

# Equality & Inclusion Strategy 2020 - 2024

Cardiff Council



Mae'r ddogfen hon ar gael yn Gymraeg /  
This document is available in Welsh



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If you would like this information in another language, Braille, audio, large print, easy read, BSL video or plain text, please contact [equalityteam@cardiff.gov.uk](mailto:equalityteam@cardiff.gov.uk)

# Foreword

## By Council Leader Huw Thomas & Cllr Chris Weaver, Cabinet Member for Finance, Modernisation & Performance

In Capital Ambition, we set out our programme of action to create a fairer and more inclusive Cardiff, where every citizen, regardless of their creed, race, or inherited wealth, will have the chance to fulfil their potential, and play a full and active part in the life of our city.

In the wake of the Coronavirus pandemic, which has hit the poorest, most deprived and disconnected communities hardest, we do not underestimate the scale of the challenge that lies ahead. The publication of this Equality and Inclusion Strategy is therefore timely, and the approach it outlines essential to a fair and equitable recovery for Cardiff from the ongoing health and economic crises.

The coronavirus pandemic has pulled back the curtain on a number of deep-rooted economic and social conflicts, among them wage inequality and the insecurity of work for many of the key workers who have supported our whole community through this crisis.

All evidence suggests that Coronavirus has deepened inequality on a global scale, and that inequalities in housing, employment and health have made the virus deadlier and helped it to spread. People facing the greatest deprivation have experienced a greater risk of exposure to Covid-19 and are at increased danger of severe outcomes if they contract the virus. It is clear that without intentional and considered action, this crisis will widen the inequalities that already exist in our society.

The disproportionate impact of the crisis on Black, Asian and Minority Ethnic (BAME) communities in Wales has been well documented by the First Minister for Wales' BAME Covid-19 Advisory Group. In May 2020, the tragic murder of George Floyd in Minnesota awakened a widespread and undeniable sense of injustice, sparking protests across the United States and around the globe, including here in Cardiff. The broad recognition across our communities that people from Black and Minority Ethnic groups have faced, and continue to face, discrimination and disadvantage in our society, demands urgent action from all layers of government. Over summer 2020, we have established a Race Equality Taskforce to ensure a focus on delivering racial equality in our city.

This Taskforce will be critical to informing Cardiff's recovery in the months ahead and will convene for the remainder of this administration. The Taskforce will deliver both immediate and long-term action to provide greater opportunity, representation and quality of life in Cardiff for our Black and Minority Ethnic residents.

The Coronavirus pandemic also threatens the gains we have made in closing the gender pay gap, with women overrepresented in hard-hit sectors such as hospitality and leisure. The Coronavirus lockdown and longer-term social distancing measures are also placing additional pressure on carers, with the disproportionate impact of unpaid caregiving for women and girls also being one of the key facets of gender inequality.

As we support Cardiff's economic recovery, our approach must consider how we can accelerate action on closing the financial gender divide, and we will continue to work closely with the Welsh Government on their ambitious vision for Wales to be an international leader for gender equality.

From the likelihood of developing a more severe form of Covid-19 to the risks of isolation and mental health problems, older people, those with disabilities and those with underlying health conditions have been impacted by the crisis in specific ways which deserve serious care and attention in our recovery planning for the city. We will continue to work closely with our social care providers to identify what support can be put in place for service users and the reopening of public spaces and facilities will receive thoughtful consideration and consultation to ensure this is done in a safe and accessible way.

The coronavirus pandemic has disrupted the life of every child in the country. Our aspiration to become a UNICEF Child Friendly City is more important now than ever. Young people will likely carry the burden of the economic crisis in the years to come. Meaningfully involving children and young people in dialogue about our city's future during this challenging time will enable us to develop responsive plans that meet the needs of our future generation.

As well as our commitment to the Public Sector Equality Duty, our aspirations for a more equal city in this strategy clearly go much further. Our vision includes people in care and people with caring responsibilities, refugees and migrants, and ensuring throughout that there is proactive attention given to the inequalities resulting from socio-economic disadvantage.

The future of Cardiff must be fair, inclusive and safe for everyone. This strategy sets out how we will deliver this ambition. It sets out the high standards we expect of ourselves and it demonstrates the efforts we will undertake to build an inclusive culture within our workforce and organisation.

It explains how we will shape services which actively address inequality and exclusion and build good relations between different communities. We must approach these goals with renewed energy and focus in the context of the UK's exit from the European Union and the significant economic and social challenge created by the pandemic. There is much uncertainty, and likely to be many more unforeseen challenges in the months ahead, but we are resolute in our purpose that Cardiff must rebuild as a fairer and more equal place.

Throughout this strategy, our approach connects to the steps of our Corporate Plan, which details how we will deliver our Capital Ambition. In the context of recovery, all service areas across the council, from into-work services, housing, education, transport and all other statutory and non-statutory services we provide, have restarted their services with equality at the heart of everything of everything they do.

From 2020 onwards, all service areas will report their activities to support the Public Sector Equality Duty and the Socioeconomic Duty, through our corporate performance framework and reporting systems. This change will enhance connectivity, support a visible and proactive culture in meeting our Equalities Objectives and enable constructive challenge across the council, where necessary, to deliver our vision.

This strategy is the next step on our journey in creating an inclusive city which works for all of our residents. We rightly take pride in our city's reputation for tolerance, respect and unity but we must not take this for granted – we must remain vigilant to new threats and challenges to our social fabric. Our vision is for a city where everyone can reach their full potential, and we are confident that we can make real progress in the years ahead. Together, we can create a more equal city – a city that works for all Cardiff residents.



Cllr Huw Thomas

A handwritten signature in black ink, appearing to read 'Huw Thomas' in a cursive style.



Cllr Chris Weaver

A handwritten signature in black ink, appearing to read 'C. Weaver' in a cursive style.

# Introduction

This introduction explains the statutory and policy context for the council's equality work and explains our strategic approach.

## Public Sector Equality Duty

As a public body, we are bound by the Public Sector Equality Duty.

This Strategy sets out how we will meet our statutory obligations under this duty, which are defined within the Equality Act 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.”

These obligations apply to all the council's functions and this Equality and Inclusion Strategy explains how we will deliver these duties in our role as a service provider, as an employer, as a leading agency in the city and in our work with communities.

Our approach is to embed our commitment to equality in all areas of our work from processes and people to public programmes.

Throughout, our Equality and Inclusion Strategy draws upon, and complements, Cardiff Council's Equal Opportunities Policy Statement, which is published as **Appendix B** to this document. Our Equal Opportunities Policy Statement sets out our organisational commitment to promoting equal opportunities and diversity in employment and service delivery.

## Strategy Equality Plan and Strategic Equality Objectives

Under the Equality Act (2010), local authorities in Wales must publish a Strategic Equality Plan that sets out the objectives the organisation wants to achieve over a four-year period. These priorities are called Strategic Equality Objectives.

This Equality and Inclusion Strategy outlines Cardiff Council's Strategic Equality Objectives for furthering and promoting equality across the city. Reflecting these statutory timescales, this strategy runs for four years, beginning in October 2020 and finishing in March 2024.<sup>1</sup>

Throughout this strategy we explain the links between our Strategic Equality Objectives and overarching Capital Ambition strategy, and our Corporate Plan. We identify clear actions that will contribute to us achieving our objectives and specify the groups we anticipate will benefit from their delivery.

This document should therefore be read in conjunction with the Council's Corporate Plan: Delivering Capital Ambition.

## Who is this Equality and Inclusion Policy and Strategy for?

Creating a successful inclusive city also means recognising that there are many causes of inequality and exclusion, and that these are often inter-connected and mutually reinforcing. People can be excluded because they have low income, are socially isolated, live in poor housing or due to poor health. Refugees and migrants, those with caring responsibilities, Looked After Children and Care Leavers are also likely to face additional barriers in accessing services and reaching their full potential.

As well as delivering our Public Sector Equality Duty to those with protected characteristics, our approach encompasses a wider aspiration to reduce inequalities of outcome which result from socioeconomic disadvantage. This approach equips the Council to prepare for the commencement of the Socioeconomic Duty of the Equality Act 2010, which is anticipated to initiate in March 2021 in Wales.

This document explains the steps that we are implementing to introduce the Socioeconomic Duty into our corporate reporting of activities against our Strategic Equality Objectives. This means that we are identifying and supporting practice which reduces socioeconomic inequalities across the council, something we recognise as particularly critical within the context of our recovery planning from the ongoing public health crisis.

A wealth of evidence from the public, private and voluntary sectors, along with peer-reviewed research, supports our view that a more equal city would deliver benefits for all our citizens, communities, colleagues and partners.

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1. Note that the statutory publication deadline for public sector bodies' Strategic Equality Objectives was postponed until October 2020 due to the Coronavirus pandemic.

## Who is protected under the Equality Act 2010?

It is against the law to discriminate against someone because of their protected characteristic(s). This is the term used in the Equality Act 2010 to identify the types of things that affect how people are treated and can mean people may experience discrimination.

- The protected characteristics are:
- Age
- Disability
- Gender reassignment
- Sex
- Sexual orientation
- Race
- Religion or belief (including non-belief)
- Pregnancy and maternity
- Marriage and civil partnership

## Coronavirus and Inequality

We reviewed this plan in light of the Coronavirus pandemic, recognising that without intentional action, the consequences of this crisis are likely to exacerbate existing inequalities in our society. Public services are now operating in a very different environment to the beginning of 2020 and supporting those most heavily impacted by the Covid-19 crisis has been at the forefront of our minds in recovery planning and in restarting our services. Our council-wide approach to recovery reflects the spirit of this strategy and our Strategic Equality Objectives.

Recognising that that the UK's departure from the European Union and the consequences of the Coronavirus pandemic mean we are working in a rapidly evolving environment, and that these factors are expected to greatly influence our future landscape, our Equality and Inclusion Strategy will be reviewed and updated at the mid-way point in its delivery, in 2022.

# Valuing Cardiff's Diversity

Cardiff is one of the oldest ethnically diverse communities in Britain. From the early 1800s to the time of the Second World War, migrants from more than 50 different countries came to the city to work in the coal export industry and occupations linked to international trade. In Butetown, we have records that suggest 50-60 nationalities lived side by side in just a few streets, as far back as the 1840's.

Throughout our Equality and Inclusion Strategy, we identify the relevant data regarding the outcomes and experiences of protected characteristic groups, low income households and other data relevant to inequality to ensure an evidence-led approach to our Strategic Equality Objectives.

**Appendix A** provides our evidence base for this strategy in greater depth and identifies further sources of equality data.

## Key facts and figures regarding equality and diversity in Cardiff:

1 in 5 Cardiff residents are from a Black or Minority Ethnic Background as a whole, and around 1 in 3 children of primary school age.

Around 17 % of Cardiff residents were born outside the UK.  
Over 100 languages and 160 dialects are spoken in Cardiff.

Around 18 % of Cardiff residents experience a long-term health problem or disability which limits their day to day activities.

The number of young people (under 18s) in Cardiff is projected to increase by 25 % over the next 20 years, compared to an all-Wales increase of 0.8 % .  
There will also be a 75 % growth in the number of people over 75.

Over 60,000 people in Cardiff live in the 10 % most deprived communities in Wales. If the 'Southern Arc' of Cardiff, from Ely in the West to Trowbridge in the East, was considered a single local authority area it would be the most deprived in Wales by a considerable margin.

# Our Commitments

## In everything we do

- We commit to fulfilling both the letter and spirit of our legal obligations under the Equality Act 2010, including the Wales Regulations, the Socioeconomic Duty, and any other subsequent legislation relating to equality. We require our contractors and the organisations that we fund to abide by all aspects of equality legislation that apply to them and to assist the council in upholding its obligations under the Public Sector Equality Duty.
- We commit to being a learning organisation, which improves its practice proactively, and is always ready to respond when issues arise. We will seek to understand and address the root causes of inequality and exclusion in Cardiff and to focus our efforts on tackling them. If we make mistakes, we will put things right and ensure we take lessons from our experience and that they inform how we work.
- We will measure and share our progress and success, both through our Annual Report for our Strategic Equality Objectives and through other channels, such as our stakeholder networks and communications channels.
- We will deliver and commission services that actively promote equality and inclusion.

## As an influencer and convener

- Wherever it is possible to do so, we will promote good equality and inclusion practice amongst our partners in the city and in our region, and seek to learn from their best practice, and that of other cities in the UK and beyond.
- We will engage with our communities and voluntary sector partners, listening to their views and taking them into account when we make decisions. To achieve this, we will make our information, services and products more accessible and inclusive.
- We will play our part in promoting good relations between people from different backgrounds and encourage our partners to maximise opportunities to support community cohesion and inclusion.

## As an employer

- We will recognise, support and empower those responsible for promoting equality in our organisation, particularly our staff networks.
- Ensure that equal opportunities are integral to how we recruit and treat our workforce.
- Address all allegations of discrimination, harassment, bullying and victimisation in an effective and timely manner.
- Have a workforce which is diverse in the widest possible sense and in which diversity of background and thought is valued.
- Use policies and practices that demonstrably enable colleagues to fulfil their potential and progress within our organisation.



# Making it happen

In the future, we want to become a model of good practice for other councils in Wales and UK cities for our approach to addressing inequality and delivering inclusive opportunity for our residents.

To achieve this, we are publishing this Equality and Inclusion Strategy with clear objectives and actions, which align throughout to our overarching Capital Ambition strategy and our Corporate Plan.

We will document our progress against this strategy through an annual report, which will be publicly available on our website. Each directorate responsible for delivery will report bi-annually on their activities to deliver the Strategic Equality Objectives, both through the Council's Corporate Performance reports and through their reporting against Directorate Delivery Plans.

Everyone working for Cardiff Council has a part to play in achieving our Strategic Equality Objectives, and service areas across the council were consulted during their development to identify opportunities to enhance and improve our practice.

We recognise that councillors and senior officers have a particular responsibility in providing active and visible leadership to support the implementation of our strategic vision for equality in the city.

## Integrating equality into everything we do

In addition to this Equality and Inclusion Strategy, we have a number of more detailed operational policies and programmes of work that support, complement and align with this overarching strategy. They set out specific goals and measures to address specific operational issues and should be read in conjunction with this strategy. Those seeking further information and context on particular areas of our Equality and Inclusion Strategy will find further information in the other strategies and policies identified throughout this document.

As new policies are developed or reviewed during the lifespan of this strategy, service areas will be encouraged to ensure alignment with the Equality and Inclusion Strategy and seek advice from our corporate Equality Team to achieve this. The key instrument to achieve this will be Equality Impact Assessments.

## Equality Impact Assessments

### What is an Equality Impact Assessment?

An Equality Impact Assessment (EIA) is a way of systematically taking equal opportunities into consideration when making a decision. Cardiff Council undertakes EIAs on significant changes to policy or services and decisions that could have disproportionate impacts on individuals or groups protected under the Equality Act 2010 and ensure consideration of the broader socioeconomic impact of the change to ensure compliance with the Socioeconomic Duty.

### Equality Impact Assessments enable the Council to:

- Demonstrate due regard for the provisions of the Public Sector Equality Duty
- Identify possible negative impacts of decisions on individuals and groups with protected characteristics and plan mitigating action accordingly
- Identify additional opportunities to advance equality within policies, strategies, and services

We believe that it is good practice when developing a policy or strategy or a new initiative to anticipate the likely effects it may have and to take steps to prevent or minimise any likely harmful effects especially on persons who share any of the characteristics that are protected under the Equality Act.

This ensures that disadvantaged groups are not further disadvantaged by the policies and strategies we adopt. It also ensures that councillors are properly advised of the potential effects of proposals before they take decisions that affect people's lives.

When developing a policy or initiative, council officers are advised to seek the views of people who share protected characteristics to find out how it is likely to affect them, and to use those views to inform their impact assessments and recommendations to Councillors.

We undertake Equality Impact Assessments by working methodically through a number of questions to identify groups that may be affected, identify and analyse relevant data regarding the affected group, and produce analysis of the impact based on the available evidence. The final section of the Equality Impact Assessment requires any negative impacts and mitigating actions to be noted.

# Equality and Inclusion Strategy 2020-2024

## Introduction

The Council's vision of a fairer, more inclusive city where everyone can share in its success is set out in our Capital Ambition Strategy. While it is a great place to live, Cardiff is not immune to the long-standing inequalities and discrimination that affect all major cities.

This strategy provides a clear framework for promoting equality and inclusion and embedding the requirements of the Equality Act 2010 in everything we do. The key purpose of us setting these equality objectives is to drive better outcomes for people who experience disadvantage related to their protected characteristics and as a result of socioeconomic inequality.

These objectives aim to remove barriers, promote equality of opportunity, promote good relations and improve our performance in meeting our duties. We recognise that achieving these objectives is a long-term goal which will require concerted, proactive and on-going action in order to evidence change.

The challenge in closing the inequality gap amid the uncertainty of the UK's exit from the European Union and the impact of Coronavirus adds further impetus to the delivery of our objectives. Over the first year we intend to put in place the foundations to deliver this strategy effectively. During the lifespan of this strategy we will achieve high standards in all areas, ensuring that by 2024 we are modelling good practice across the organisation as a whole and that people and organisations, in Cardiff and beyond, look to the Council as a model of good practice in addressing inequality and inclusion.

We will regularly revisit this strategy to ensure it remains relevant and in particular that it reflects an up to date understanding of the drivers of inequality in Cardiff.

## Consultation regarding our Strategic Equality Objectives

Our cross-cutting Strategic Equality Objectives are informed by evidence regarding inequality in Cardiff. This includes evidence gathered during our consultation with residents, staff and our partners regarding our proposed Strategic Equality Objectives and the actions required to deliver them. **Appendix A** summarises the public consultation and evidence gathering process in detail, and how our consultation influenced this strategy.

# Our Strategic Equality Objectives 2020-2024

## **Objective 1 - To develop and deliver services which are responsive to Cardiff's inequality gap.**

Summary - We will deliver inclusive services and partnerships which actively address inequality and exclusion and enable all of Cardiff's residents to realise their potential and live safely.

## **Objective 2 - To lead the way on equality and inclusion in Wales and beyond.**

Summary - We will demonstrate leadership on equality and inclusion in Wales, holding ourselves to a high standard so others will look to us as a source of good practice.

## **Objective 3 - Cardiff is accessible to everyone who is living, visiting or working in the city.**

Summary - We will apply inclusive design principles to create city infrastructure that provides an inclusive and barrier free environment for our residents and wider region. This will enable everyone to participate equally, confidently and independently in city life.

## **Objective 4 - To build an inclusive and representative organisation.**

Summary - We will implement actions to ensure the Council workforce better reflects the diversity of the city we serve, and be a workplace where colleagues feel confident about being themselves at work.

Taken together, these objectives relate to each aspect of the council's roles as an employer, as a provider of services, as a facilitator of resilient communities and as a leading agency in the city.

In the following pages of this strategy, we set out what we will do or are already doing to achieve these objectives, why we have chosen them, how we will measure progress and who we think will benefit in particular from their delivery.

# Timeline

**2020**

- Establish the foundations to deliver this strategy effectively.
- Introduce bi-annual corporate performance reporting for our objectives across all service areas responsible for delivery, for both the corporate plan and directorate delivery plan actions identified in this document.
- Identify and collect baseline measures to inform and set longer-term targets.
- Produce high-quality Equality Impact Assessments throughout Coronavirus recovery planning as council services adapt to social distancing requirements and restart delivery

**2021**

- Support the Council's directorates and our stakeholders to understand the data regarding Coronavirus' and EU-Exit's impact on residents with protected characteristics and those experiencing socioeconomic disadvantage.

**2022**

- Complete a mid-point review of the Equality and Inclusion Strategy and our objectives.
- Identify gaps and issues, particularly those which have emerged as a result of the Coronavirus pandemic, and review our targets.

**2023**

- Ensure high standards are being met in all areas.
- Continue to review our practice and provide constructive challenge for service areas to ensure we are delivering all possible actions to promote equality and inclusion across the council.
- Deliver a consultation on our next Equality and Inclusion Policy and Strategy and its objectives.

**2024**

- Complete a self-assessment using the Local Government Association's Equality Framework to measure our progress.
- Develop and publish our new Equality and Inclusion Strategy and Strategic Equality Objectives for 2024-2028, building upon the successes and learning from this Strategy.

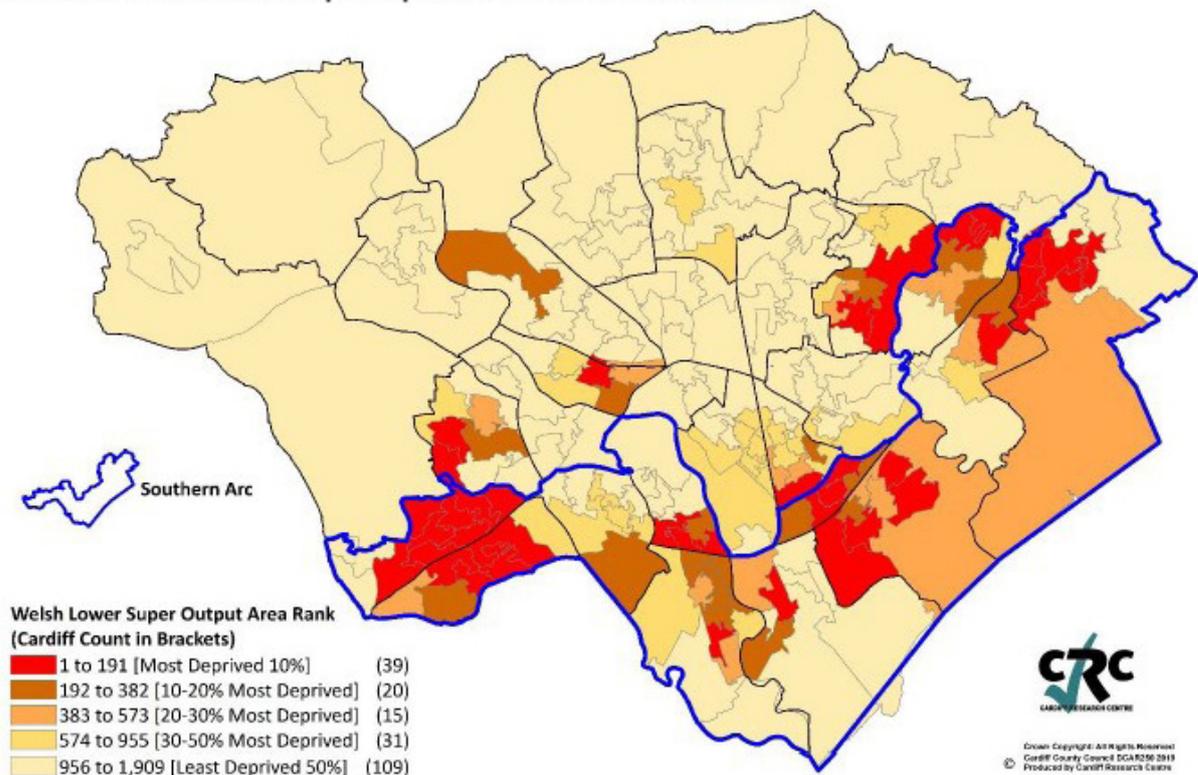
**We will annually report on our progress and our reports will be available on our website.**

# Objective 1: To develop and deliver services which are responsive to Cardiff's inequality gap

## Introduction

Cardiff is home to some of the most and least deprived wards in Wales. Almost a third of Cardiff residents experience material deprivation, with a high percentage of children living in workless and low income households.<sup>2</sup> Only two other local authorities in Wales, Merthyr Tydfil and Newport, have a higher percentage of their population living in the poorest communities in Wales.<sup>3</sup>

2019 Welsh Index of Multiple Deprivation: Cardiff - Overall Ranks



2. See: Cardiff Local Well-Being Assessment, [Cardiff is a fair, just & inclusive society: Poverty](#)
3. Welsh Index of Multiple Deprivation 2019, [Overall Deprivation, Percentage of LSOAs in the 10 % Most Deprived Areas in Wales \(Ranked 1-191\)](#)

Despite Cardiff's economic growth during the last 30 years, the patterns of poverty and inequality that emerged a generation ago remain. There are dramatic disparities in deprivation between the Southern Arc of Cardiff<sup>4</sup> and the rest of the city. In addition, ethnic minorities and those with a work-limiting disability are more vulnerable to long term unemployment.<sup>5</sup>

The majority of school leavers who do not make a successful transition to further education, training or employment, live in the more deprived areas of the city. Although school performance across the city has improved significantly over recent years, too many schools are underperforming, particularly in the city's most deprived communities. Similarly, the gap between those pupils who receive free school meals (FSM) and those that do not remains substantial, indicating that too many children living in financial poverty are not achieving their potential in school.

To achieve the vision of a fair, just and inclusive Cardiff set out in our Well-being Plan 2018-2023, Cardiff must be a city which is a great place to live and work for all its citizens, regardless of background or the community in which they live.

Our activities against this objective are how we will ensure that public services are designed and delivered to ensure that the city's most vulnerable citizens and communities are supported, and that the substantial and rising gaps in housing, prosperity and skill levels between communities in the city is reduced.

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4. The Southern Arc comprises the following wards: Adamsdown, Butetown, Caerau, Canton, Ely, Grangetown, Llanrumney, Riverside, Rumney, Splott, Trowbridge. Some of the LSOAs do not exactly fit the current boundaries but have been attributed to the area on a best-fit basis.

5. See: Cardiff Local Well-Being Assessment: [Evidence Base, Cardiff is a fair, just & inclusive society](#).

## Housing

### Increasing the supply of affordable homes

Like other UK cities, housing is one of the key components of inequality in Cardiff. Bold action is needed to avoid the city becoming a place with a dwindling number of ‘housing haves’ and thousands more becoming the ‘renting rest’. Housing in Cardiff is relatively unaffordable compared to other core cities,<sup>8</sup> with the average house costing nearly seven times the average salary. Only in Bristol and Manchester is housing less affordable.<sup>9</sup>

Average private rents have risen faster than average earnings in Cardiff over the past 6 years, making housing less affordable for tenants. Between 2014 and 2019, average private rents went up 27%,<sup>10</sup> while average individual earnings increased by just 9% for full time workers and 17% for part time workers.<sup>11</sup> Young, BAME and non-UK born residents are disproportionately represented in the rapidly expanding private rented sector<sup>12</sup> and the number of households with children renting privately has grown, particularly for single mothers.<sup>13</sup>

The growing shortage of housing has resulted in prices and rents rising rapidly, with 25.5% of Cardiff residents living in poverty once housing costs are taken into account.<sup>14</sup> Welfare reforms have made the private rented sector more unaffordable for low-income households in Cardiff. Those renting privately or trying to buy their first home feel this pressure more acutely.<sup>15</sup>

High house prices can mean a decrease in living standards as a higher proportion of income is spent on housing costs. It can also have a detrimental impact on people’s mental well-being and life choices, such as when they can afford to have children, and is a driver of intergenerational inequalities.

8. Meaning large regional cities in the United Kingdom outside Greater London.

9. Office for National Statistics, [House price to residence-based earnings ratio](#), 2020

10. Stats Wales, Housing, [Private Sector Rents](#), 2014-2019

11. Annual Survey of Hours and Earnings, [Cardiff Full time/ Part time Annual Earnings 2014-2019](#)

12. See: Cardiff Local Housing Market Assessment 2015 and, House of Commons Library, Briefing Paper: [Home Ownership and Renting: Demographics & Census 2011](#)

13. The percentage of households with dependent children renting privately has increased from 8.4% in 2001 to 19.6% in 2011. [Census 2001, 2011](#), 14. ONS, Households in poverty estimates for middle layer super output areas in England and Wales, [Percentage of Households Below 60% of the Median Income; \(after housing costs\)](#) (Average of all Cardiff MSOAs)

15. Ask Cardiff 2016 Survey, 33.6% of young people reported feeling ‘very concerned’ about housing costs, compared to just 12.8% of those aged over 55.

## Reducing overcrowding

Overcrowding is a problem for some Cardiff residents, and disproportionately affects some groups, forcing them to live in unhealthy conditions. Evidence illustrates that, across Wales, BAME residents and Gypsies and Travellers are at greater risk of overcrowding and are less likely to find suitable accommodation for their household size than other ethnic groups.<sup>16</sup>

Intergenerational overcrowding has been identified as a contributing factor of increased risk for Covid-19 transmission.<sup>17</sup> The Council's work to improve local housing supply and accessibility through the construction of 6,500 new affordable homes by 2026 will be key to alleviating the issues of overcrowding which disproportionately affect BAME households.

	What we will do	Particularly relevant groups	Links to
1.1	Increase the delivery of new houses to meet housing need through the development of Local Development Plan strategic sites including 6,500 new affordable homes by 2026.	All residents, particularly low income households, BAME residents & young people.	Corporate Plan
1.2	Deliver 2,000 new Council homes, of which at least 1,000 will be delivered by May 2022.	All residents, particularly low income households, BAME residents & young people.	Corporate Plan

16. Ethnic group by occupancy rating (rooms), [Census 2011](#) & Shelter Cymru & Tai Pawb, [Homelessness amongst people from Black and Minority Ethnic Populations in Wales](#), 2015

17. Aldridge RW, Lewer D, Katikireddi SV et al. (6 May 2020). [Black, Asian and Minority Ethnic groups in England are at increased risk of death from COVID-19: indirect standardisation of NHS mortality data](#) [version 1; peer review: awaiting peer review]. Wellcome Open Res 2020, 5:88 & The Institute for Fiscal Studies (1 May 2020) - [Are some ethnic groups more vulnerable to COVID-19 than others?](#)

## Improving private rental conditions and terms will support children, BAME residents and residents born outside the UK

The Private Rented Sector (PRS) is characterised by some of the worst housing conditions and relative insecurity. These factors, combined with rising rents and welfare reform, mean that the termination of a Private Rented Sector tenancy is one of the most common reasons that a Cardiff household would be at threat of homelessness.<sup>18</sup>

Certain BAME groups, and households that include children, particularly those born outside the UK, are more likely to be found in this tenure.<sup>19</sup> Non-UK born residents, and BAME residents who are UK nationals, can also face barriers in accessing the Private Rented Sector as a result of the UK Government's 'Right to Rent' regulations.<sup>20</sup> This effect may be further exacerbated by extensive reform to the UK's immigration system, which will be introduced from January 2021.

	What we will do	Relevant to	Links to
1.3	Work to end the city's housing crisis by driving up the standards in the private rented sector and in the city's high-rise buildings by taking enforcement action against rogue agents and landlords letting and managing properties.	Young people, BAME residents & lower income households	Corporate Plan

## Accessible, specialist and supported homes

Disabled and older people suffer from a lack of accessible or adaptable homes.

These homes have an important part to play in ensuring older and disabled people have accommodation that meets their needs, and that they can live as independently as possible.

Like many other areas, Cardiff's older population is projected to increase considerably over the next 20 years. This presents a number of housing challenges. Increased incidence of age-related conditions such as mobility or sensory impairment, frailty and chronic diseases, means that more residents are likely to require specialist accommodation or additional assistance to remain living in their current homes.

18. See Statistics for Wales, [Homelessness in Wales 2018-2019](#).

19. Census 2011, BAME: 15.3% of population; 22.2% of those renting privately/living rent free. The percentage of households with dependent children renting privately has increased from 8.4% in 2001 to 19.6% in 2011. [Census 2001, 2011](#).

20. Joint Council for the Welfare of Immigrants, [Evaluation of the Right to Rent scheme](#), 2015

Poor or unsuitable housing can impact disproportionately on older peoples' physical and mental health, independence and wellbeing.

The delivery of our Older Persons Housing Strategy<sup>21</sup> will respond to these challenges and achieve a suitable supply and balance of accommodation types, enabling older people to live independently for as long as possible, with access to appropriate services and support.

We will also continue to deliver our Disabled Facilities Grant scheme, providing disabled residents with better freedom of movement in and around their home and helping out with the costs of adapting homes to meet residents' needs.<sup>22</sup>

	What we will do	Relevant to	Links to
1.4	<p>Deliver the Older Persons Housing Strategy to support independent living, fully understanding older people's housing needs and aligning work between Council and Health Services including:</p> <ul style="list-style-type: none"> <li>• Working to build and refurbish 'care-ready' schemes for older people;</li> <li>• Continuing the development of person-centred information, advice and assistance for older people and those with disabilities, including the development of performance measures for the service;</li> <li>• Developing innovative models of care, support and nursing services.</li> </ul>	Older people & those with caring responsibilities	<p>Corporate Plan</p> <p>Older Persons' Housing Strategy</p>
1.5	Deliver the Disabled Facilities Grant scheme to support households where there is a disabled person living in the property as their main residence.	Disabled people, those who experience physical or mental ill health, older people & those with caring responsibilities.	Disabled Facilities Grant Scheme

21. Cardiff Council, [Older Persons' Housing Strategy](#)

22. Cardiff Council, [Disabled Facilities Grant](#)

Multiple sources of evidence demonstrate that Gypsies and Travellers experience some of the worst outcomes of any ethnic group across a wide range of social indicators. The Equality and Human Rights Commission has published a number of reports highlighting the multiple inequalities experienced by Gypsies and Travellers. The contributory factors are complex and often inter-related, but include deprivation, social exclusion and discrimination.<sup>23</sup>

The Housing Wales Act 2014 places a statutory duty on local authorities in Wales to assess the accommodation needs of Gypsies & Travellers in their area. The Act also places a statutory duty upon the authority to provide for that need. Cardiff's Gypsies and Travellers Accommodation Needs Assessment<sup>24</sup> reveals an evidenced need for appropriate accommodation. Progressing the delivery of this provision will be key to improving housing and health outcomes for our Gypsy and Traveller community.

	<b>What we will do</b>	<b>Relevant to</b>	<b>Links to</b>
1.6	Meet our statutory duties in relation to the accommodation needs of Gypsies and Travellers in Cardiff, in line with Cardiff's Local Development Plan.	Gypsies and Travellers	Gypsies and Travellers Accommodation Assessment Duties under the Housing (Wales) Act 2014 Local Development Plan & Annual Monitoring Report

23. Equality and Human Rights Commission, [Is Britain Fairer? The state of equality and human rights 2018](#)

24. Cardiff Council, [Gypsy and Traveller Accommodation Assessment, February 2016](#)

## Our vision to end homelessness

Homelessness is an issue of extraordinary significance for Cardiff. During the Coronavirus lockdown we delivered an extensive programme of support for homeless people in our city to ensure that no one was left behind and every resident had a safe place to self-isolate, maintain social distancing and have food security.

Our collective action to protect rough sleepers and those at imminent risk of homelessness during this time has been nothing short of life changing for so many of those who have been supported. We are clear that there can be no going back and the ‘everybody in’ programme of housing assistance must point the way to ending homelessness for good in Cardiff.

Prior to the pandemic, the Council’s strategy for supporting rough sleepers to access comprehensive and specialist support had already made significant progress in its first year. Two thirds of Cardiff’s rough sleepers were assisted into housing and support within the first twelve months.<sup>25</sup> In spring and summer 2020 we accelerated our programme of change in partnership with our colleagues from the statutory, voluntary and private sectors, and by April 2020, every single rough sleeper in the city had a safe space to sleep and access to enhanced specialist support during the day.

We have set out an ambitious vision for ending homelessness in Cardiff. It is a whole system change for homelessness support, which prioritises high quality multi-agency assessment, rapid rehousing and specialist accommodation support for those with the most complex needs. Implementing this model is one of the most ambitious and essential components of our vision for tackling inequality in Cardiff. A home is critical to a person’s health, dignity, safety and inclusion in our community.

While people can be homeless for a variety of reasons, the shortage of affordable housing, compounded by welfare reforms, including reductions in Local Housing Allowance rates and the benefit cap, are important factors.

Our ambitious programme for addressing homelessness in Cardiff will also be instrumental in shaping the outcomes of a number of protected characteristic groups in the city. In 2019, Black and Minority Ethnic residents were overrepresented amongst households requesting homelessness assistance, making up 29.5 % of requests for support.<sup>26</sup> Research from Shelter Cymru and Tai Pawb also suggests that homelessness amongst BAME residents in Wales may be even more widespread than this data suggests due to hidden homelessness and gaps in existing data sets.<sup>27</sup>

25. Cardiff Council, Homelessness data, 2018 & 2019

26. Stats Wales, [Households for which assistance has been provided during the year, by ethnic group of applicant, Cardiff, 2018-2019](#) (Excluding ‘ethnicity not known’)

27. Shelter Cymru & Tai Pawb, [Homelessness amongst people from Black and Minority Ethnic Populations in Wales](#), 2015

Refugees and asylum seekers,<sup>28</sup> young people,<sup>29</sup> those who have suffered domestic abuse<sup>30</sup> and LGBT+ people<sup>31</sup> are also groups who experience additional risk of homelessness. There are also a disproportionate number of people experiencing homelessness who are disabled or experience physical or mental ill health, with research from Crisis finding that homeless people were nearly twice as likely to have experienced mental ill health as the general population. The same research shows that as a person's housing becomes more stable, the rate of serious mental illness decreases.<sup>32</sup>

Since 2015, the number of households seeking homelessness assistance who are assessed as vulnerable due mental illness has increased from 21 to 90 in 2019.<sup>33</sup>

	What we will do	Relevant to	Links to
1.7	<p>Continue to deliver the Rough Sleeper Strategy and the Homelessness Strategy including:</p> <ul style="list-style-type: none"> <li>• Taking forward the Strategic Review of services for single homeless;</li> <li>• Reviewing and improving emergency accommodation, continuing to ensure no one has to sleep out in Cardiff;</li> <li>• Extending the capacity of the Housing First schemes using both social and private rented sector homes and developing plans to make the scheme sustainable;</li> <li>• Continuing to develop the multi-agency team around rough sleepers, improving support available for those with substance misuse, and for those with co-occurring mental health and substance misuse issues.</li> <li>• Strengthening links with the criminal justice system through enhanced probation input into the team.</li> </ul>	<p>Disabled people, people with mental ill health, single people on low incomes, refugees &amp; victims of domestic violence.</p>	<p>Corporate Plan Rough Sleeper Strategy Homelessness Strategy</p>

28. See: House of Commons Library, [Homelessness among refugees](#), 2018

29. Wales Centre for Public Policy, [Youth homelessness and care leavers: Mapping interventions in Wales](#), 2018

30. Safe Lives, [Safe at Home: Homelessness and domestic abuse](#), 2018

31. According to Albert Kennedy Trust, almost one in four young homeless people identifies as LGBT, [LGBT Youth Homelessness: A UK National Scoping of Cause, Prevalence, Response & Outcome](#), 2015

32. See: Crisis, [Mental Health](#)

33. Households found to be eligible for assistance, unintentionally homeless and in priority need during the year: Priority - Households where a member is vulnerable due to: Mental illness / learning disability / learning difficulties, [Stats Wales, Cardiff, 2015-2019](#)

## An inclusive and fair economy

Our vision for a fairer city economy has never been more important. Coronavirus has plunged the world into the worst economic crisis since the Great Depression and has led to nationwide job losses. Nowhere is feeling the economic and social impact of Covid-19 in the UK more than its cities and largest towns. Together, they account for around 60 % of the UK's economic output and are home to more than half the UK population.<sup>34</sup>

Alarming, job losses have disproportionately impacted disadvantaged groups, including those with less formal education, young people and those on temporary or insecure contracts. Whilst the full impact of the crisis is not yet known, pandemics of the past have hit low earners' job prospects and earnings hardest.<sup>35</sup>

There is still much uncertainty regarding our economic recovery trajectory, but one thing is clear: we will need to not only maintain, but accelerate, our momentum to create a more inclusive city economy. Such action is essential if we are to prevent the entrenchment and worsening of inequality in our city in the years to come.

Covid-19 has highlighted the insecurity pulling many low-paid workers into poverty, and Cardiff is no exception. Delivering quality secure jobs can, and must, play a central role in our city's recovery. This will need decisive and preventative action focused on supporting those who have experienced the economic fallout of the pandemic most acutely, not only through supporting job creation, but also delivering targeted into-work support for those who have lost their employment, or are trying to get a foot on the ladder for the first time as they leave school or university.

Existing economic disparities could lead to a profoundly devastating and disproportionate impact of Covid-19 on people from ethnic minority backgrounds. Black and Minority Ethnic groups are more likely to be unemployed and in precarious work than their White counterparts and a recent report revealed that Black and Minority Ethnic millennials are 47 % more likely to be on a zero hours contract.<sup>36</sup> Recent UK-wide evidence indicates that women from Black and Minority Ethnic backgrounds in particular, are experiencing a significant and disproportionate economic burden as a result of Covid-19.<sup>37</sup>

34. See analysis by: Centre for Cities, [What does the Covid-19 crisis mean for the economies of British cities and large towns?](#)

35. International Monetary Fund, [How Pandemics Leave the Poor Even Farther Behind](#), 2020

36. UCL Institute of Education (IOE), Carnegie UK Trust, and Operation Black Vote, [Race Inequality in the Workforce: Exploring connections between work, ethnicity and mental health](#), 2017

37. Women's Budget Group, LSE, Queen Mary University of London, Fawcett Society, [BAME women and Covid-19 – Research evidence, 2020](#)

**SEE ALSO:**

Objective 2: To lead the way on equality and inclusion in Wales and beyond: Race Equality Taskforce & Living Wage Action Plan

Objective 4: To build an inclusive and representative organisation

Cardiff's labour market should be open and accessible to everyone but currently this is not the case. Disabled people and people from Black and Minority Ethnic backgrounds are underrepresented in the city workforce and are more likely to experience low pay.<sup>38</sup>

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. The Council is determined, both as an employer and as a convener for change, to develop exemplary employment practices to eliminate this, and to encourage other major employers to do the same.

	<b>What we will do</b>	<b>Relevant to</b>	<b>Links to</b>
1.8	<p>Further improve the Into Work Service by continuing to integrate employment support services. This will include:</p> <ul style="list-style-type: none"> <li>• Reviewing support for care-experienced young people to ensure it is meeting their needs;</li> <li>• Fully aligning the 'Learning for Work' programme offered through Adult Community Learning with the Into Work Service;</li> <li>• Providing effective employer engagement and assistance into self-employment;</li> <li>• Continuing to promote and extend volunteering opportunities.</li> </ul>	<p>Young people, Older people, Disabled People, BAME people, women &amp; lower income households.</p>	<p>Corporate Plan</p>

38. [Annual Population Survey 2019-2020](#)

## A great place to grow up for children of all backgrounds

Children who grow up in poverty are found to have lower educational attainment, have higher incidence of behavioural problems and risky behaviours as well as the early signs of latter life health problems such as obesity. These are all known to be contributing factors to patterns of social mobility, health inequalities and poverty in future generations of children.<sup>39</sup> There is a link between deprivation and early year's attainment. In Cardiff, an attainment gap of 9.6% exists between those eligible for Free School Meals (FSM) and those not, at the end of Primary School. Whilst this is lower than the Wales gap of 14.2%, and the gap has narrowed considerably over the last decade, there is further work required to support these young people to achieve their potential.

The council's broader work to address socioeconomic inequality in Cardiff, as detailed throughout this Strategy, will help to address the root causes of child poverty and improve social mobility for future generations.

### Provision for children with Additional Learning Needs

Children with Additional Learning Needs (ALN) are less likely to do well at school than their peers. To help improve outcomes for ALN learners, we will be developing improved models of alternative education provision for learners who are struggling to manage the demands of a full time mainstream curriculum. This will include refreshing the Cardiff Accessibility Strategy and guidance for schools to ensure disabled children and young people and those with healthcare needs are effectively included in learning.

	What we will do	Relevant to	Links to
1.9	Develop improved models of alternative education provision for learners who are struggling to manage the demands of a full time mainstream curriculum. We will do this by reshaping and enhancing specialist provision and services for pupils with additional learning needs to ensure sufficient, high-quality provision is available to meet the current and projected need from 2019 to 2022.	Young people, people from low income backgrounds, those who experience physical and/or mental ill health & disabled people.	Corporate Plan

39. See research collection by Economic and Social Research Council, [Child poverty casts a long shadow over social mobility](#)

## Cardiff Commitment and supporting young people’s transition into work

With growing fears about the potentially devastating impact of Coronavirus on young people’s job prospects,<sup>40</sup> our ambitious Cardiff Commitment programme will be even more critical to support Cardiff’s young people reach their full potential. The Cardiff Commitment brings the public and private sectors together to connect the city’s young people to diverse work opportunities in a range of sectors.<sup>41</sup>

Young earners have felt the disproportionate impact of the coronavirus crisis. These employees are more likely to have lost work or been furloughed due to the crisis than those of prime age, and have experienced the biggest pay swings with large proportions losing earnings.<sup>42</sup>

We recognise that some young people are faced with additional, and significant, challenges and barriers to labour market progression, including those from low income families,<sup>43</sup> care leavers,<sup>44</sup> and some BAME young people,<sup>45</sup> and will seek to bring particular focus to those groups. We are determined to create the environment in which young people from all backgrounds, and particularly our most vulnerable young people, are supported to achieve their full potential and make a successful transition into adulthood and the world of work. It is only by delivering this that we will break entrenched cycles of generational poverty.

	What we will do	Relevant to	Links to
1.10	<p>Support young people into education, employment or training by delivering the Cardiff Commitment, with a focus during the academic years 2019/20 and 2020/21 upon:</p> <ul style="list-style-type: none"> <li>• Creating school/business partnerships that target skills development in the key economic growth sectors of the Cardiff Capital Region;</li> <li>• Introducing targeted programmes of support and mentoring for young people</li> </ul>	<p>Young people, people from low income backgrounds, BAME residents, disabled residents &amp; women and girls.</p>	<p>Corporate Plan</p>

40. See: Resolution Foundation, [Young Workers in the Coronavirus Crisis: Findings from the Resolution Foundation’s Coronavirus survey](#), May 2020

41. Find out more: [Cardiff Commitment](#)

42. Resolution Foundation Young Workers Survey

43. OECD, [A Broken Social Elevator? How to Promote Social Mobility](#), 2018

44. Become Charity, [Care: The Facts- employment](#).

45. UK Government, [Ethnicity Facts and Figures, Work, Pay and Benefits](#)

Research from the OECD found that social mobility is so frozen that it would take five generations for a poorer family in the UK to reach the average income.

## Looked after children & care leavers

We have a commitment to ensure that children thrive in our care. Nationally, 47% of all care leavers are not in education, training or employment 12 months after leaving care.<sup>46</sup> Improving educational attainment and providing better integrated support will provide an essential foundation to improve outcomes for looked after children and care leavers in Cardiff.

Care leavers are expected to become independent and self-sufficient much earlier than their non-care peers, accelerating their transition to adulthood. Our renewed Corporate Parenting Strategy Action Plan will drive action to improve outcomes and wellbeing for Looked After Children and Care leavers by ensuring that they have greater access education, training and employment opportunities and can achieve their potential.

	What we will do	Relevant to	Links to
1.11	<p>Implement the renewed Corporate Parenting Strategy Action Plan by March 2023 to improve outcomes and well-being for Children Looked After by:</p> <ul style="list-style-type: none"> <li>• Developing partnership arrangements around access to education and educational attainment for Children Looked After;</li> <li>• Improving transition and progression into education, employment or training for care leavers by March 2021</li> </ul>	Young people, Looked After Children and care leavers.	Corporate Plan Corporate Parenting Strategy & Action Plan

46. Welsh Government Review: [Extending corporate parenting across public services: looked after children](#), 2020

## Mental health services for young people

Children and young people across the UK have had their lives turned upside down by the pandemic. Almost every young person has had to adjust to dramatic changes in their education or employment, routine and home life.

Some have experienced bereavement or other traumatic experiences during the lockdown period, while groups who were already marginalised or disadvantaged are now likely to become more so. Research by Young Minds found that 80 % of young people with a history of mental health needs agreed that the Coronavirus pandemic had made their mental health worse, and 87 % reported feeling lonely or isolated during the lockdown period.<sup>47</sup>

Emerging evidence also indicates that the impact of coronavirus is amplifying the inequalities associated with social determinants of young people's mental and physical health, with some children more vulnerable to the mental health impacts of the pandemic. This includes those with pre-existing mental health and neurodevelopmental conditions, as well as children in homes where domestic violence is a concern and children and young people who are living in poverty.<sup>48</sup> Children from Minority Ethnic groups are more likely to experience poor health outcomes and, therefore, are more likely to experience mental health difficulties during the pandemic.<sup>49</sup>

This context adds further impetus to our work to transform mental health and emotional well-being support for young people in the city.



47. Young Minds, Coronavirus: [Impact on Young People with Mental Health Needs](#), 2020

48. Evidence Based Practice Unit, [Emerging Evidence: Coronavirus and children and young people's mental health](#), June 2020

49. Ibid

	What we will do	Relevant to	Links to
1.12	<p>Improve mental health and emotional well-being for young people by working in partnership to deliver an integrated approach to children and young people's emotional and mental health support across the child's journey by March 2023 by:</p> <ul style="list-style-type: none"> <li>• Reviewing the effectiveness of the integrated referrals for the Barnardo's Family Wellbeing Service through the Family Gateway;</li> <li>• Developing an approach to joint assessment across Early Help teams and commissioned services to ensure family needs are met by June 2020;</li> <li>• Working with the Cardiff and Vale University Health Board (UHB) to recruit two Young People's Emotional Health and Wellbeing specialists to work alongside the Family Help, Support4Families and Cardiff Parenting teams by June 2020;</li> <li>• Working with the Cardiff and Vale UHB to develop trusted referrer pathways from Early Help teams into the proposed NHS Single Point of Access Emotional and Mental Health Hub by January 2021;</li> <li>• Piloting the role of resilience workers with the Cardiff and Vale UHB to build capacity for schools to address the numbers of children affected by multiple adverse childhood experiences;</li> <li>• Delivering emotional and mental health support for young people through youth work intervention and the Curriculum for Life programme by April 2021.the Curriculum for Life programme by April 2021.</li> </ul>	<p>Young people, those who experience mental ill health, BAME residents, children from low-income families, disabled children, LGBT+ children &amp; Looked After Children.</p>	<p>Corporate Plan</p>

## Youth Justice Service

For a small number of children, the risks in their lives, their poor choices, or the actions of adults putting them in harm's way, may bring them close to or into the youth justice system as they come to the attention of police or are arrested. These children can do harm to others, their families and their futures. Our focus is on both these groups – the children causing the harm and those harmed or at risk of harm. At the heart of our work is the knowledge that these are first of all children and only secondly are they children in the youth justice system.

The vast majority of young offenders in Cardiff are male.<sup>50</sup> Across the UK, young people from Black and mixed Black-White backgrounds are over-represented in the criminal justice system and those from White and Asian backgrounds are under-represented. Evidence illustrates that Looked After Children are also significantly over-represented in young offender institutions across the UK.<sup>52</sup>

Children and young people who are in contact with the justice system have worse health outcomes than children in the general population and are likely to have experienced adverse childhood experiences (ACEs).

Our Youth Justice Development Strategy, 'All of Our Futures',<sup>53</sup> will transform youth justice services in Cardiff to deliver high quality prevention, early intervention and support services to young people in Cardiff. Getting this right will provide a better future for children in the youth justice system and keep children and our communities safe from harm.

	What we will do	Relevant to	Links to
1.13	Deliver the All of Our Futures Youth Justice Development Strategy by <ul style="list-style-type: none"> <li>• Completing a service review of the Youth Offending Service by 2021</li> <li>• Closer aligning the Youth Offending Service with the Adolescent Service provision, in order to reduce offending/re-offending rates.</li> </ul>	Young people, those who experience mental ill health, BAME residents, children from low-income families, Looked After Children & Care Leavers.	All of Our Futures Youth Justice Development Strategy

50. 88 % of young people supported by the Youth Justice Service are male (as of July 2020), Cardiff Council data

51. See: Ministry of Justice, [Race and the criminal justice system statistics](#), 2018

52. See: Prison Reform Trust, Independent Review chaired by Lord Laming, [In Care, Out of Trouble, How the life chances of children in care can be transformed by protecting them from unnecessary involvement in the criminal justice system](#), 2016

53. Cardiff Council, [All of Us: Youth Justice Development Strategy](#), 2020-2022

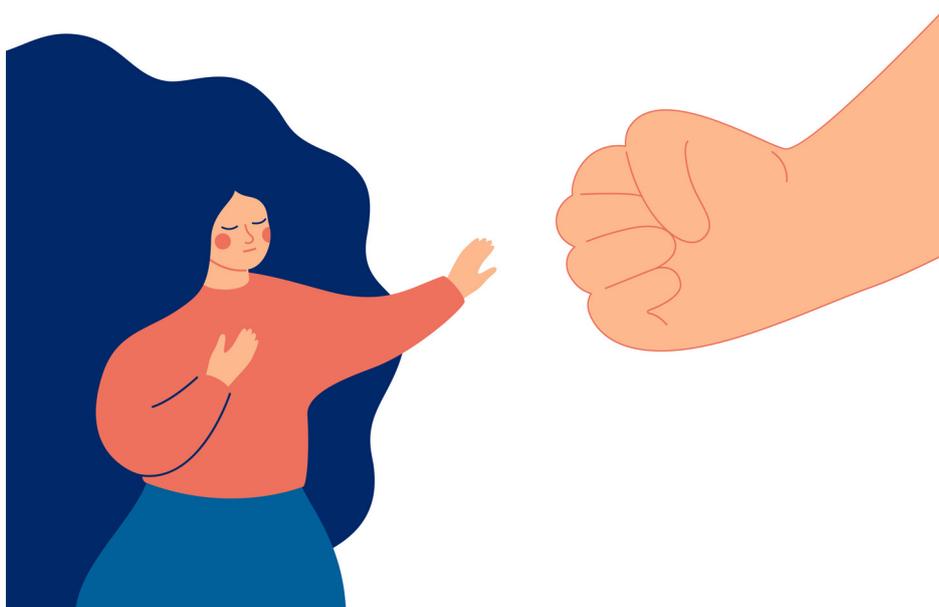
## Tackling violence against women and girls

In response to the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015, and the subsequent national strategy, partners in Cardiff and the Vale of Glamorgan developed their regional Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Strategy 2018-2023 – 'It's In Our Hands'.

Whilst anyone (women, men, children and young people) can experience and be affected by domestic abuse and sexual violence, evidence illustrates that women and girls are disproportionately affected. In 75% of the domestic abuse-related crimes recorded by the police in the year ending March 2019, the victim was female.<sup>54</sup>

Our partnership strategy sets out high standards for VAWDASV services and a strong focus on prevention to ensure that people who live, work, study in, and visit, our region have the opportunity to live positive, independent lives without being affected by violence and abuse.

	What we will do	Relevant to	Links to
1.14	Deliver the actions identified in the Cardiff & Vale of Glamorgan Violence against Women, Domestic Abuse and Sexual Violence Strategy 2018-2023, including the delivery of a regional service for male victims.	Women & girls, men, those who experience domestic abuse, children & young people.	Cardiff & Vale of Glamorgan Violence against Women, Domestic Abuse and Sexual Violence Strategy 2018-2023



54. Office for National Statistics, [Domestic abuse victim characteristics, England and Wales: year ending March 2019](#)

# Objective 2: To lead the way on equality and inclusion in Wales and beyond

## Introduction

It is essential that Cardiff, as the Welsh capital, sets high standards for equality. With complex technological, demographic, environmental and political drivers of change likely to reshape Wales' capital city and region in the coming years, taking action on growing inequality must and will remain a key priority for Cardiff as we enter the new decade.

We want people to look to the Council, and the city as a whole, as a model of good practice in addressing inequality and inclusion. Our learning, and particularly where we have cultivated successful, evidence-led approaches, will lead the way for a fairer and more inclusive Wales as we share our learning and progress with other public sector bodies and our wider communities.

This means pioneering new approaches and going above and beyond the Public Sector Equality Duty to deliver bold and aspiring initiatives which give focus to some of the greatest inclusion issues we face in the city. Each of the initiatives below focuses not only on identifying and implementing immediate actions we can deliver, but enhancing our understanding and strategic approach to deliver generational long-term change, and sharing that learning throughout our organisation and with our partners.

## Cardiff Race Equality Taskforce

Racial inequality continues to exist in Cardiff, Wales and the UK. In autumn 2020, Cardiff Council will convene a Race Equality Taskforce to address racial discrimination and promote race equality in the city.

The Taskforce will drive coordinated and strategic action to address inequality in Cardiff, in collaboration with our public sector partners and major employers in the city. It will be responsible for advancing a programme of change and transformation to create a fairer city for our residents from ethnic minority backgrounds.

Over the summer of 2020, we will deliver a public consultation on the priority work streams of the Race Equality Taskforce to understand what our residents think are the biggest issues, and the greatest opportunities, for Cardiffians from ethnic minority backgrounds, so we can focus our thinking and resources into finding the solutions that will have the greatest impact.

### Race Equality: The Evidence

The context for the establishment of Cardiff's Race Equality Taskforce has been well documented in several recent studies, reviews and inquiries, which reveal the extent of racial inequality in the UK, including:

- The [Race Disparity Audit](#), published in 2017, showed inequalities between ethnicities in educational attainment, health, employment and within the criminal justice system.
- The [McGregor-Smith Review of race in the workplace](#), published in 2017, found people from Black and Minority Ethnic backgrounds were still disadvantaged at work and faced lower employment rates than their white counterparts.
- The [Lammy Review](#), also published in 2017, found evidence of bias and discrimination against people from ethnic minority backgrounds in the justice system in England and Wales.
- The [Windrush Lessons Learned Review](#), published in March 2020, found the Home Office showed, "institutional ignorance and thoughtlessness towards the issue of race."

Reviewing our evidence base on race inequality in Cardiff, Wales and the UK more broadly, we have proposed some suggested areas of initial focus. These suggestions are areas where we believe the Taskforce could have a considerable impact in driving meaningful change to advance race equality, including:

- Exploring what more can be done to ensure that the Council’s membership and workforce represents the full diversity of the city it serves
- Reviewing the experiences of children and young people from ethnic minority backgrounds in education
- Supporting our residents from ethnic minority backgrounds to access high quality employment opportunities
- Reviewing how we commemorate our history in public spaces and cultural life. This will include supporting the Wales-wide audit of statues, street and building names, within the context of exploring connections with the slave trade.<sup>55</sup>
- Supporting the civic and democratic involvement of ethnic minority communities through voter registration and making sure Cardiff’s ethnic minority communities are counted in the Census 2021.

	<b>What we will do</b>	<b>Relevant to</b>	<b>Links to</b>
2.1	Establish a Race Equality Taskforce to deliver coordinated action on inequality for Cardiff’s Black and Minority Ethnic residents.	BAME residents, children and young people & low income households.	Directorate Delivery Plan- Policy & Partnerships

55. Welsh Government, [Black Lives Matter: First Minister of Wales announces statues, street and building names audit](#)

## A Child Friendly City

Cardiff is the first city in Wales to participate in UNICEF UK's national Child Friendly Cities and Communities initiative.<sup>56</sup>

Our ambition is for Cardiff to be recognised as a Child Friendly City (CFC): a city with children and young people at its heart, where the rights of children and young people are respected by all and the city is a great place to grow up.

Our ambitious strategy creates a roadmap towards a city where all children and young people experience equality of opportunity in all that they do, and are safe, respected and free from any form of discrimination or harm.

	What we will do	Relevant to	Links to
2.2	<p>Promote and fulfil children's rights by becoming a Unicef Child Friendly City by 2021, with work including:</p> <ul style="list-style-type: none"> <li>• Ensuring all Cardiff schools are designated as Rights Respecting Schools</li> <li>• Developing a 'Passport to the City of Cardiff' which will guarantee that every child can access a broad range of extra-curricular experiences across the city.</li> </ul>	Children and young people.	Corporate Plan Child Friendly Cardiff Strategy

56. Cardiff Council, [Child Friendly City Strategy](#), 2018

## Enhancing Civic Participation

Next year's Welsh Parliament elections will be the first in which 16 and 17 year olds and legally resident foreign nationals are allowed to vote in Wales, in a major expansion of the franchise.

In 2020-2021, we will deliver a targeted voter registration campaign to maximise voter registration for these groups of residents in Cardiff. This will help to make sure they aren't left without a vote and are fairly represented in the Welsh Parliament.

In 2021, the Office for National Statistics (ONS) will deliver their once-a-decade Census in Wales and England. The importance of the Census cannot be overstated.

Beyond being a simple count of people and assets, contemporary census-taking provides essential information about our communities to understand and improve their material and social lives, and provides a detailed understanding of what resources are required in which areas. Censuses identify areas of greatest population growth and decline, which is essential information for urban planning and for the provision of key public services such as education and health.

The coronavirus pandemic will almost certainly make it harder to conduct a proper census count, and we will be working closely with local ONS staff, across Council departments and with our partners to reach communities who may be undercounted.

On publication, the Census 2021 data will paint a rich picture of equality and population change in the city. We will analyse this data and develop briefings for council staff and our partners to support evidence-led approaches to addressing inequality in Cardiff.

In addition, the Local Government and Elections (Wales) Bill introduces a duty to prepare, consult on, publish and review a 'public participation strategy' with the aim of making it easier for members of the public to understand how local government functions, how it makes decisions, and how local people can follow proceedings, input their views, and have them taken into account.<sup>57</sup>

We will develop and publish a Citizens Engagement Strategy to deliver this, with particular attention to those groups which our evidence suggests are least heard in decision making to address the democratic deficit.

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57. See: Welsh Government, Local Government and Elections (Wales) Bill, [Explanatory Memorandum](#), November 2019

	What we will do	Relevant to	Links to
2.3	Coordinate activity to deliver the Census 2021 in partnership with the Office for National Statistics to ensure all residents are counted and their needs understood in future service planning.	All residents but particularly those from low income backgrounds, BAME residents, children & young people	Directorate Delivery Plan- Policy & Partnerships
2.4	Deliver a voter registration campaign for 16-17 year olds and non-UK born residents to maximise participation in the 2021 Welsh Parliament election.	BAME residents, non-UK born residents, children & young people.	Directorate Delivery Plan- Policy & Partnerships
2.5	Develop a Citizens Engagement Strategy to enhance local democratic participation and support engagement with local decision-making.	All residents but particularly those from low income backgrounds, BAME residents, children & young people.	Directorate Delivery Plan- Policy & Partnerships Directorate Delivery Plan- Legal & Governance
2.6	Support participation amongst those with protected characteristics by: <ul style="list-style-type: none"> <li>• Providing information and/ or engagement sessions in an accessible format on key issues, taking account of and mitigating barriers to participation wherever possible, such as through the provision of information in another language, Braille, audio, large print, easy read, BSL video or plain text.</li> </ul>	All protected characteristic groups, particularly those with a disability and speakers of languages other than Welsh and English.	Directorate Delivery Plan- Policy & Partnerships

## A Living Wage City

In October 2019, provisional estimates found that 19,000 jobs in Wales (1.6 % of all jobs) paid less than the National Minimum Wage (NMW) or National Living Wage (NLW) to employees aged 16 and over.<sup>58</sup>

37,000 jobs in Cardiff (17.6 % of all jobs) pay below the voluntary Living Wage Foundation rates.<sup>59</sup> This is a rate of pay calculated by the Living Wage Foundation which is based on what families need to achieve an acceptable standard of living.<sup>60</sup>

Cardiff has been recognised as a Living Wage City as part of the new ‘Making Living Wage Places’ scheme. In 2019, a group of prominent Cardiff employers joined forces to form the Cardiff Living Wage Action Group and launched their 3 year action plan to begin ‘Making Cardiff a Living Wage City’.<sup>61</sup>

There are already over 100 accredited Cardiff Living Wage employers which equates to over 45 % of the Welsh total.

The Action Plan for 2019-2022 includes:

- Increasing the number of accredited Living Wage employers to 150 by 2022.
- Increasing the number of people working for accredited Living Wage employers to 48,000 by 2022.
- Encouraging major employers, iconic employers and ‘anchor’ organisations in Cardiff to become accredited Living Wage employers.
- Supporting small businesses to accredit through the Council’s Living Wage Accreditation Support Scheme.

	What we will do	Relevant to	Links to
2.6	Encourage and support organisations to become accredited Living Wage employers.	Low income residents, BAME residents, women & disabled residents.	Corporate Plan Cardiff Living Wage Action Plan

58. Office for National Statistics, [Jobs paid below minimum wage by category](#), October 2019,

59. Annual Survey of Hours and Earnings (ASHE) - [Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK](#), April 2018 and April 2019

60. See: Resolution Foundation, [Calculating a Living Wage for London and the rest of the UK](#), 2019-20

61. Cardiff Council, [Making Cardiff a Living Wage City](#)

## A cohesive and welcoming capital

Across Europe, cities like Cardiff can offer a strong counter-narrative to the politics of hate and division.

We will continue to deliver the Welsh Government's Community Cohesion Programme<sup>62</sup> with a focus on identifying and deescalating community tensions and work closely with organisations funded through the Welsh Government's EU Transition Fund programme to prevent hate crime and support its victims. The cohesion team will continue to deliver bespoke specialist support and advice to council services and our partners on steps we can all take to ensure there is zero tolerance of xenophobia, racism and bigotry in Cardiff.

The UK's exit from the European Union and changes to the UK's immigration system mean that we will be bringing particular focus to the priorities below in the delivery of the national Cohesion Delivery Plan.

### Exiting the European Union

The UK's exit from the European Union brings added uncertainty in relation to equality and human rights, adding increased priority to the question of how, as a city, we can ensure that tackling inequality is at the heart of our strategic decision-making, service design and delivery.

Throughout 2020 until June 2021<sup>63</sup> we will continue to deliver our comprehensive EU Settlement Scheme Engagement Plan to ensure EU nationals living in our city are able to protect their rights when the EU-Exit transition period ends and to maximise applications to the scheme.



62. Welsh Government, [Community Cohesion Programme](#)

63. The current closing date for EU Nationals to apply to the EU Settlement Scheme, provided that they were resident in the UK by 31st December 2020. (Correct as of 02/08/20 but please check the latest UK Government Guidance)

## Supporting the inclusion of non-UK born Cardiffians, including refugees and asylum seekers

Cardiff is one of the founder cities to the UK Inclusive Cities programme, convened by the Centre for Migration, Policy & Society at the University of Oxford.<sup>64</sup> Cities participating in the programme commit to working together with their local partners to achieve a step-change in their approach to supporting and welcoming newcomers in their city.

Following the delivery of our Phase 1 Action Plan in 2017-2019, in Phase 2 of the programme (2020-2022), we will bring specific focus to how we support non-UK born residents with different types of immigration status in the context of Covid-19 recovery.

This will include reviewing and enhancing safeguarding processes across a partnership of stakeholders through a sub-group to the Regional Safeguarding Board and supporting access to legal provision for those with complex immigration issues which contribute to, or cause, destitution.

	What we will do	Relevant to	Links to
2.8	Deliver the Welsh Government's Community Cohesion Programme	All residents	Corporate Plan Welsh Government Community Cohesion Programme
2.9	Coordinate Cardiff's response to leaving the European Union by supporting EU nationals to apply to the EU Settlement Scheme and continuing to advocate for migrants' rights.	Non-UK born residents	Directorate Delivery Plan- Policy & Partnerships
2.10	Enhance local expertise and practice regarding supporting migrant communities, including participating in the Inclusive Cities network.	Non-UK born residents	Directorate Delivery Plan- Policy & Partnerships

65. Equality and Human Rights Commission, [Is Wales Fairer?](#), 2018 report

## Cardiff: A city that celebrates diversity and inclusion through music and culture

Over the past two decades Cardiff's cultural and sports offer have been instrumental to the transformation of our city. Capital Ambition recognises that our city's cultural offer is an area of competitive advantage and Cardiff's cultural and leisure infrastructure is recognised by our residents as amongst the best in Europe.

Our Economic Strategy identifies our creative industries as critical to the development of Cardiff's economy in the years ahead. Our local Music industry has been identified as an area of particular strength and there is an exciting opportunity to further develop our creative sector and put culture, innovation and creativity at the heart of the Cardiff's future industrial development.

### Cardiff Music Strategy

Cardiff is responsible for approximately 30% of the production and 41% of the jobs generated by the core of the Welsh music sector. It generated an output of £153 million, and added £104 million value (Gross Value Added) to the local economy in 2016.

To make the most of Cardiff's potential, we reviewed Cardiff's cultural assets and infrastructure to inform our Economic Strategy. This review identified 'Delivering a Music Strategy for Cardiff' as a key priority for our future economic development. To progress this work, Sound Diplomacy, the global leader of the Music Cities movement, were appointed to analyse Cardiff's music ecosystem and support the development of a Music Strategy for the city.

Sound Diplomacy identified a development opportunity within Cardiff's music industry to diversify our events and genre offer. Genres such as hip-hop, rap, grime, RnB, jazz, world music and electronic genres are under-represented in city venues and festivals, both in terms of events and performers. Research regarding Cardiff's music sector has also identified that many stakeholders agree that the city's music ecosystem would benefit from greater cultural and gender diversity.

To actively respond to Sound Diplomacy's recommendations, we established one of the UK's first city Music Boards. One of the objectives the Music Board are working to deliver is to promote fairness, improve access and champion diversity initiatives within the sector.

Research by the Arts Council of Wales has identified a lack of diversity and inclusion as a broader sectoral issue and we will be working to address this through our wider cultural development work during the lifespan of this Strategy.

	What we will do	Relevant to	Links to
2.11	<ul style="list-style-type: none"> <li>• Develop a Cardiff Cultural City Compact with the cultural sector to support the development of a new Cultural Strategy that promotes diversity and inclusion.</li> <li>• Encourage diversity in cultural programming and promote a greater variety of music genres performed in Cardiff</li> <li>• Create and grow a Cardiff signature music event that nurtures home grown diverse talent.</li> </ul>	All residents, particularly those from low income backgrounds, children and young people, BAME residents and women.	<p>Corporate Plan</p> <p>Cardiff Music Strategy</p>

## Ensuring and monitoring our progress

The Equality and Human Rights Commission’s 2018 ‘Is Wales Fairer?’ report identified that there are clear gaps in the data in Wales that make it difficult to understand the experiences of people sharing all protected characteristics. There is a particular lack of data broken down by the protected characteristics of sexual orientation, gender reassignment, religion or belief, and race.<sup>65</sup>

We will review the data we currently collect across the organisation, and how we share Wales-wide and UK-wide data on equalities within our organisation, to identify ways to enhance their visibility for staff, and especially policy makers, to ensure that all our services deliver an evidence-led approach to our equalities duties. This data will be brought together into a single dashboard to ensure its accessibility and will be promoted to council staff to encourage its use in all aspects of service design.

	What we will do	Relevant to	Links to
2.12	Development of an equalities data dashboard available to all staff responsible for policy development & an equalities framework of indicators to measure and monitor our impact.	All protected characteristic groups, those on low incomes	Directorate Delivery Plan- Policy & Partnerships



64. Centre for Migration, Policy and Society, University of Oxford, [Inclusive Cities](#)

# Objective 3: Cardiff is accessible to everyone who is living, visiting or working in the city

## Introduction

The built environment can contribute to a more equal, inclusive and cohesive society if the places where we live, the facilities we use and our neighbourhoods and meeting places are designed to be accessible and inclusive.

The quality of buildings and spaces has a strong influence on the quality of people's lives. Decisions about the design, planning and management of places can enhance or restrict a sense of belonging, promote or reduce mobility and improve or damage health. The fact remains that people on low incomes are far more likely to live in poor quality environments. The impact of bad design is more likely to be felt by disabled people and older people, people from minority backgrounds, carers with young children, and therefore has a disproportionate effect on women.<sup>66</sup>

This objective is about how we will apply inclusive design principles to create city infrastructure and services that provide an inclusive and barrier free environment for our residents and wider region. This will enable everyone to participate equally, confidently and independently in city life, and deliver targeted benefits to particular groups who experience the built environment differently because of their social, cultural or economic background.



66. See: Design Council, [Inclusion by design: Equality, diversity and the built environment](#)

67. Cardiff Council, Cardiff Local Development Plan, [Masterplanning Framework](#), 2013

## A connected and accessible city by design

Development in Cardiff should always create inclusive, barrier-free environments that encourage social and economic integration. This is central to the Council’s Master Planning Principles and putting the principles<sup>67</sup> of inclusive design at the heart of the planning process will help to ensure the needs of all Cardiffians are acknowledged and that the city better accommodates their diverse needs. This approach enables everyone to participate equally, confidently and independently in everyday activities. While, by definition, inclusive design benefits everyone, it plays a particular role in helping to overcome the challenges that particular groups face.

This means delivering good growth by regenerating areas of the city to the economic benefit of all, and in an environmentally sustainable way. It means providing better local services, high quality public spaces and ensuring Cardiff’s residents enjoy safe and healthy communities that meet their current and future needs.

	What we will do	Relevant to	Links to
3.1	<p>Support the delivery of high-quality and well-connected communities – as described by the Council’s Master Planning Principles – ensuring that:</p> <ul style="list-style-type: none"> <li>• Supporting infrastructure, such as sustainable transport, schools, community facilities and green spaces, are delivered at all new strategic housing developments;</li> <li>• New Council housing developments are informed by good design and infrastructure planning;</li> <li>• Community infrastructure improvements on strategic sites are communicated to the public.</li> </ul>	All residents, those from low income households, disabled people & older people.	Corporate Plan
3.2	<p>Work with communities, transport providers and businesses to help regenerate the most deprived parts of Cardiff in a way that supports good growth and opens up opportunities for the most disadvantaged groups.</p>	Low income households, BAME residents, young people & disabled people.	Corporate Plan

## Making our public spaces more accessible for older people, disabled people and those with young children

Blind, Deaf, disabled people and older people, can face barriers to getting around the city as a result of poorly positioned street furniture and clutter,<sup>68</sup> shared surfaces without a clear boundary between vehicles and pedestrians,<sup>69</sup> a lack of Blue Badge parking spaces<sup>70</sup> and poor access to essential services, shops and homes.<sup>71</sup> Many of these barriers also affect those with young children. Ensuring our public spaces remain accessible during a time of social distancing is a priority for the council as our city centre and high streets reopen.

Throughout summer 2020, the Council has convened a fortnightly accessibility forum with a range of local organisations and residents to ensure we are applying best practice guidance in the reopening of these spaces, and completing high quality Equality Impact Assessments for all changes to the built environment.<sup>72</sup>

Older Cardiffians, 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.

As a Dementia Friendly City, we will continue to deliver training across the council to raise awareness of dementia across all of our services, develop a school engagement programme and encourage businesses to pledge their commitment to becoming Dementia Friendly.<sup>73</sup>



68. See: Guide Dogs, [Streets Ahead Campaign and resources](#)

69. Ibid

70. Papworth Trust, [Disability in the United Kingdom, Facts and Figures](#), 2018

71. Ibid

72. You can find details of this work here: Cardiff Council, [Visiting the city centre safely](#)

73. Cardiff and Vale of Glamorgan, [Dementia Strategy 2018-2028](#)

	What we will do	Relevant to	Links to
3.3	<p>Deliver regular engagement with protected characteristic groups on key policy development issues or any proposed changes to services, including:</p> <ul style="list-style-type: none"> <li>• Providing information regarding Covid-19 public health measures in a range of languages and formats on our website and through our networks.</li> <li>• Convening a regular accessibility forum for consultation regarding social distancing measures in public spaces as they reopen during Covid-19.</li> </ul>	Older People, people who experience physical and/or mental ill health	Directorate Delivery Plan: Policy & Partnerships
3.4	<p>As a Dementia Friendly City, support those affected to contribute to, and participate in, the life of their community by:</p> <ul style="list-style-type: none"> <li>• Undertaking Dementia Friends training across the Authority with the aim of 100 % compliance amongst Council staff by April 2021;</li> <li>• Developing a school engagement programme to encourage more inter-generational activities and events;</li> <li>• Encouraging businesses to become Dementia Friendly by delivering the Council's awareness and engagement programme;</li> <li>• Launching a dementia-focused website to support those with dementia, carers, families as well as businesses who want to better support those with dementia;</li> <li>• Delivering locality-focused dementia awareness events.</li> </ul>	Older people, disabled people, those who experience physical or mental ill health.	Corporate Plan Dementia Strategy 2018-2028

## Community Hubs and Libraries

Some aspects of social, cultural and community infrastructure are particularly important for older people and disabled people, and residents from low income households. Our Hub and Library Strategy 2019-2023<sup>74</sup> sets out a single vision to deliver high quality services in the heart of communities, to support our residents to access the support they need in local welcoming spaces.

The development of the Community Hubs initially focused on the Southern Arc of the city, where the challenge of austerity and the need for advice is greatest, however the Hub strategy has now been extended to include Hubs across the north of the city focused on independent living and wellbeing.<sup>75</sup>

Ensuring everyone can share in the city's prosperity has always been integral to the Hubs and the services they provide for our communities. Each venue provides a wide range of council and partner services and support, such as into work services and targeted activities to support particular groups of residents to learn and connect, for example through ESOL (English for Speakers of Other Languages), under 5's provision and DICE (Disability Inclusion in Community Education).

The Hub and Library Strategy sets out how the service will contribute to our Child Friendly City journey, detailing a wide range of commitments to improve the support available to our children and young people. Work is underway to develop the first specialist Youth Hub at Butetown Pavilion, with this refurbished building providing joined up advice and support for young people alongside traditional youth services in a relaxed setting.



74. Cardiff Council, [Hubs & Libraries Strategy 2019-2023](#)

75. Pages 54-56 of the Hub & Library Strategy 2019-2023 detail how we make Hub & Library services accessible for all.

	What we will do	Relevant to	Links to
3.5	<p>Continue to deliver the Community Hubs programme, in collaboration with partners, including:</p> <ul style="list-style-type: none"> <li>• Progressing plans for Youth Hubs in the city centre and Butetown;</li> <li>• Working with the University Health Board on the Cardiff Royal Infirmary, Maelfa Hub and other Hubs within the North District;</li> <li>• Ensuring people are connected with local service providers and activities in their neighbourhood through Community Inclusion Officers.</li> </ul>	<p>All residents but particularly children and young people, older people, BAME residents, non-UK born residents, those who experience physical or mental ill health and disabled residents.</p>	<p>Corporate Plan Hub &amp; Library Strategy 2019-2023</p>
3.6	<p>Address social isolation and enhance the quality of life of older people by:</p> <ul style="list-style-type: none"> <li>• Helping to build links between citizens, groups, organisations and private businesses;</li> <li>• Bringing young and older people together to provide a platform where skills, experience and understanding can be shared.</li> </ul>	<p>Older people, younger people and those who experience mental ill health.</p>	<p>Corporate Plan Hub &amp; Library Strategy 2019-2023</p>



## Improving air quality

Recent work by Public Health Wales estimates that the equivalent of over 220 deaths each year among people aged 30 and over, in the Cardiff and Vale Health Board area, can be attributed to Nitrogen dioxide (NO<sub>2</sub>) pollution with many more citizens suffering ill health as a consequence of poor air quality.

The Council has been undertaking a detailed study into air quality as a result of a legal requirement which has been placed on the Welsh Government, which requires the Council to take action to reduce pollution levels (NO<sub>2</sub>) to the legal limit set out in European legislation in the shortest possible time.<sup>76</sup>

Evidence illustrates that residents in some of the most deprived areas of Cardiff are subject to higher levels of air pollution, and that this has a disproportionate impact on residents from Black and Minority Ethnic communities. There is also compelling evidence that air pollution may worsen susceptibility to Coronavirus.<sup>77</sup>

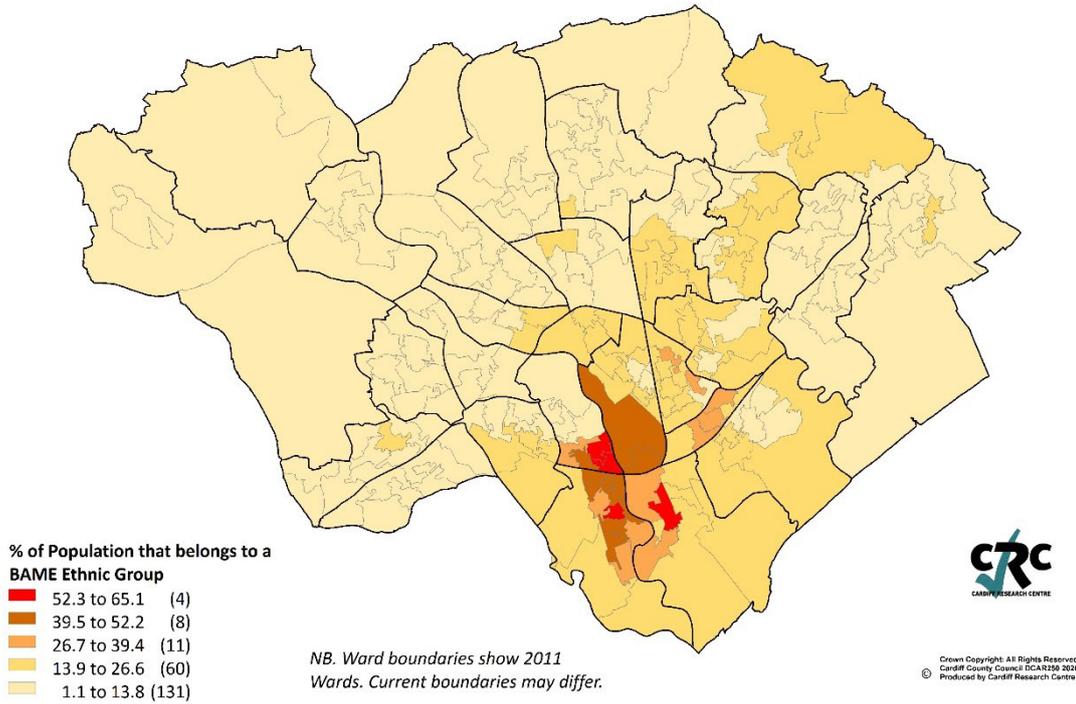
The Council is working directly with Welsh Government and our Final Plan to improve air quality in Cardiff will include a funding bid to Welsh Government to fund the measures to ensure that we can improve air quality in the City and comply with legal limits in the shortest possible time.

	What we will do	Relevant to	Links to
3.7	<p>Ensure good air quality by implementing and evaluating the:</p> <ul style="list-style-type: none"> <li>Clean Air Plan as approved by Welsh Government to ensure compliance with the EU Limit Value for Nitrogen Dioxide (NO<sub>2</sub>) in the shortest possible time by the end of 2021;</li> <li>Wider Clean Air Strategy measures to ensure a continued reduction of Nitrogen Dioxide (NO<sub>2</sub>) concentrations is achieved across the city</li> </ul>	BAME groups, low-income households, children and young people, older people, disabled people & people who experience physical and/or mental ill health.	<p>Clean Air Strategy</p> <p>Clean Air Plan</p> <p>Corporate Plan</p> <p>One Planet Cardiff Strategy</p>

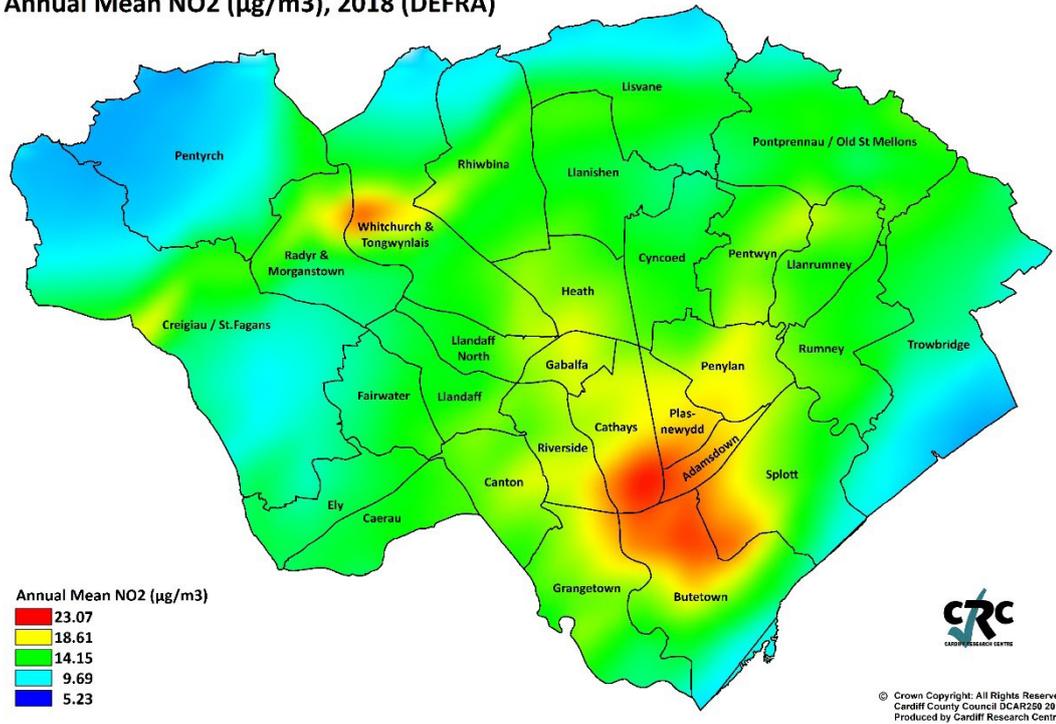
76. Edoardo Conticini,<sup>a</sup> Bruno Frediani,<sup>a</sup> and Dario Carob, Can atmospheric pollution be considered a co-factor in extremely high level of SARS-CoV-2 lethality in Northern Italy?, Xiao Wu, Rachel C. Nethery, Benjamin M. Sabath, Danielle Braun, Francesca Dominici, Exposure to air pollution and COVID-19 mortality in the United States: A nationwide cross-sectional study, Matthew A. Cole, Ceren Ozgen, Eric Strobl, Air Pollution Exposure and COVID-19

77. Find out more: Cardiff Council, [Clean Air Cardiff](#)

Percentage of Total Population that Belongs to a BAME Ethnic Group by LSOA, 2011 Census



Annual Mean NO2 ( $\mu\text{g}/\text{m}^3$ ), 2018 (DEFRA)



## Enhancing local policy development for a fairer city

The principles of inclusive design are not only relevant to the city's built environment, but how we design all our services, develop our policy approaches to different issues and hear our diverse residents' views in their development. To achieve this, we have developed new training, available to all council staff, to support the production of high quality Equality Impact Assessments, and will develop an internal early stage advice service to support policy makers across all council directorates to understand and apply the Socioeconomic Duty in practice.

An 'Equalities in Policy Development' course will be produced and launched for managers and policy makers across the council, including how to source relevant equalities evidence to inform options and evaluate approaches.

	What we will do	Relevant to	Links to
3.8	<p>Enhance local policy development by providing:</p> <ul style="list-style-type: none"> <li>• A programme of Equality Impact Assessment Training which is available to all staff;</li> <li>• The development of an Equalities in Policy Development course;</li> <li>• The production of high quality guidance on the completion of Equality Impact Assessments, including the socioeconomic duty; &amp;</li> <li>• The delivery of a corporate equalities advice service to all directorates.</li> </ul>	All residents but particularly those from low income backgrounds and those with one or more protected characteristic	Directorate Delivery Plan: Policy & Partnerships

**See also:**

Equalities Data Dashboard P.44 and Equality Impact Assessment training P.14

# Objective 4: To build an inclusive and representative organisation

## Introduction

This strategy has set out our vision for a more equal and inclusive Cardiff – a city where no one is held back or left behind because of who they are or their background. We are determined to lead by example in areas where we have direct responsibility.

In driving forward action for a more inclusive Cardiff, it is right that this should start with ensuring that all steps are being taken to ensure that the Council workforce becomes more representative of Cardiff's diversity and the city we serve.

The Council's workforce is its most valuable asset. Our workforce of over 13,000 employees is highly diverse and complex, reflecting the range and types of services which the organisation delivers.

## Our Workforce Strategy 2018-2021

Our Workforce Strategy<sup>78</sup> identifies improving workforce representation as one of our five strategic priorities.

The Workforce Strategy plays a pivotal role in delivering the Council's commitment to ensure the Council has a workforce that is representative of its communities.

The effects of austerity, both in terms of its impact on local authority recruitment and the perceptions of Council employment opportunities, cannot be understated. A long pause on external recruitment helped to provide internal employment opportunities for those staff impacted by local government budget cuts, but inevitably limited our progress in improving ethnic and age diversity within the Council workforce during a long period of austerity.

In recent years we have been able to resume external recruitment and have made good progress to date in improving representation of both BAME and young people. The number of BAME staff employed by the Council almost doubled between 2015 and 2019, rising from 5.5% to 10.03%. Our apprenticeship and trainee schemes which promotes opportunities to those under 25 years of age is also helping to boost age diversity and helping to ensure a pipeline of future diverse talent across our services.

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78. Cardiff Council, [Workforce Strategy 2018-2021](#)

**The Cardiff Council workforce:**

- The Council has calculated its gender pay gap as a mean hourly pay of 3.21 % in favour of males.
- The proportion of employees in the Council who indicate that they are disabled was 0.81 % in December 2017. This has increased to 1.28 % in 2019.
- The proportion of Black, Asian and Minority Ethnic (BAME) employees has increased from 5.5 % in 2015 to 10.03 % in 2019.
- Of the 33.12 % of employees who have provided information regarding their sexual orientation, 4.4 % have identified as LGBT. This remains unchanged from recent years.

The elimination of discrimination, harassment and victimisation is an essential component of our Workforce Strategy 2018-2022. This is achieved through a number of transparent policies available to all staff and managers on the organisation's intranet, which ensure that every employee is treated with dignity and respect. These policies are kept under regular review in consultation with employees to ensure they are effective in achieving these aims.

The Single Status Collective Agreement has ensured equal pay for equal work and publishing our gender and ethnicity pay gap will further support transparency and assist the council in measuring its progress towards achieving a representative workforce.

All training and promotional opportunities are advertised to all employees and a managers work with employees to implement reasonable adjustments when they are required.

The steps detailed to deliver this Strategic Equality Objective say how we will go further to foster a culture where everyone is treated with respect and feels able to speak up and contribute, especially to suggest fresh ways of working. These steps will also ensure that all our employees, partners and suppliers are treated with dignity and respect and their health and wellbeing needs are supported.

	<b>What we will do</b>	<b>Relevant to</b>	<b>Links to</b>
4.1	Reduce sickness absence rates by: <ul style="list-style-type: none"> <li>• Continuing to supporting staff well-being, particularly through providing additional support for staff suffering with poor mental health;</li> <li>• Strengthening management practice across all directorates, with a focus on reducing long-term sickness absence rates</li> </ul>	All Council Staff, those who experience physical or mental ill health, those with disabilities & older people.	Corporate Plan Workforce Strategy 2018-2021

4.2	Promote positive messaging regarding the collection of equality data to our workforce to reduce the level of unrecorded equalities data in relation to our staff.	All Council staff and residents but particularly those with one or more protected characteristic.	Workforce Strategy 2018-2021 Policy & Partnerships Directorate Delivery Plan
4.3	Use equality monitoring data to provide directorate-level analysis of workforce diversity.	All Council staff	Workforce Strategy 2018-2021
4.4	Review our gender and ethnicity pay gaps and publish our findings.	All Council staff, BAME staff & women.	Workforce Strategy 2018-2021



## Supporting and collaborating with our employee Equality Networks

The Council has developed and embedded five Employee Equality Networks across the organisation. These are our:

- BAME Network
- Carers Network
- Disabled Employees Network
- LGBT Network; and
- Women's Network.

The networks are for all Council employees, in all sections and at all levels of the organisation. Every employee is entitled and encouraged to become a member of one or more of the networks.

	What we will do	Relevant to	Links to
4.5	Support and collaborate with our five staff groups including the BAME, Carers, LGBT, Disability and Women's staff networks, ensuring that these networks have opportunities to provide updates to elected members and trade unions through Works Council.	BAME residents, carers, LGBT residents, those with disabilities, those who experience physical or mental ill health & women.	Workforce Strategy 2018-2021

## Reducing unconscious bias in recruitment and attracting diverse talent to our workforce

In 2019 we launched a new recruitment system, which is anonymised in all senses to reduce unconscious bias throughout the shortlisting process. This means that, until a recruiting manager has completed shortlisting for candidates, they do not have access to information disclosing any personal details, including their name, address, email address, age or telephone number.

Our recruitment methods were identified as best practice by the Future Generations Commissioner for Wales' 2020 report.<sup>79</sup>

To enhance the visibility of our pledge, we state our commitment to becoming a diverse employer in all of our job advertisements as follows:

*“As an equal opportunities employer, we value diversity. Therefore, although not a requirement for application, we welcome and encourage applications from under represented individuals including those;*

- *aged under 25*
- *not in employment, education or training*
- *from our local communities including in particular disabled individuals, carers and those from the Cardiff BAME and LGBT+ communities*
- *ability to communicate fluently in Welsh*

79. See: [Future Generations Report](#) 2020, p. 325

*No job applicant, employee or service user should be treated less favourably on the grounds of age, disability, gender identity/reassignment, marriage and civil partnership, pregnancy and maternity, (including same sex couples), race, religion, belief or non-belief, sex, sexual orientation and the Welsh Language.”*

	<b>What we will do</b>	<b>Relevant to</b>	<b>Links to</b>
4.6	Equality Awareness training is made available to all hiring managers across the council.	All Council staff and residents	Workforce Strategy 2018-2021  Policy & Partnerships Directorate Delivery Plan
4.7	Employ recruitment methods which seek to eliminate unconscious bias as far as possible including name-blind shortlisting and diverse interview panels wherever possible.	All Council staff and residents	Workforce Strategy 2018-2021

## Supporting young people to join the Council workforce

As the current council workforce is an ageing workforce, we need to increase employment opportunities for young people by promoting the Council as a potential employer for school, college and university leavers setting out on their careers. This will provide labour market opportunities for our city’s young people, particularly school, college and university leavers.

	<b>What we will do</b>	<b>Relevant to</b>	<b>Links to</b>
4.8	Work with schools and colleges in Cardiff to promote the council as an employer to young people.	Young people	Workforce Strategy 2018-2021

## Our best practice accreditation

### Business in the Community: Race at Work Charter

In December 2019 Cardiff Council became a signatory to the Business in the Community (BITC) Race at Work Charter. All organisations want to recruit from the widest pool of talent and help them progress. This is key to future productivity and performance.

The UK Cabinet Office's Ethnicity Facts and Figures website and the Business in the Community (BITC) Race at Work Survey highlight that ethnic minority staff still encounter significant disparities in employment and progression. The UK Government sponsored McGregor-Smith review found that greater progress and positive outcomes are needed to ensure all organisations benefit from the wealth of diverse talent on offer.

Becoming a signatory means that we will meet the following commitments:

**1. Appoint an Executive Sponsor for race**

To provide visible leadership on race and ethnicity in their organisation and drive actions such as setting targets for ethnic minority representation, briefing recruitment agencies and supporting mentoring and sponsorship.

**2. Capture ethnicity data and publicise progress**

Capturing ethnicity data to establish our baseline and measuring our progress, including reporting on ethnicity pay differentials.

**3. Commit at board level to zero tolerance of harassment and bullying**

The Race at Work Survey revealed that 25 per cent of ethnic minority employees reported that they had witnessed or experienced racial harassment or bullying from managers. Commitment from the top is needed to achieve change.

**4. Make clear that supporting equality in the workplace is the responsibility of all leaders and managers**

For example, by ensuring that performance objectives for leaders and managers cover their responsibilities to support fairness for all staff.

**5. Take action that supports ethnic minority career progression**

For example, by embedding mentoring and by providing reverse mentoring and sponsorship opportunities.

	What we will do	Relevant to	Links to
4.9	Deliver our commitments under the BITC Race at Work Charter	BAME staff and residents	Workforce Strategy 2018-2021

## Disability Confident Employer Accreditation

The Council has achieved Disability Confident Employer - Level 2 accreditation up to 8th December 2020. In continuing our Disability Confident Employer commitment, the Council is ensuring that disabled people and those with long-term health conditions have the opportunities to fulfil their potential and realise their aspirations. We will complete a self-assessment against the scheme during 2020 and seek to advance, or at a minimum, maintain our accreditation under the scheme.

The Council has also signed up to the TUC's 'Dying to Work' Charter which provides a good practice framework to ensure employees diagnosed with a terminal illness receive peace of mind and support with regards to the right to choose the best course of action for themselves and their families with dignity and respect.

	What we will do	Relevant to	Links to
4.10	Deliver our Disability Confident commitments and complete a self-assessment against the Disability Confident scheme in 2020.	Disabled residents	Workforce Strategy 2018-2021

## Stonewall Workplace Equality Index & Diversity Champion programme

The Council is committed to LGBT equality and continuing to work to provide a positive and welcoming workplace for all employees, regardless of their sexual orientation.

The Council is pleased to have achieved a mid-ranking position in Stonewall Cymru's UK wide Workplace Equality Index and will continue to work closely with Stonewall to build upon our achievements so far and further improve our score in the years to come. The Council's active LGBT Network also deliver awareness raising events and activities throughout the year and launched a well-received LGBT Ally initiative in 2017 to encourage members of staff, regardless of sexuality or gender, to show their support for LGBT staff and the LGBT community.

The Council is also a Stonewall Diversity Champion, which is a leading employers' programme for ensuring all LGBT staff are accepted without exception and enables LGBT staff to reach their full potential in the workplace.

	What we will do	Relevant to	Links to
4.11	Benchmark our work to advance LGBT equality against the Stonewall Workplace Equality Index	LGBT staff and residents.	Workforce Strategy 2018-2021

## Training and career progression

All training and promotional opportunities are advertised to all employees and a process is in place to support managers and employees to implement reasonable adjustments as and when required.

Cardiff Council's Academy also offers a range of equality related training for all staff.

The package of equalities training includes:

- Equalities Awareness – including Race and Religion
- Equality Impact Assessment training
- Visual Impairment Awareness (in partnership with RNIB Cymru)
- Deaf Impairment Awareness (In partnership with Institute for British Sign Language and OFQUAL)
- Disability Equality
- British Sign Language level 1

In addition, we are currently developing additional training with Stonewall Cymru covering sexual orientation and gender identity, which will be launched in 2020.

	What we will do	Relevant to	Links to
4.12	High quality Equalities Awareness training to be available to all staff, including content on unconscious bias and regularly revised to include current equalities issues.	All Council staff	Workforce Strategy 2018-2021  Policy & Partnerships Directorate Delivery Plan

## Socially Responsible Procurement

We can also spread these values through responsible procurement, working with the supply chain to ensure a commitment to equality, diversity and inclusion. Our Socially Responsible Procurement Policy<sup>79</sup> aims to ensure that the Council maximises the social, economic, environmental and cultural wellbeing benefits delivered for communities through our annual £430 million procurement spend.

Our Socially Responsible Procurement Policy will be updated in 2020/2021 to provide additional emphasis on the circular economy, supporting the foundational economy and the development and integration of a Wales-wide set of Community Benefit Measures (TOMS- Themes, Outcomes, and Measures). The resulting Community Benefit framework will be built into our tenders over £1 million, and delivery against the framework will be reported through the Social Value Portal.<sup>80</sup> This approach will deliver particular benefits to those from low income households, those who experience long-term unemployment and those who are underrepresented in the local economy.

In addition, we will continue to publish an annual Modern Slavery Statement setting out our commitments to ensuring modern slavery and human trafficking have no place in our organisation and our supply chains.

79. See: Cardiff Council, [Socially Responsible Procurement Policy](#)

80. See: [Social Value Portal](#)

	What we will do	Relevant to	Links to
4.13	Continue to support the Foundational Economy through our Socially Responsible Procurement Policy, ensuring that local people and communities benefit from the money that the Council spends on goods and services and working with partners to explore how we can further promote opportunities for Social Enterprises in Cardiff.	Those from low income households, those who experience long term unemployment, those who are underrepresented in the local economy.	Corporate Plan  Socially Responsible Procurement Policy
4.14	Contribute to the development of the Wales-Wide Community Benefit Measures (TOMs) and build the resulting framework into our tenders over £1 million, reporting delivery against the framework through the Social Value Portal.	Those from low income households, those who experience long term unemployment, those who are underrepresented in the local economy.	Socially Responsible Procurement Policy
4.15	Continue to ensure that the Council's Modern Slavery Statement is updated on an annual basis and delivery monitored and reported.	Victims of modern slavery & those on low in-comes.	Commissioning and Procurement Department Delivery Plan

## Visibly celebrating our city's diversity

We will continue to engage with, and celebrate, the diversity of Cardiff's communities and will make sure that campaigns, events and communications are fully accessible to everyone.

	What we will do	Relevant to	Links to
4.16	Visibly supporting key equality campaigns throughout the year, for example Pride and White Ribbon Day.	All Council staff	Policy & Partnerships Directorate Delivery Plan
4.17	Ensuring information about these equality objectives and progress towards them is regularly communicated to colleagues following the production of our annual report against this strategy.	All Council staff	Policy & Partnerships Directorate Delivery Plan

