

# Cardiff Council: Strategic Equality Plan Development

Findings of city-wide Equality Needs Assessment and draft  
Equality Objectives

# Legislative Context

## Equality Act 2010

### **Public Sector Equality Duty:**

*“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.”*

### **Socio-economic Duty:**

Requires a public body, when making decision of a strategic nature about how to exercise its functions, *“[to] have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.”*

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

Sets out the specific steps that public authorities in Wales must take to demonstrate that they are paying due regard to the Public Sector Equality Duty. **This includes publishing a Strategic Equality Plan that sets out equality objectives, at least every four years.**

# Strategic Equality Plan 2024-2028

- In accordance with the Statutory Duties, the Council needs to publish a new Strategic Equality Plan, for 2024 to 2028, by September this year.

# Developing the New Strategic Equality Plan: Equality Needs Assessment

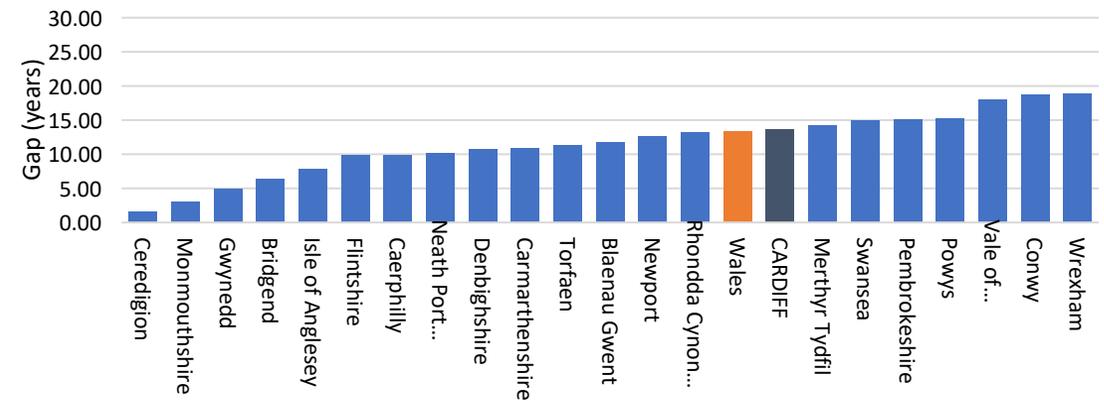
- Comprehensive evidence review to identify the issues currently facing people with different protected characteristics or experiencing socioeconomic disadvantage in Cardiff.
- Brings together a range of existing data, reports and research – ranging from a local level to a Wales-wide and UK-wide level.
- Includes engagement work that has been undertaken locally by the Cardiff Research Centre.
- Provides a snapshot in time, based on the latest data available (December 2023)
- Structured by the Council's Wellbeing Objectives.

# Health and Wellbeing

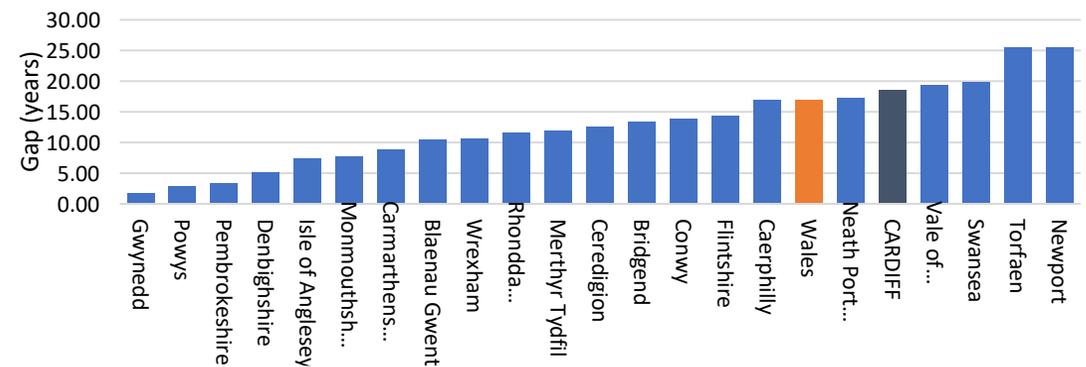
## Healthy Life Expectancy

- Healthy Life Expectancy (HLE) gap between those living in the least and most deprived areas of the city – 13.66 years for males and 18.52 years for females.
- Above the Welsh average for both males (13.34) and females (16.93).

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



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



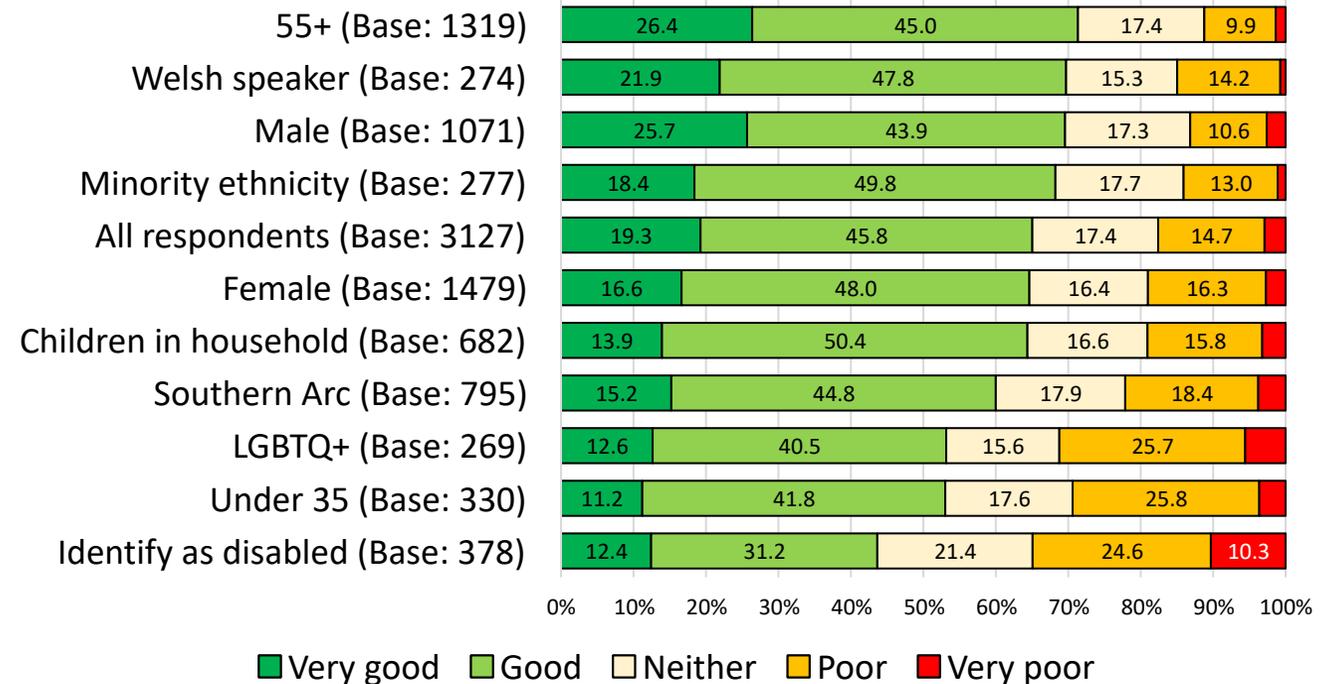
# Health and Wellbeing

## Mental Health:

Ask Cardiff (2022) data indicates:

- Those identifying as disabled reported the lowest levels of mental health (10.3% of this group described their mental health as 'very poor').
- Older respondents (55+) were more likely than their younger counterparts (under 35) to describe their mental health as 'very good' or 'good' (71.3% compared with 53.0% respectively).
- There is a correlation between mental health and level of deprivation; those living in the most deprived areas of the city reported the lowest proportion of 'very good' or 'good' mental health (54.0%, compared with 75.3% amongst those living in the least deprived areas).

## How would you describe your mental health?

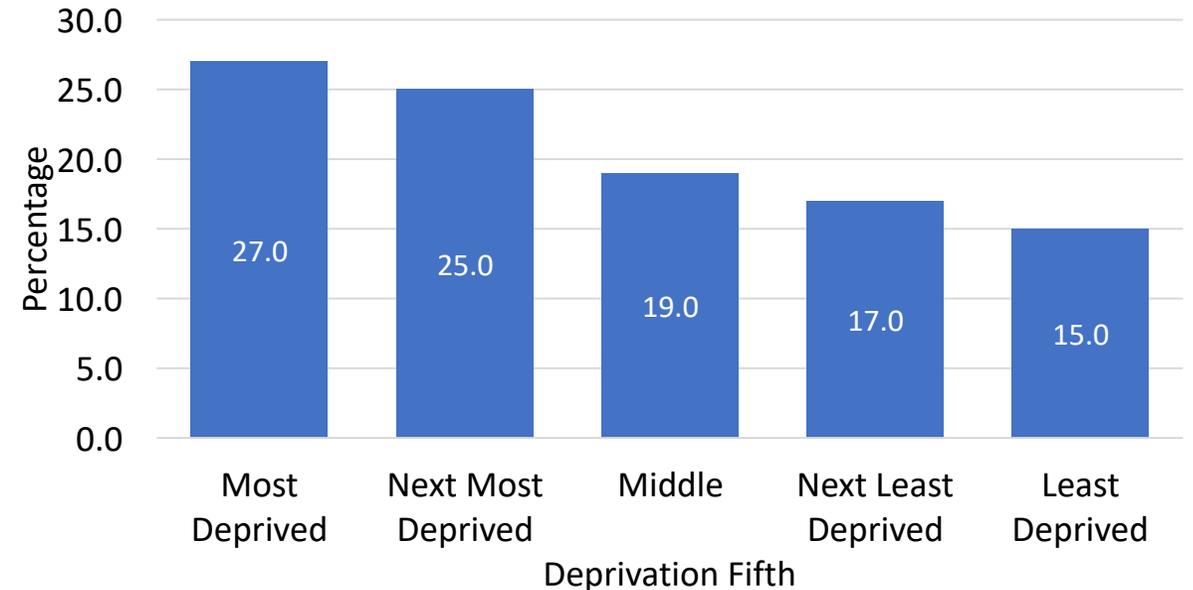


# Health and Wellbeing

## Healthy Lifestyles Behaviours:

- **Diet quality:** Ask Cardiff (2022) data indicates that those identifying as disabled and those aged under 35 eat the fewest amount of fruit and vegetables each day. Correlation with level of deprivation - those in the least deprived areas typically eat an extra portion per day than those in the deprived areas.
- **Physical Activity:** Ask Cardiff (2022) data indicates that those identifying as disabled report the lowest levels of activity. Correlation with level of deprivation - those living in the most deprived areas do less exercise per week than those in the least deprived areas (a minimum of 75.1 minutes compared with a minimum of 98.1 minutes, on average).
- **Healthy Weight:** The percentage of obese adults living in the most deprived areas of Cardiff is almost double the percentage living in the least deprived.

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

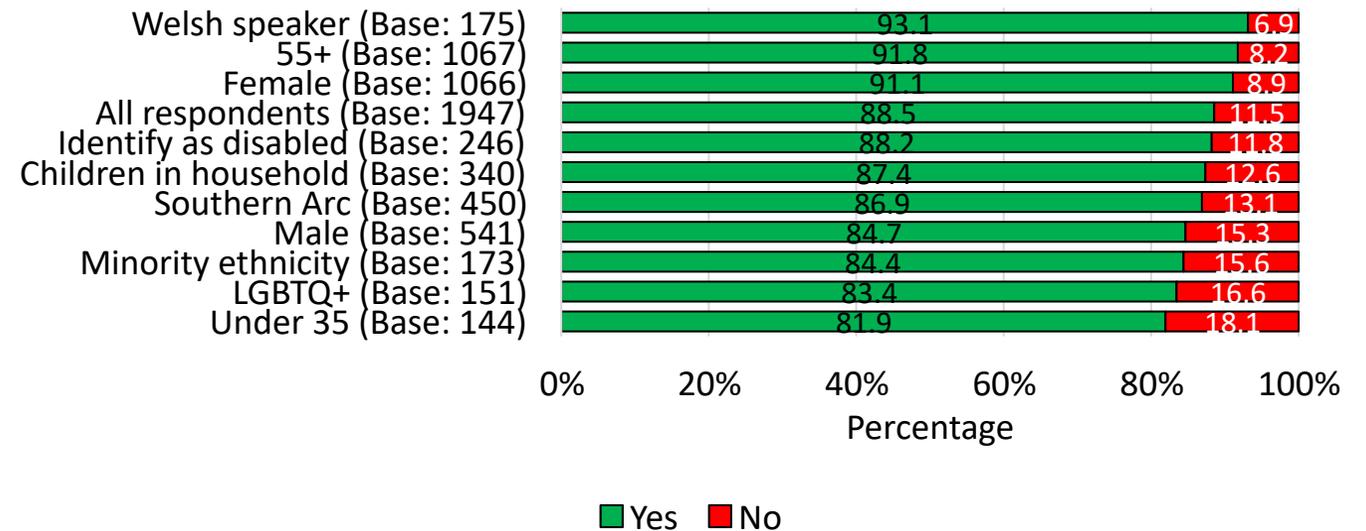


# Health and Wellbeing

## Screening

- Poorer uptake is associated with deprivation, younger age groups and ethnicity; men are also less likely to take up an offer of screening than women.
- Ask Cardiff 2022 data indicates that, of those invited for screening, those under the age of 35 and those identifying as LGBTQ+ were most likely to report that they had declined the invitation.
- There was also a correlation with level of deprivation - respondents living in the most deprived areas of the city were most likely to decline their invitations.

**Have you taken up invitations for screening?**  
(Excluding respondents that indicated they had not been invited for screening)



# Cardiff is a Great Place to Grow Up

## Education

Of pupils on roll in Cardiff maintained schools:

- 25.9% are eligible for free school meals (an increase from 19.3% in 2016)\*.
- 24.64% have English as an Additional Language\*\*
- 37.4% are from an Ethnic Minority Group\*\*
- 160 first languages are recorded\*\*
- 8.2% identified as having Special Educational Needs (SEN) (and have yet to transfer to the Additional Learning Needs (ALN) code)\*.

*The new ALN systems relates to children aged 0 to 25 years old. 3,031 learners have been identified as having ALN under the new ALN code.*

There are certain groups of learners in Cardiff who remain particularly at risk of poor education outcomes/ underachievement:

- **Pupils Educated Other Than at School (EOTAS):** In 2022/23, 14% of the EOTAS cohort did not progress to education, employment or training post-16 (17 out of 121 learners)
- **Children Looked After (CLA):** In 2022/23, 11% of CLA learners did not progress to education, employment or training post-16 (9 out of 73 learners)

*Overall, 1.5% of pupils in year 11 did not progress to education, employment or training.*

# Cardiff is a Great Place to Grow Up

## Health and Wellbeing

- **Mental Health:** Sustained rise in children and young people presenting with emotional and mental health issues. The latest Child Friendly City (CFC) survey (2022) noted a significant decline in children's reported mental health between 2019 and 2022. A fifth of those with a disability (20.8%), more than one in ten Carers (11.5%) and one in seven (14.0%) Secondary pupils felt their mental and emotional health was poor.
- **Childhood Vaccination:** Across all age groups in Cardiff and the Vale, there is a low vaccination uptake for those living in socio-economically deprived areas, as well as amongst ethnic minority communities.

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



# Cardiff is a Great Place to Grow Up

## Young People and Crime

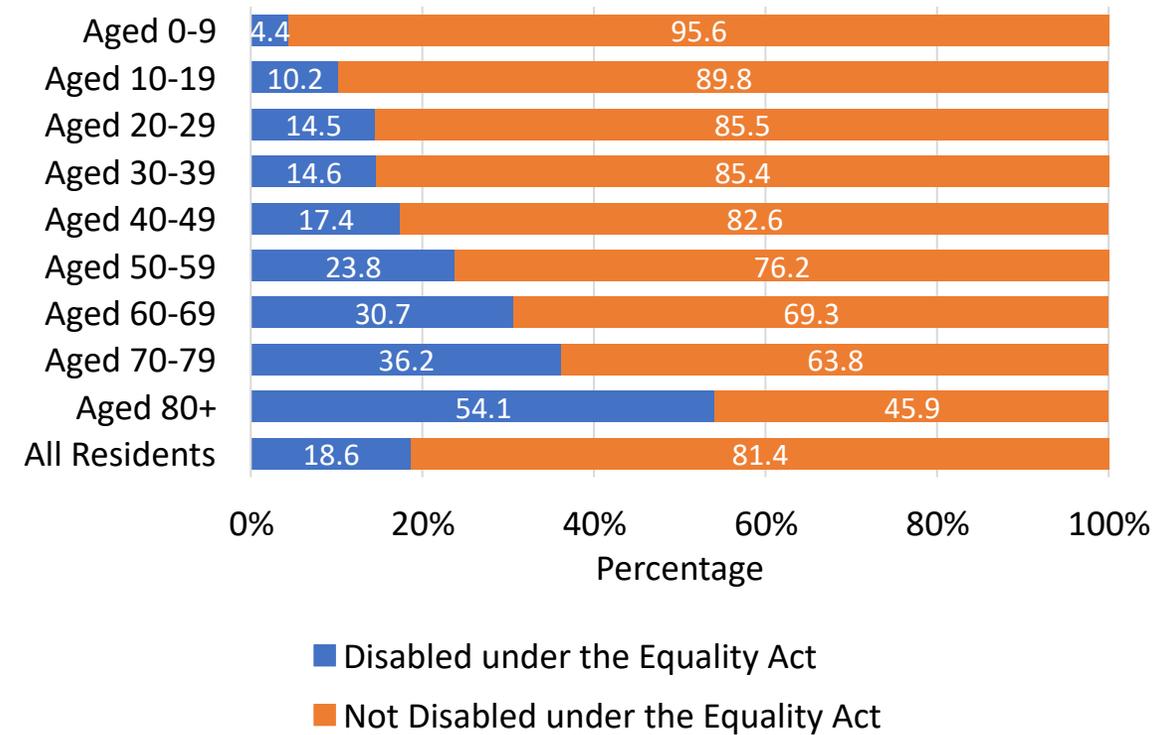
- **Feeling Safe:** The CFC Survey (2022) indicates that, whilst most children (86.5%) feel safe in their neighbourhood, a quarter of Carers and those identifying as disabled report feeling 'a bit' or 'very' unsafe (both 24.4%).
- **Victim of Crime:** The CFC Survey further highlights that 91.2% of children and young people reported that they had not been a victim of crime in the last two years. However, 22.4% of children and young people with a disability reported being a victim of crime (22.4%), whilst one in seven (14.9%) Carers reported being a victim of crime.
- **Involvement with Crime:** There are several factors which seem to increase the likelihood of a young person becoming involved with crime. This includes:
  - Being male
  - Being of a non-White ethnicity
  - Living in Cardiff's 'Southern Arc' / areas of higher deprivation
  - Involvement with Children's Services
  - Having a previous sentence or conviction
  - Being a victim of Adverse Childhood Experiences (ACEs)
  - Being linked to drug-related activity

# Cardiff is a Great Place to Grow Older

## Health and Wellbeing

- **General Health:** Older people are more likely to have long term conditions and complex care needs, and have longer, more frequent stays in hospital. Residents aged 80+ are more likely to be disabled under the Equality Act\* (54.1%) compared to all other age groups.
- **Mental Health:** According to the Ask Cardiff (2022) survey, the proportion of respondents aged 55+ reporting 'good' or 'very good' mental health has decreased compared to pre-pandemic levels– from 74.3% in 2019 to 71.3% in 2022. Nonetheless, older respondents (55+) were notably more likely than their younger counterparts (under 35) to describe their mental health as good in 2022\*\*.
- **Dementia:** The risk of developing dementia is strongly age-related. In Cardiff and the Vale University Health Board, 3,305 people aged 65 were on the dementia register in 2021-22\*\*\*

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

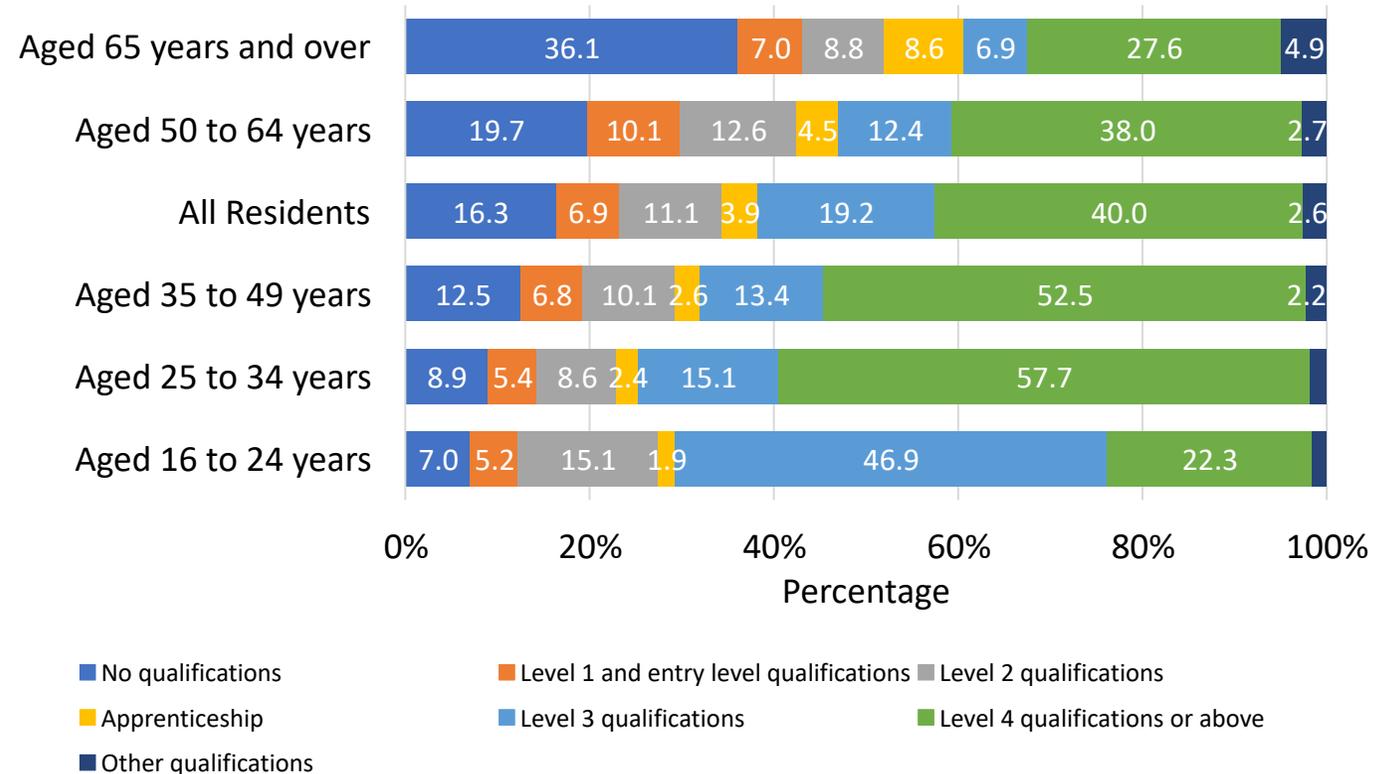


# Cardiff is a Great Place to Grow Older

## Employment and Qualifications

- Employment:** There has been an increase in the employment rate for those 65+ - from 8.9% in 2011 to 10.2% in 2021. Often workers aged 65-74 are in insecure employment.
- Qualifications:** Qualifications held vary by age; Cardiff residents aged 65 years are more likely to have no qualifications compared to other age groups (36.1%).

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



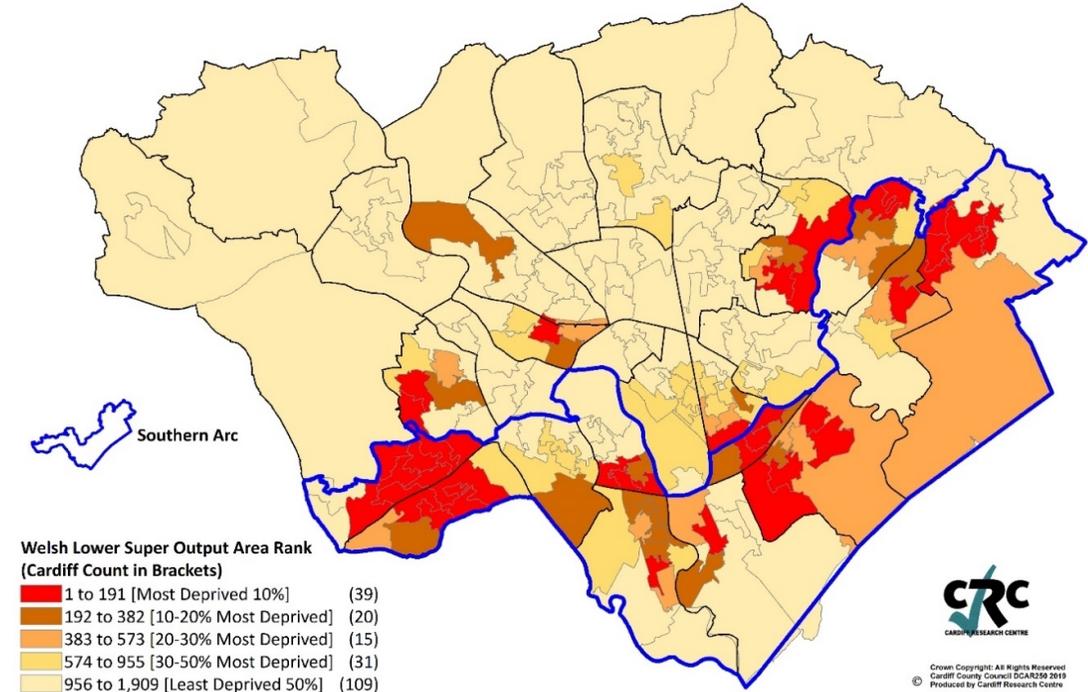
# Supporting People out of Poverty

## Overall Deprivation

In Cardiff, 20.2% of all residents live in the most deprived areas of the city. Deprivation is concentrated in the 'Southern Arc'\* of the city. Analysis reveals that:

- **Age:** A higher proportion of Cardiff's children and young people live in the most deprived areas of the city (27.1% of those aged 0-9 and 23.9% of those aged 10-19) compared to other age groups.
- **Ethnicity:** A higher proportion of residents from a Minority Ethnic group live in the most deprived areas of the city (27.0%) compared to residents from the White ethnic group (18.4%). A significantly high proportion of Cardiff's Black, Black British, Black Welsh, Caribbean or African ethnic group (41.0%) live in the most deprived areas of the city.
- **Disability:** A higher proportion of residents who are disabled under the Equality Act live in the city's most deprived areas (25.9%) compared to residents who are not disabled under the Equality Act (18.9%).
- **Religion:** A significantly high proportion of Cardiff's Muslim population (31.4%) live in the most deprived areas of the city.

2019 Welsh Index of Multiple Deprivation: Cardiff - Overall Ranks



# Supporting People out of Poverty

## Unemployment

Cardiff's unemployment rate in 2021 was 7.1%. The unemployment rate was highest for :

- **Age:** Those aged 16 to 24 years, at 21.9%.
- **Sex:** Males (7.8%) compared to females (6.4%).
- **Ethnicity:** Residents from the Black, Black British, Black Welsh, Caribbean or African ethnic group (18.6%)\* - and lowest for residents from the White ethnic group (5.9%).
- **Disability:** Residents who are disabled under the Equality Act (11.0%) compared to residents who are not disabled under the Equality Act (6.6%).
- **Religion:** Muslim residents (14.4%) - and lowest for Jewish residents (4.0%).
- **Sexual Orientation:** Bisexual residents (13.5%)\*\* - and lowest for Straight or Heterosexual residents (6.8%).
- **Gender Identity:** Residents whose gender identity is different from sex registered at birth (16.5%) compared to residents whose gender identity is the same as sex registered at birth (7.0%).
- **Marital and Civil Partnership Status:** Residents who have never been married and never registered a civil partnership (10.7%) - and lowest for those married or in a registered civil partnership (2.9%).
- **Welsh Speaking Ability:** Residents who cannot speak Welsh (7.3%) compared to those who can (5.4%).
- **By Deprivation Fifth:** Cardiff's most deprived communities (10.5%) - and lowest in Cardiff's least deprived communities (4.0%).

# Supporting People out of Poverty

## Housing

- Housing in Cardiff is the third least affordable amongst the Core Cities in England and Wales and the fifth least affordable amongst local authorities in Wales, with property costs almost eight times (7.83) the median gross annual earnings.
- Home ownership in Cardiff is higher among:
  - Older adults compared to younger people
  - Non-disabled people compared to disabled people
  - People whose gender identity is the same as their sex registered at birth compared to those with any other gender identity than that of their sex registered at birth.
  - Individuals from White and Asian, Asian British or Asian Welsh ethnic groups compared to other minority ethnic groups\*
  - Those who are widowed or married or in a civil partnership compared to those who are divorced, separated, or have never married.
  - Heterosexual adults compared to lesbian, gay, and bisexual adults.
- Young and minority ethnic residents are disproportionately represented in the rapidly expanding private rented sector and the number of households with children renting privately has grown, particularly for lone parents.

# Supporting People out of Poverty

## Homelessness

- In Cardiff, 390 households were unintentionally homeless and in priority need in 2022-23. This represents a rate of 25.0 per 10,000 households. In October 2023, there were an estimated 43 rough sleepers in Cardiff.
- Ethnic minority people are overrepresented within homelessness services\*:
  - In 2022/23, of those clients who presented to Cardiff Council's homelessness services as already homeless, 35% were of an ethnic minority background
  - Of those clients who presented to the service as threatened with homelessness, 26% were of an ethnic minority background

# Safe, Confident and Empowered Communities

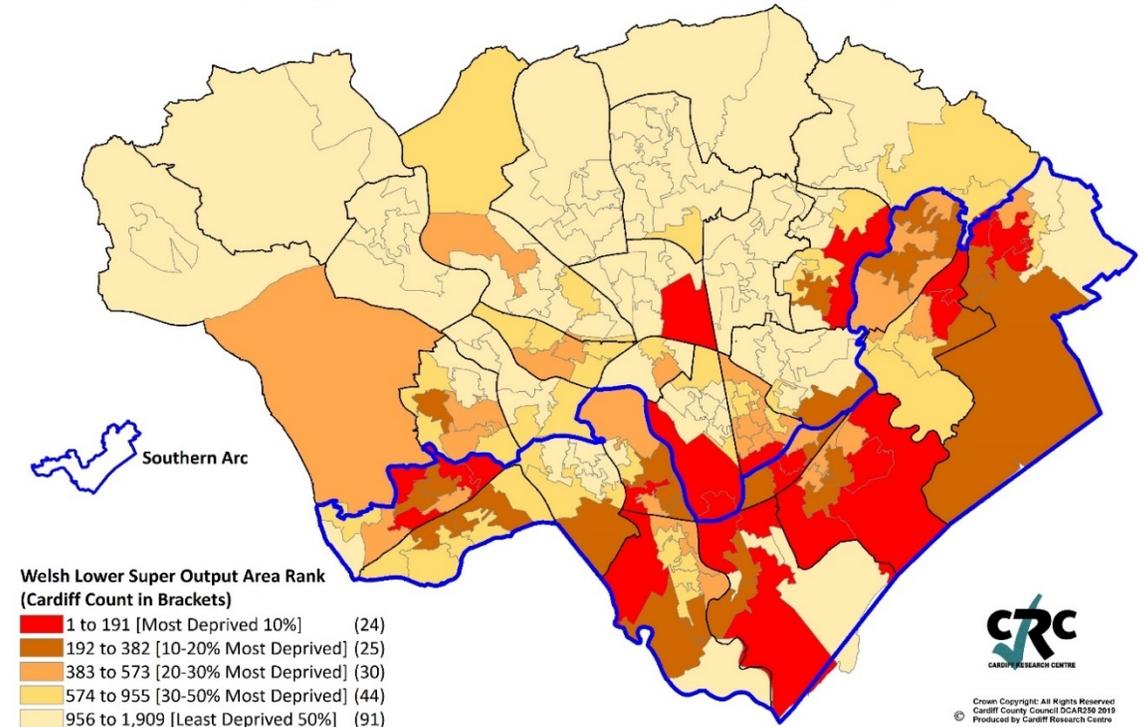
## Community Safety

As part of the 2022 Ask Cardiff survey, respondents were also given a range of situations and asked how safe or unsafe do they feel in them:

- Women felt less safe than men in all situations, with the difference widening after dark.
- Younger respondents felt less safe than their older counterparts, particularly after dark, when at home, or when walking in their local neighbourhood
- Those living in the more deprived areas of the city felt less safe than those in the least deprived areas when at home (both during the day and particularly after dark) and when walking in their neighbourhood (both during the day and particularly after dark).

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

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

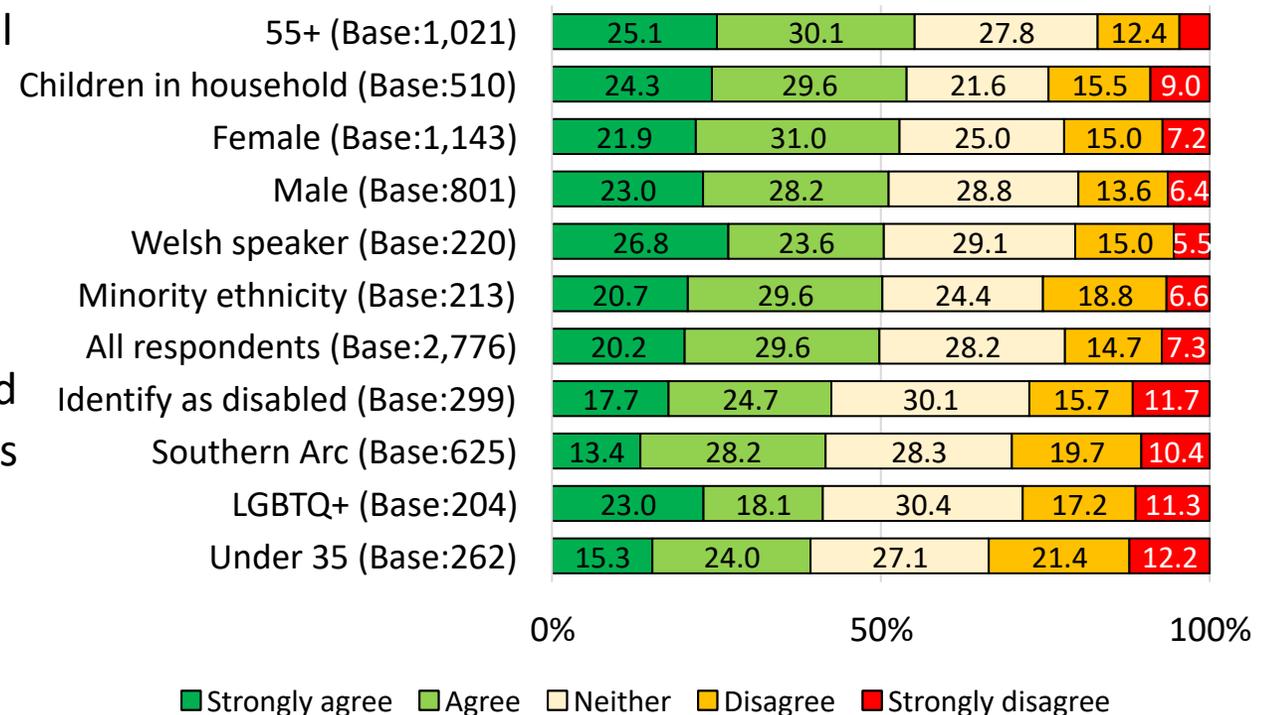


# Safe, Confident and Empowered Communities

## Perception of Cohesion

- Ask Cardiff survey data (2022) highlights that around half (49.8%) of those surveyed agreed that their “neighbourhood is a place where people get on well together and help each other.”
- Older respondents (55+) were most likely to agree with this statement (55.2%), those aged under 35 were least likely to agree (39.3%).
- There was also a correlation with this statement and the level of deprivation, ranging from 33.1% amongst those living in the most deprived areas to 69.1% amongst those in the least deprived areas.

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

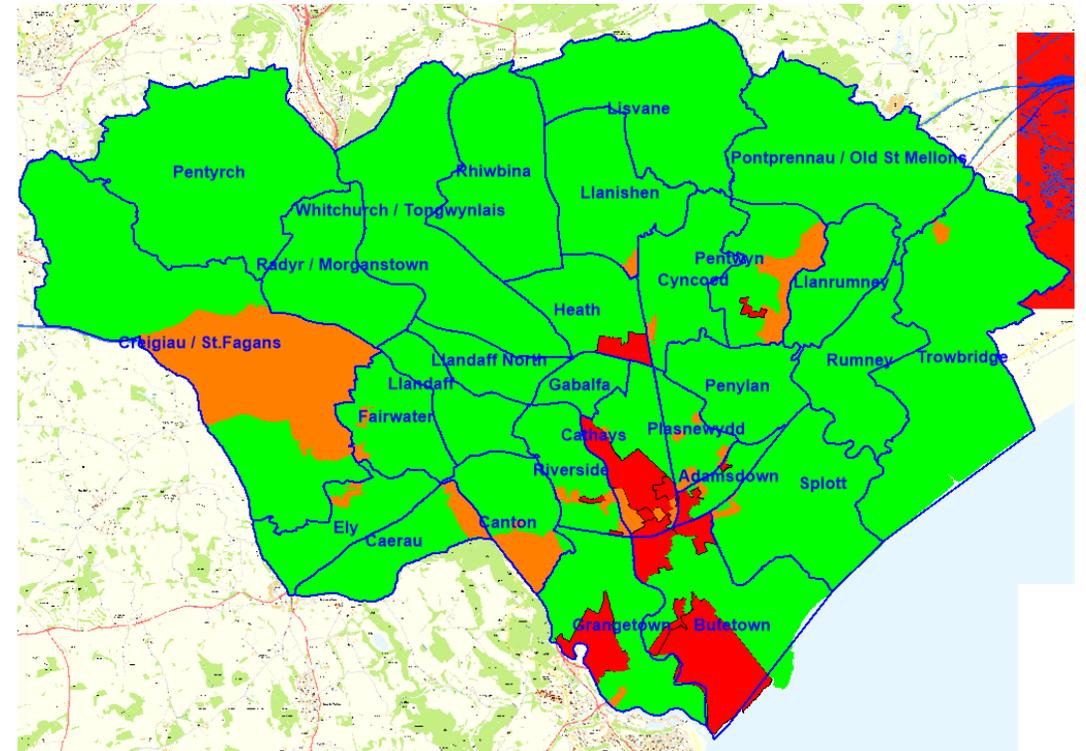


# Safe, Confident and Empowered Communities

## Hate Crime

- In Cardiff, an analysis of Police data highlights that, in 2022/23, a total of 1,168 hate crimes were recorded.
- The predominant hotspot for offences is the City Centre; 209 hate crime-related offences were recorded in 2022/23. In both 2021/22 and 2022/23, racial-related hate crime was the main type of hate crime recorded, followed by homophobic-related hate crime

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



# A Capital City that Works for Wales

## Pay

- **Average Earnings:** Levels of household income vary across the city, remaining low in many parts. Almost one fifth, or 41 out of 214\*, of Cardiff's Lower Super Output Areas (LSOAs) are ranked in the 10% most income deprived in Wales. These LSOAs are mainly found in the 'Southern Arc' of the city.
- **Gender Pay Gap:** In 2023, median gross weekly earnings of women working (full-time) in Cardiff stood at 87.6% of men's weekly earnings, a decrease from 89.1% in 2022.
- **Ethnicity Pay Gap:** UK-wide, in 2022, Black, African, Caribbean or Black British employees earned less (£13.53) median gross hourly pay than White employees (£14.35), which has been consistent since 2012.
- **Disability Pay Gap:** The disability pay gap has consistently been wider for disabled men than for disabled women; in 2021, median pay for disabled men was 12.4% less than non-disabled men, and median pay for disabled women was 10.5% less than non-disabled women.

# One Planet Cardiff

## Climate Change Risk

- There is a strong relationship between climate change and inequality. The poorest and most marginalised populations are least responsible for the production of greenhouse gases yet are most likely to be exposed to the negative effects of climate change and are most susceptible to damage. Furthermore, people on low-income are less likely to have the resources to respond, cope and recover.
- **Extreme Weather Events:** The frequency and severity of flooding is expected to further increase as a result of climate change – demand to reduce risk of surface water flooding is concentrated in Cardiff’s Southern Arc, an area with a concentration of deprivation. More extreme weather events could have a significant impact on children and young people, older people, as well as people with disabilities and long-term health conditions.
- **Food Security:** Climate change also poses a risk to food security – this could see potential increases in food costs, which will particularly impact more deprived groups.
- **Air Quality:** Cardiff has the highest NO<sub>2</sub> and Particulate Matter (PM<sub>2.5</sub> and PM<sub>10</sub>) pollution levels in Wales. The people who suffer most from poor air quality are often the very young, the very old and those already suffering with ill health. Across Wales, there is an association between air pollution and deprivation, with more deprived areas having higher levels of pollutant.

# One Planet Cardiff

## Public Transport & Active Travel

In light of the climate emergency, with transport a predominant contributor to air pollution, it is widely acknowledged that a shift is needed to more sustainable forms of transport – such as public transport and active travel (cycling and walking). However, transport modality is often not a neutral ‘choice’ for many people, and different social groups travel in different ways with different purposes.

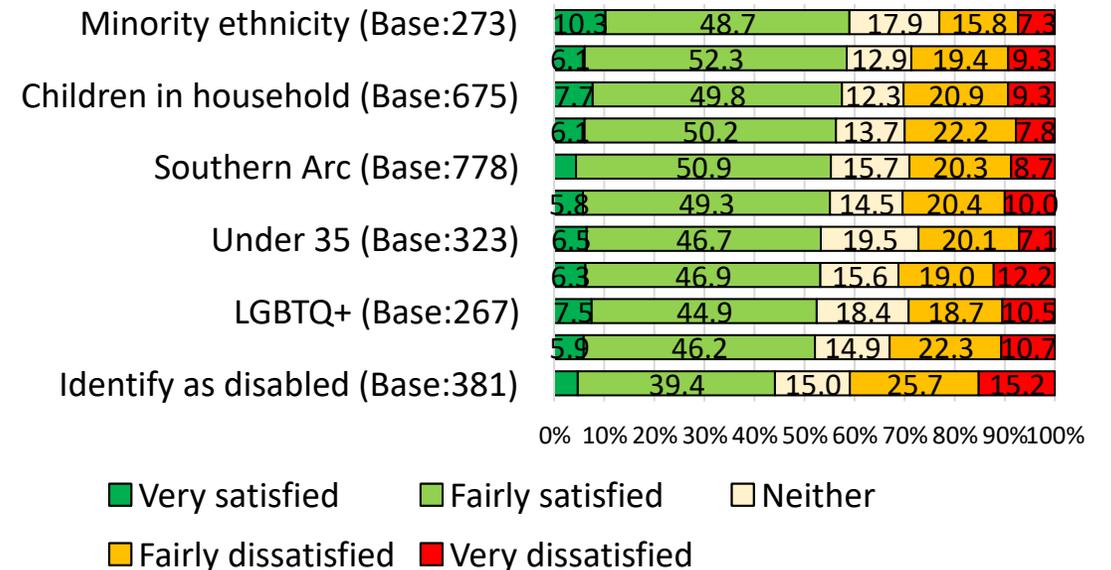
- **Public Transport:** Barriers to public transport use are particularly experienced by older and disabled people. Barriers range from the availability and accessibility of information both prior to and during travel, to the availability of accessible facilities and services, such as changing places, toilets and suitable seating. Another key barrier relates to poor coordination between transport systems.
- **Active Travel:** UK-wide research highlights that people aged over 75, disabled people, women, people at risk of deprivation and ethnic minority groups are less likely to cycle. Barriers identified include concerns about safety, living too far away from destinations, and the cost of suitable cycling being prohibitive. Barriers to access for cycling are similar for walking and wheeling.

# Modernising & Integrating our Public Services

## Public Services

- **Satisfaction with Services:** According to the Ask Cardiff (2022) survey, satisfaction with public services is broadly consistent across demographic groups, with the exemption of those identifying as disabled (40.9% described themselves as ‘fairly’ or ‘very’ dissatisfied with public services). Satisfaction with council services is also lowest amongst those identifying as disabled, at 40%.
- **Barriers to Accessing Services:** The survey results also highlight that those identifying as disabled are notably more likely than all other groups to report that their local neighbourhood does not have the necessary services and amenities to meet their needs and are less likely than all other groups to report there are ‘no barriers’ to accessing services.
- Correlation with deprivation - those living in the most deprived areas less likely to cite ‘no barriers’ than those in the least deprived areas.

### How Satisfied are you with the Quality of Public Services in Cardiff? 2022



# Modernising & Integrating our Public Services

## Citizen Voice

- **Consultation and Engagement:** When undertaking consultation, the Council regularly receives a significant response, particularly to its core, city-wide surveys. Nonetheless, a baseline assessment of core Council consultation and engagement process identified that a lower response rate is evident for the following groups:
  - Lower socio-economic wards – Southern Arc
  - Older People (+75 years old)
  - Children and Young People
  - Black, Asian and Minority Ethnic Communities
  - People who identify as Disabled
- **Democratic Engagement:** While Cardiff performs better than many Councils in terms of Councillor diversity, people from Black, Asian and Minority Ethnic backgrounds, women, younger people and disabled people are not yet proportionately represented in Cardiff's Council chambers.

# Developing the New Strategic Equality Plan: Review of Existing Work

As well as the assessment of equality in Cardiff, we have also undertaken:

- A review of our previous Strategic Equality Plan and Objectives (2020-2024)
- A review of relevant – local and national - Strategies and Action Plans

# Strategic Equality Plan 2024-2028: New Strategic Equality Objectives

The work that we have undertaken us enabled us to identify areas where action is needed, resulting in the development of the following five draft Strategic Equality Objectives:

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

Strategic  
Equality  
Objective 1: A  
Fairer Cardiff

## Areas of focus:

- Reducing inequality and advancing opportunity for children and young people
- Reducing health inequities across the city
- Supporting people into work
- Delivering sustainable, affordable housing solutions
- Tackling homelessness

Strategic  
Equality  
Objective 2: An  
Accessible  
Cardiff

Areas of focus:

- A Child Friendly City
- An Age Friendly City
- A Dementia Friendly City
- A Neurodiversity Friendly City
- Enhancing the accessibility of services and city spaces

Strategic  
Equality  
Objective 3: An  
Inclusive  
Cardiff

## Areas of focus:

- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- Supporting refugees and asylum seekers
- Enabling the growth of the Welsh Language
- Becoming an Anti-Racist Cardiff
- Improving outcomes for LGBTQ+ People
- Tackling hate crime and promoting cohesive communities

Strategic  
Equality  
Objective 4: A  
Council that  
Reflects its  
Communities

Areas of focus:

- Attraction and recruitment
- Leadership and progression
- Welsh Language
- Staff Networks

Strategic  
Equality  
Objective 5:  
Equality,  
Diversity and  
Inclusion at the  
Heart of the  
Organisation

## Areas of focus:

- Strengthening policy development and decision-making
- Improving our understanding of our workforce and service users
- Enhancing the Council's Equality, Diversity and Inclusion Training Offer
- Adopting inclusive commissioning and procurement practices
- Amplifying citizen voice

# Next Steps

- Stakeholder engagement to develop the first draft:
  - Policy discussion with PRAP
  - Engagement with key stakeholders e.g. Stonewall, Diverse Cymru etc.
  - Internal engagement with staff networks
  - Engagement with public sector colleagues via the PSB Equality Network
- Draft considered by Cabinet in May 2024
- Public consultation planned for May to July 2024
- Opportunity for PRAP to undertake pre-decision scrutiny in September 2024
- Cabinet will consider the final draft in September 2024

# Discussion

We welcome the opportunity for the Committee to shape the draft at an early stage.

- Have we identified the right issues?
- Are there any gaps?
- Is the structure of the document right?
- Welcome opportunity for the Committee to shape the draft at an early stage...