardiff received at least three times the number of responses to the Budget Consultation for 2023/24, where results have been published. Whilst, as the biggest local authority in Wales, Cardiff could expect to receive more responses than other authorities, the Council often exceeds response rates seen for national surveys.

Nonetheless, following a baseline assessment of core consultation and engagement processes<sup>151</sup> - undertaken to identify areas of improvement as well as under-represented community groups, as part of the development of the [Council's draft Participation Strategy \(2023\)](#) - it was found that a lower response rate is evident for the following groups:

- Lower socio-economic wards – Southern Arc
- Older People (+75 years old)
- Children and Young People
- Black, Asian and Minority Ethnic Communities
- People who identify as Disabled

## Democratic Engagement

Democratic engagement – including promoting and supporting participation in the Council's democratic process, whether it's how to become a councillor, how to get involved directly in how decisions are made or exercising the right to vote - is also an important aspect of civic participation.

### *Cardiff Councillors*

Cardiff Council is composed of 79 Councillors who are elected every five years. Following the Local Government Elections in 2022, Elected Members completed a Diversity Survey<sup>152</sup>, with the results summarised below:

- **Age:** there is a lower proportion (78%) of Elected Members who are within the working age range (i.e. aged 16- 65 years old); the 2021 Census identified 83.3% of Cardiff residents (aged 16+) as within this age range.
- **Disability:** the majority of Elected Members (83%) identified that they are not disabled which compares to 78.5% of residents - aged 16+ - in Cardiff in the 2021 Census.
- **Ethnicity:** although more than three-quarters of Elected Members (78%) are from a white British background, 16% identified as being from a minority ethnic background. This compares to 18.6% (of those aged 16+) who identified as being from a minority ethnic background within the 2021 Census for Cardiff.
- **Marriage and Civil Partnership:** more than half of the current Elected Members (58%) are married, whilst 17% are single and 9% are separated/ divorced. This is a notable difference

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<sup>151</sup> This involved developing a demographic of survey respondents to the core surveys previously highlighted: Ask Cardiff Survey, Budget Consultation and Child Friendly City Survey.

<sup>152</sup> In total, 59 (74.7%) of Elected Members completed the survey.

when compared to 2021 Census data, which identified 36.8% of residents (aged 16+) as being married or in a civil partnership, 48.6% as never married or registered a civil partnership and 7.8% as divorced.

- **Religion or belief:** 48% of Elected Members do not regard themselves as belonging to any particular religion. Of those Elected Members who identified themselves with a particular faith, the largest proportion (39%) consider themselves to have Christian beliefs. A lower proportion of Elected Members confirmed that they are Muslim (7%), Jewish (2%) with a further 2% identifying as Hindu, Sikh and other faiths. The 2021 Census<sup>153</sup> found slightly higher levels of residents aged 16+ with faith or religious beliefs, although lower levels of residents identifying as having no religion.
- **Sex:** 48% of respondents to the Diversity Survey were female, an increase of 10% from the previous survey (July 2021); this would indicate that the representation of females is 3% less than the total number of females identified in Cardiff by the 2021 Census.
- **Sexual orientation**<sup>154</sup>: when asked about their sexual orientation, the majority of Elected Members (86%) confirmed that they are 'heterosexual or straight'. Around 10% indicated that they are 'Bisexual' with a lower proportion (<3%) identified that they were 'Gay.'
- **Welsh language:** the majority of Elected Members consider themselves as Welsh, with their first language as English. The survey identified that 81% of Elected Members' first language is English, 10% is Welsh and 9% is other languages.

While Cardiff performs better than many Councils in terms of Councillor diversity, people from Black, Asian and Minority Ethnic backgrounds, women, younger people and disabled people are not yet proportionately represented in the Welsh capital's Council chambers.

### *Voting*

Free and fair elections depend on all people who are eligible and want to vote being able to do so. There is limited data available around the demographic of groups who engage in democratic processes at a local level. However, research undertaken by the Electoral Commission, noted within their [Equality, Diversity and Inclusion Strategy \(2023\)](#), highlights that, UK-wide:

- Young people are less likely to vote. 18–24-year-olds are also less likely to be correctly registered to vote (76% of 18–24-year-olds compared to 86% of the population as a whole), and less likely to be satisfied with the voting process (66% compared to 80% of the population as a whole).
- Black, Asian and minority ethnic voters are considerably more likely than white voters to have issues with satisfaction and confidence around voting. Overall, 31% of the population identified barriers to participation by minority groups as a source of concern. Around a quarter of the Black and Asian population are not registered to vote compared to 16% of the white population.

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<sup>153</sup> This question was voluntary in the 2021 Census.

<sup>154</sup> Wider sexual orientation options were not included in the survey i.e., pansexual, asexual, and queer.

- The Commission’s report on the 2019 UK Parliamentary General Election found that 85% of disabled people felt well informed about the election, 92% were satisfied with the voting process and 96% found it easy to get to polling stations. Nonetheless, there remains room for improvement. In the Commission’s 2020 Winter Tracker survey, 30% of respondents were concerned about barriers to participation for disabled people. These cover a wide range of issues such as physical access, availability of information in different formats and the ease of the voting process.

### The Council’s Workforce

It is crucial that public services reflect the communities that they serve. Each year, the Council’s HR People Services (HRPS) develops an Employee Diversity Report, based on the statutory requirement for provision of equality data. A summary of key points arising from the latest analysis – based on data taken from the Council’s HR systems on 31 March 2023 - is as follows:

**Please note: Any field with a return of fewer than 10 has been suppressed and denoted by the ‘\*’ asterisk.**

- As of 31 March 2022, the Council employed 14,347 permanent/ temporary employees. 7,862 employees work Full Time, and 6,485 employees work Part-time<sup>155</sup>.
- **Ethnicity:** The percentage of employees identifying with an ethnicity in a Racial Group other than White British is 12.19%<sup>156</sup>. This is an improvement from 10.84% in 2022. For those who disclosed their ethnicity, there was an 18.23% increase of employees from all the combined other ethnic groups in Cardiff Council’s workforce in 2023 (1,621) compared to 2022 (1,371).

Racial Group	Employees	2021 Census %	
	%	Cardiff	Wales
Asian, Asian British or Asian Welsh	4.11%	9.70%	2.90%
Black, Black British, Black Welsh, Caribbean or African	2.27%	3.80%	0.90%
Mixed or Multiple ethnic groups	2.28%	4.00%	1.60%
Other ethnic group	0.48%	3.30%	0.90%
White Gypsy/Irish Traveller	*	0.20%	10.00%
White Irish	0.53%	0.60%	0.40%
White Other	2.49%	4.60%	2.70%
White British*	87.81%	73.60%	90.60%

\* Includes White English, White Scottish, White Welsh, White British and White Northern Irish

The table below displays the differences in the average pay between white and all other ethnicities as of 31 March 2023:

<sup>155</sup> A ‘full-time’ employee is taken to mean an employee who works 37 hours per week. Within the category of ‘part-time’ employee, there is a huge variety of working patterns. ‘Part-time employees work less than 37 hours per week and includes those employees who work less than a 52 week year, for example, school term times.

<sup>156</sup> 92.72% (13,302) of employees agreed to disclose their ethnicity to the Council.

<b>Corporate</b>	<b>Mean Hourly Rate</b>	<b>Median Hourly Rate</b>
<b>White*</b>	16.35	14.73
<b>All other ethnicities</b>	14.61	13.17
<b>Pay Gap</b>	<b>10.64%</b>	<b>10.59%</b>

- **Sex:** The overall composition of the Council’s permanent/ temporary workforce includes 9,927 women (69.49% of the overall workforce) and 4,420 men (30.81% of the overall workforce). Females are more likely than males to work part-time, as highlighted in the below table<sup>157</sup>:

<b>Full &amp; Part Time</b>	<b>Female</b>	<b>Male</b>
Full Time 100%	55.41%	44.59%
Part Time 0% - 99.99%	85.91%	14.09%

In all Pay Grades, apart from Grade 07, the percentage of female employees is higher than male employees. At the management tier<sup>158</sup> of the organisation, the gender balance is 50.39% female, 49.61% male.

In terms of the gender pay gap, in 2022, the average (mean) hourly rate paid to female employees was £16.22 (£15.37 for male employees). In 2023, the mean hourly rate of female employees decreased to £16.08, whilst it increased for male employees to £16.11. Between 2022 and 2023, the median rate – the hourly rate paid to male and female employees in the middle of the Council’s pay structure – increased from £13.44 to £14.44 for female employees. For male employees, it also increased from £13.71 to £14.78. The pay gap therefore decreased between 31 March 2022 and 31 March 2023 for mean but increased for median.

The table below displays the differences in the average pay between male and female employees as at 31 March 2023:

<b>Corporate</b>	<b>Mean Hourly Rate</b>	<b>Median Hourly Rate</b>
<b>Male</b>	16.11	14.78
<b>Female</b>	16.08	14.44
<b>Pay Gap</b>	<b>0.19%</b>	<b>2.30%</b>

- **Age:** The age distribution of Council employees highlights that over 20% of employees are aged 55 plus, whilst less than 5% are aged 16-24.

<sup>157</sup> The table breaks down the total employees by Full Time Equivalent (where 100% = 37 hours over 52 weeks), indicating the number and the percentage of employees, further broken down by gender. The total is based on 13,731 permanent/ temporary workforce.

<sup>158</sup> This includes the Council’s 122 Operational Managers, Heads of Service, Chief Officers, Assistant Directors, Directors, and Chief Executive).

Age Group	Corporate (less schools)	School Employees	Cardiff Council
16-24	40.87%	59.13%	4.81%
25-34	42.53%	57.47%	21.22%
35-44	46.26%	53.74%	25.87%
45-54	48.38%	51.62%	25.44%
55-64	58.80%	41.20%	19.49%
65+	65.20%	34.80%	3.16%

- **Disability:** 2.07% of the Council's employees identified as being disabled. 49.60% identified as not being disabled, whilst 48.33% chose not to disclose this information.
- **Gender Reassignment:** 0.17% of the Council's employees identified as having a Gender Identity other than that which they were assigned at birth. 44.23% of employees identified as having the same Gender Identity that they were assigned at birth, whilst 1.76% preferred not to say. The remaining 53.84% did not disclose this information.
- **Marriage and Civil Partnership:** Employees identified their Marital Status as follows:

Marital Status	%
Civil Partner	0.29%
Dissolved Partnership	*
Divorced	2.08%
Married	19.66%
Not disclosed	61.57%
Prefer not to say	0.73%
Separated	0.55%
Single	10.78%
Unmarried Partner	4.05%
Widowed	0.28%

- **Pregnancy and Maternity:** An analysis of the Council's workforce by pregnancy and maternity (those eligible for maternity/ adoption/ paternity) shows that, during the period 1 April 2022 to 31 March 2023:

Maternity/Adoption/Paternity	%
Began Maternity Leave	80.70%
Returning from Maternity Leave	17.16%
Resign from Maternity	*
Adoption Leave	*
Maternity/Paternity Support Leave	31.90%

- **Religion or Belief (including lack of belief):** Employees identified their Religion or Belief (including lack of Belief) as follows:

<b>Religion or Belief/Non-Belief</b>	<b>%</b>
Baha'i	*
Buddhist	0.13%
Christian	15.76%
Hindu	0.22%
Jain	*
Jewish	1.39%
Muslim	19.32%
None	57.03%
Not Disclosed	3.37%
Other	2.65%
Prefer not to say	*
Sikh	*
Zoroastrian	*

- **Sexual Orientation:** Employees identified their Sexual Orientation as follows:

<b>Sexual Orientation</b>	<b>%</b>
Bisexual	0.67%
Gay	0.75%
Heterosexual	33.04%
Lesbian	0.29%
Not Disclosed	62.27%
Other	0.31%
Prefer not to say	2.68%

## Summary of Key Points

- **Satisfaction with services:** Satisfaction with public services is broadly consistent across demographic groups, with the exemption of those identifying as disabled (44.1% reported being 'very' or 'fairly' satisfied in 2022, with a similar proportion (40.9%) describing themselves as 'fairly' or 'very' dissatisfied with public services). Satisfaction with council services is also lowest amongst those identifying as disabled, at 40%.
- **Barriers to accessing services:** Those identifying as disabled are notably more likely than all other groups to report that their local neighbourhood does not have the necessary services and amenities to meet their needs and are less likely than all other groups to report there are 'no barriers' to accessing services. Barriers to accessing services or amenities include: 'physical disability'; 'some services are not available in my local neighbourhood'; 'poor parking facilities'; 'mental health and wellbeing'; 'local terrain'; 'not able to access services digitally'; and 'being housebound'.

Those living in the most deprived areas are less likely to cite 'no barriers' than those in the least deprived areas.

Furthermore, a key barrier to accessing services can often be presented through unmet language and communication needs; the needs of Welsh speakers and speakers of common minority languages, as well as people with sensory loss and people with speech and language difficulties need to be considered when designing services.

- **Access to Digital Services:** Wales-wide research indicates that digitally excluded people are likely to be:
  - Older adults
  - People with disabilities or long-term health conditions
  - Those with lower education attainment
  - Lower income individuals and families
  - People who are economically inactive
  - People in rural areas
  - Welsh speaking people and other who do not use English as their first language
  - Socially isolated and lonely people



- Homeless people

Barriers to digital services often involve issues with the accessibility of the digital services themselves. Choices in relation to output format, report structure and content, language, as well as choice of colours in diagrams, charts, and tables, can affect the accessibility of online information.

- **Consultation and Engagement:** A baseline assessment of core Council consultation and engagement process identified that a lower response rate is evident for the following groups:
  - Lower socio-economic wards – Southern Arc
  - Older People (+75 years old)
  - Children and Young People
  - Black, Asian and Minority Ethnic Communities
  - People who identify as Disabled
- **Cardiff Councillors:** While Cardiff performs better than many Councils in terms of Councillor diversity, people from Black, Asian and Minority Ethnic backgrounds, women, younger people and disabled people are not yet proportionately represented in the Welsh capital’s Council chambers.
- **Voting:** Research indicates that, UK-wide:
  - Young people are less likely to vote
  - Black, Asian and minority ethnic voters are considerably more likely than white voters to have issues with satisfaction and confidence around voting.
  - There remains room for improvement in terms of addressing barriers to participation for disabled people, including physical access, availability of information in different formats and the ease of the voting process.
- **The Council’s workforce – ethnicity:** The percentage of employees identifying with an ethnicity in a Racial Group other than White British is 12.19%<sup>159</sup>. In 2023, the average (mean) hourly rate of white employees was £16.35, whilst for all other ethnicities it was £14.61, representing a 10.64% pay gap. The median rate – the hourly rate paid to employees in the middle of the Council’s pay structure - of white employees was £14.73, whilst for all other ethnicities it was £13.17, representing a 10.59% pay gap.
- **The Council’s workforce – sex:** Females make up 69.49% of the Council’s overall workforce, whilst men make up 30.81%. Females are more likely than males to work part-time. In terms of the gender pay gap, the average (mean) hourly rate paid to female employees in 2023 was £16.08 compared to £16.11 for male employees, representing a 0.19% pay gap. The median rate was £14.44 for female employees and £14.78 for male employees, representing a 2.30% pay gap.

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<sup>159</sup> 92.72% (13,302) of employees agreed to disclose their ethnicity to the Council.

- **The Council's workforce – age:** The age distribution of Council employees highlights that over 20% of employees are aged 55 plus, whilst less than 5% are aged 16-24.

## Appendix I: Evidence and Policy Sources

<b>Demography</b>
<p><i>Data sets:</i></p> <ul style="list-style-type: none"> <li>• Census Data, Office for National Statistics (ONS): <ul style="list-style-type: none"> <li>- Overall Population</li> <li>- Age</li> <li>- Sex</li> <li>- Ethnicity</li> <li>- Disability</li> <li>- Religion</li> <li>- Sexual Orientation</li> <li>- Gender Identity</li> <li>- Marriage and Civil Partnership</li> <li>- Welsh Speaking Ability</li> </ul> </li> <li>• Pregnancy &amp; Maternity – General Fertility Rate and Total Fertility Rate (ONS)</li> </ul>
<b>Health and Wellbeing</b>
<p><i>Data sets:</i></p> <ul style="list-style-type: none"> <li>• Welsh Index of Multiple Deprivation 2019 – Health Domain (Welsh Government)</li> <li>• Healthy life expectancy at birth (ONS)</li> <li>• Percentage of life spent in good health (ONS)</li> <li>• Absolute gap in healthy life expectancy at birth (comparing least to most deprived fifth) (Public Health Wales Observatory)</li> <li>• Ask Cardiff 2022 (Cardiff Council)</li> <li>• Adult mental wellbeing (National Survey for Wales, Welsh Government)</li> <li>• Adult general health and illness: Mental Health Condition (National Survey for Wales, Welsh Government)</li> <li>• Disability status of Cardiff residents (2021 Census data, ONS)</li> <li>• Percentage of adults eating five or more portions of fruit and vegetables a day (National Survey for Wales, Welsh Government)</li> <li>• Percentage of adults active for at least 150 minutes a week (National Survey for Wales, Welsh Government)</li> </ul>

- Percentage of adults active for less than 30 minutes a week (National Survey for Wales, Welsh Government)
- Percentage of adults of a healthy weight (National Survey for Wales, Welsh Government)
- Obese adults by deprivation fifth (Public Health Wales)
- Percentage of children aged 4 to 5 who are a healthy weight (or underweight) (Child Measurement Programme for Wales, Public Health Wales (PHW))
- Percentage of adults drinking more than 14 units of alcohol per week (National Survey for Wales, Welsh Government)
- Number of individuals assessed for drug misuse (InfoBaseCymru)
- Rate of drug misuse deaths per 100,000 population (Public Health Wales)
- Percentage of adults (aged 16+) who smoke (National Survey for Wales, Welsh Government)
- Smoking prevalence by GP Cluster (Public Health Wales)
- Diabetic Eye Screening Coverage (Public Health Wales)
- Cervical Screening Coverage (Public Health Wales)
- Breast Screening Coverage (Public Health Wales)
- Bowel Screening Coverage (Public Health Wales)
- Abdominal Aortic Aneurysm Screening Coverage (Public Health Wales)
- Unpaid carers (2021 Census, ONS)

*Publications:*

- [Anti-racist Wales Action Plan \(2022\)](#)
- [Ask Cardiff 2022 Survey Report](#)
- [Broken Plate Report \(2023\)](#)
- [Cardiff & Vale Population Needs Assessment \(PNA\) \(2022\)](#)
- [Cardiff and Vale Director of Public Health 2020 Report: Let's leave no one behind in Cardiff and the Vale of Glamorgan](#)
- [Cardiff and Vale Director of Public Health 2021 Report: Delivering Better Outcomes for People Through a Value-based Approach](#)
- [Cardiff's Race Equality Taskforce Report \(2022\)](#)
- [City wide Food Strategy Report \(2022\)](#)
- [Is Wales Fairer? \(2023\)](#)
- [LGBTQ+ Action Plan for Wales \(2023\)](#)
- [Locked out: liberating disabled people's lives and rights in Wales beyond Covid-19 \(2021\)](#)
- [Move More Cardiff Physical Activity and Sport Strategy \(2022-2027\)](#)
- [Screening Division Inequities Report \(2020-21\)](#)
- [Statistical Article: Adult lifestyle from the National Survey for Wales, Welsh Government, 2016-17 to 2019-20 \(age-standardised\) – additional analysis by disability, ethnic group, marital status, religion, and sexual orientation](#)
- [Statistical Bulletin: Life Expectancy by Ethnic Group \(using 2011 to 2014 data across England and Wales\)](#)

**Wellbeing Objective 1: Cardiff is a Great Place to Grow Up**

*Data sets analysed:*

- Demographic Profile (2021 Census Data, ONS):
  - Sex
  - Ethnicity
  - Disability
  - Religion

- Ability to Speak Welsh
- Percentage of people who live in the Southern Arc of Cardiff vs the rest of Cardiff, by age group (2021 Census, ONS)
- Percentage of children in relative low-income households (Department for Work and Pensions)
- Pupils on roll in Cardiff maintained schools (Pupil Level Annual School Census (PLASC), Welsh Government):
  - Percentage with eligibility for Free School Meals
  - Percentage with Additional Learning Needs (ALN) or Special Educational Needs (SEN)
  - Percentage statemented
  - Percentage with local authority-maintained Independent Development Plans
  - Percentage with English as an Additional Language
  - Percentage from an Minority Ethnic Group
  - Number of first languages recorded
- The percentage of all pupils in Year 1/ EOTAS Learners leaving Year 11/ Children Looked After leaving Year 11 making a successful transition from statutory schooling to education, employment or training (Cardiff Council)
- The percentage attendance: Primary/ Secondary (Cardiff Council)
- The percentage of persistent absence (below 50%) threshold in primary schools/ secondary schools (Cardiff Council)
- Ask Cardiff 2022 (Cardiff Council)
- Percentage of children aged 4 to 5 who are a healthy weight (or underweight) (Child Measurement Programme for Wales, Public Health Wales (PHW))
- Vaccination Uptake (Public Health Wales Annual Cover Report)
- Mental Wellbeing: Children (PHW Observatory using SHRN data)
- Total number of households in Wales with dependent children accepted as eligible, unintentionally homeless and in priority need (Welsh Government)
- Total number of households in Wales with dependent children in temporary accommodation (Welsh Government)
- Total number of young unpaid carers (2021 Census Data, ONS)

*Publications:*

- [Action on Disability Framework and Action Plan \(2019\)](#)
- [Ask Cardiff 2022 Survey Report](#)
- [Behavioural insight: Smoking among young people \(2016\)](#)
- [Cardiff & Vale Population Needs Assessment \(PNA\) \(2022\)](#)
- [Cardiff Child Friendly Cities Survey Report \(2022\)](#)
- [Cardiff Council Draft Participation Strategy \(2023\)](#)
- [Cardiff Housing Strategy \(2016-2021\)](#)
- [Cardiff Local Wellbeing Assessment \(WBA\) \(2022\)](#)
- [Cardiff's Corporate Parenting Strategy \(2021-2024\)](#)
- [Cardiff's Race Equality Taskforce Report \(2022\)](#)
- [Children's Services Strategy \(2023-26\)](#)
- [EOTAS Framework for Action \(2017\)](#)
- [Housing Emergency in Cardiff \(2023\)](#)
- [Is Wales Fairer? \(2023\)](#)
- [Legislative Theatre: Cardiff Youth Council Gender Equality Steering Group 17 July 2023, The Dance House in Cardiff Bay](#)
- [Racism in Wales? Exploring Prejudice in the Welsh Education System](#)

- [School Health Research Network \(SHRN\) Student Health and Wellbeing Survey Report \(2021/22\)](#)
- [Speech, Language and Communication Capacity: A National Asset](#)
- [Statistics Report: Young people not in education, employment or training \(NEET\): April 2020 to March 2021 \(2021\)](#)
- [Supporting Service Children in Education Wales \(2020\)](#)
- [The Human Rights of Children in Wales: An Evidence Review \(2018\)](#)
- [Welsh Government's Review of ACE Policy Report \(2021\)](#)
- [Youth Justice Service Strategy \(2022-2024\)](#)
- Youth Justice Services Strategic Needs Assessment (2021)

## Wellbeing Objective 2: Cardiff is a Great Place to Grow Older

### Data sets:

- Demographic Profile (2021 Census Data, ONS):
  - Sex
  - Ethnicity
  - Disability
  - Religion
  - Sexual Orientation
  - Gender Identity
  - Marital and Civil Partnership Status
  - Ability to Speak Welsh
  - By Deprivation Fifth
- Proportion of people who live in the Southern Arc of Cardiff vs the rest of Cardiff (2021 Census, ONS)
- 2018-based Population Projections (Welsh Government)
- Disability of Cardiff Residents (2021 Census Data, ONS)
- Percentage of people aged 65+ who reported their general health as very good or good (Public Health Outcomes Framework for Wales Reporting Tool)
- Health state life expectancy by 2011 Census wards, England and Wales: 2009 to 2013 (ONS)
- Percentage of older adults of a healthy weight, persons aged 65+ (Public Health Outcomes Framework for Wales Reporting Tool)
- Ask Cardiff 2022 (Cardiff Council)
- Life satisfaction amongst older people (Public Health Outcomes Framework for Wales Reporting Tool)
- Estimated number of diagnosed and undiagnosed people aged 65 or over with dementia by year and local health board, 2019-20 to 2021-22 (Welsh Government)
- Projected – Dementia (All): 65+ - Total (Social Care Wales)
- Percentage of people aged 65+ reporting they received the right information or advice when they needed it (Social Services & Wellbeing Survey, Cardiff Council)
- Residential Care and Nursing Care data (Cardiff Council)
- Percentage of people aged 65+ reporting they felt involved in any decisions made about their care and support (Social Services & Wellbeing Survey, Cardiff Council)
- Percentage of Cardiff's population (aged 16-64) who are economically active (2021 Census Data, ONS)
- Employment rates of workers aged 55-64 (2021 Census, ONS)
- Highest level of qualification (residents aged 16+) (2021 Census Data, ONS)

*Publications:*

- [‘Age Friendly Wales: Our Strategy for an Ageing Society’ \(2021\)](#)
- [Accessible public transport for older and disabled people in Wales \(2020\)](#)
- [Active travel and mid-life: understanding the barriers and enablers to active travel \(2021\)](#)
- [Ask Cardiff 2022 Survey Report](#)
- [Breaking down the barriers of ethnic inequalities in health \(2023\)](#)
- [Cardiff & Vale Population Needs Assessment \(PNA\) \(2022\)](#)
- [Cardiff and Vale Director of Public Health \(DPH\) Report – ‘Re-Imagining Ageing into the Future’ \(2019\)](#)
- [Cardiff Council Draft Participation Strategy \(2023\)](#)
- [Cardiff’s Ageing Well Strategy \(2022-2027\)](#)
- [Cardiff’s Race Equality Taskforce Report \(2022\)](#)
- [Cardiff’s ‘Working Towards an Age Friendly City’ Action Plan \(2021\)](#)
- [Crimes and Scams \(England and Wales\): Policy Position Paper \(2019\)](#)
- [Digital Inclusion in Wales](#)
- [Disability Faces and Figures report \(2018\)](#)
- [Future Trends report \(2021\)](#)
- [Is Wales Fairer? \(2023\)](#)
- [Promoting employability throughout working lives](#)
- [The health and care needs of older LGBT+ people \(2021\)](#)
- [3.5 million people aged 50-64 are out of the workforce, many of them in poor health and with few savings by the time they reach State Pension Age \(2023\)](#)

**Wellbeing Objective 3: Supporting People out of Poverty**

*Data sets:*

- Welsh Index of Multiple Deprivation 2019 – Overall Deprivation (Welsh Government)
- Resident Population, Cardiff, by Deprivation Fifth (Overall Deprivation) (WIMD 2019, Welsh Government; 2021 Census Data, ONS)
- Percentage of employee jobs with hourly pay below the living wage (ONS)
- Unemployment rate (model based) (Labour Force Survey, ONS)
- Unemployment rate: Proportion of Economically Active Population Aged 16+ that are Unemployed (2021 Census)
- Percentage of workless households (ONS)
- Claimant Count Rate (ONS)
- Ask Cardiff 2022 (Cardiff Council)
- Percentage of households in fuel poverty (Welsh Government)
- Housing affordability: Ratio of house price to median gross annual salary (ONS)
- Tenure (residents aged 16+ in dwellings) (2021 Census)
- Households unintentionally homeless and in priority need – number and rate per 10,000 households (Section 75) (Welsh Government)
- Households accommodated temporarily: total accommodated at the end of the quarter (Jan-Mar) (Welsh Government)
- Households accommodated temporarily: families with children accommodated at the end of the quarter (Jan-Mar) (Welsh Government)
- Homelessness accommodation provision and rough sleeping (Welsh Government)

*Publications:*

- [Ask Cardiff 2022 Survey Report](#)

- [Broken Plate Report \(2023\)](#)
- [Cardiff Good Food Strategy \(2021-24\)](#)
- [City-wide Food Strategy Survey Report \(2022\)](#)
- [Crisis: Mental Health](#)
- [Data mapping and visualisation on the housing rental market in Wales \(2023\)](#)
- [Ending homelessness in Wales: a high-level action plan 2021 to 2026 \(2021\)](#)
- [Housing Emergency in Cardiff \(2023\)](#)
- [Is Wales Fairer? \(2023\)](#)
- [Private rental affordability: England, Wales and Northern Ireland: 2022 \(2023\)](#)
- [The National Living Wage and protected characteristics: differences in employment and minimum wage coverage by ethnicity, disability, and gender \(2023\)](#)
- [The right to adequate housing in Wales: the evidence base \(2021\)](#)
- [The rising cost of living and health and wellbeing Wales: a national survey \(2023\)](#)

#### **Wellbeing Objective 4: Safe, Confident and Empowered Communities**

##### *Data sets:*

- Ask Cardiff 2022 (Cardiff Council)
- Overall Crime (Home Office/ ONS)
- Violence Against the Person (Home Office/ ONS)
- Welsh Index of Multiple Deprivation 2019 – Community Safety Domain (Welsh Government)
- Proportion of offenders who reoffend (adults and juveniles) overall in previous 12 months (Ministry of Justice)
- Percentage of 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)
- Hate Crime/ Incidents – Cardiff (South Wales Police)

##### *Publications:*

- [Ask Cardiff 2022 Survey Report](#)
- [Cardiff and Vale of Glamorgan Violence against Women, Domestic Abuse and Sexual Violence Strategy \(2023-28\)](#)
- [Cardiff Youth Justice Service Strategy \(2022-2024\)](#)
- [Cardiff's Race Equality Taskforce Report \(2022\)](#)
- [Deprivation and Imprisonment in Wales by Local Authority Area \(2019\)](#)
- [Domestic Abuse Statistics UK](#)
- [Implementing the Socio-economic Duty: A review of evidence on socio-economic disadvantage and inequalities of outcome \(2021\)](#)
- [Is Wales Fairer? \(2023\)](#)
- [Lammy review: final report \(2017\)](#)

#### **Wellbeing Objective 5: A Capital City that Works for Wales**

##### *Data sets:*

- Gross value added (ONS)
- Percentage of Cardiff's population (aged 16-64) who are economically active (2021 Census Data, ONS)



- Percentage of residents aged 16 years and over in employment the week before the Census (2021 Census Data, ONS)
- Median gross weekly earnings of full-time workers (Annual Survey of Hours and Earnings – Workplace Analysis, ONS)
- Gross disposable household income per head (Gross Disposable Household Income, ONS)
- Welsh Index of Multiple Deprivation 2019 – Income Domain (Welsh Government)
- Highest level of qualification (residents aged 16+) (2021 Census Data, ONS)
- Unique learners in work-based learning provision: All Apprenticeship Programmes in Cardiff (Lifelong Learning Wales Record, Welsh Government)
- Number of apprenticeship learning programmes started in the healthcare and public services sector by Cardiff residents (Lifelong Learning Wales Record, Welsh Government)
- Percentage attending at least three cultural events (National Survey for Wales, Welsh Government)
- Ask Cardiff 2022 (Cardiff Council)
- Welsh Speaking Ability (2021 Census Data, ONS)

*Publications:*

- [Anti-racist Wales Action Plan \(2022\)](#)
- [Ask Cardiff 2022 Survey Report](#)
- [Being Disabled in Britain Report \(2017\)](#)
- [Cultural Wellbeing Evidence Briefing Paper \(2021\)](#)
- [Defining a ‘Green’ Job \(2021\)](#)
- [Employment by occupation – GOV.UK Ethnicity facts and figures](#)
- [Inequality in a Future Wales \(2021\)](#)
- [Is Wales Fairer? \(2023\)](#)
- [LGBT in Britain: Work Report \(2018\)](#)
- [LGBTQ+ Action Plan for Wales \(2023\)](#)
- [Race in the workplace: The McGregor-Smith Review \(2017\)](#)

**Wellbeing Objective 6: One Planet Cardiff**

*Data sets:*

- Flood Risk: Present Day and Future (Natural Resources Wales)
- Travel to work area (2011-based) population (Mid-2020 Population Estimates, ONS)
- Volume of motor vehicle traffic (Welsh Government/ Department for Transport)
- Ask Cardiff 2022 (Cardiff Council)
- Access to a car/ van (2021 Census Data, ONS)
- Air Quality (NO<sub>2</sub>, PM<sub>2.5</sub>, PM<sub>10</sub>) (Welsh Government using DEFRA data and ONS Mid-Year Population Estimates)
- Accessibility of natural green space (National Survey for Wales, Welsh Government)
- Access to urban green space (Natural Resources Welsh Information for Nature-based Solutions)
- Proximity to natural green space (WIMD Indicator Data 2019, Welsh Government)

*Publications:*

- [Accessible public transport for older and disabled people in Wales \(2020\)](#)
- [Active travel and mid-life: understanding the barriers and enablers to active travel \(2021\)](#)
- [Ask Cardiff 2022 Survey Report](#)
- [Cardiff & Vale Population Needs Assessment \(PNA\) \(2022\)](#)



- [Cardiff Local Wellbeing Assessment \(WBA\) \(2022\)](#)
- [Disability Faces and Figures report \(2018\)](#)
- [Health and Wellbeing Impacts of Climate Change](#)
- [Inequality in a Future Wales \(2021\)](#)
- [Locked out: liberating disabled people's lives and rights in Wales beyond Covid-19 \(2021\)](#)
- ['Making the Connection' Report \(2022\)](#)
- Transport Survey (2019/20) Report

### **Wellbeing Objective 7: Modernising and Integrating our Public Services**

#### *Data sets:*

- Ask Cardiff 2022 (Cardiff Council)

#### *Publications:*

- [Ask Cardiff 2022 Survey Report](#)
- [Cardiff Council Draft Participation Strategy \(2023\)](#)
- Cardiff Council Elected Members Diversity Survey (2022)
- [Cardiff Council Employee Diversity Report \(2022\)](#)
- [Digital Inclusion in Wales](#)
- [Electoral Commission's Equality, Diversity and Inclusion Strategy \(2023\)](#)