Introduction

Cardiff Council has developed a Strategic Equality Plan – ‘Everyone Matters’. This plan outlines the steps that the Council will take to further equality over the next four years. In response to the Equality Act 2010, the plan meets a series of duties that we must adhere to in order to eliminate unlawful discrimination and harassment, promote equality and develop good relations between people in relation to age, gender reassignment, sex, race, disability, pregnancy and maternity, sexual orientation and religion or belief.

In Cardiff, partner organisations developed a single strategy for the City called ‘What Matters’. ‘What Matters’ shapes how Cardiff will move forward over the next 10 years. It is based on delivering 7 outcomes which will improve quality of life for people in Cardiff. These are:

- People in Cardiff are healthy
- People in Cardiff have a clean, attractive and sustainable environment
- People in Cardiff are safe and feel safe
- Cardiff has a thriving and prosperous economy
- People in Cardiff achieve their full potential
- Cardiff is a great place to live, work and play
- Cardiff is a fair, just and inclusive society

Cardiff Council’s Strategic Equality Plan ‘Everyone Matters’ is a four year plan which outlines the actions that will be taken under these 7 outcomes. This document highlights the steps that will be taken towards meeting these outcomes during 2012/13.

“I love Cardiff- it’s a great place to live and work, and a fantastic opportunity to be involved in a community that I feel values older gay people. Over the last 20 years I have seen a dramatic change in attitudes towards Lesbian, Gay, Bisexual and Transgender people living in Wales…We’ve seen a greater emphasis on equality legislation in Wales and the UK and it has been really good to have been a part of making that change happen and being a receiver of that change.” Michael Harley
People in Cardiff are healthy

We identified that there are several health inequalities in Cardiff, including:

- There are huge differences in life expectancy between certain areas of Cardiff; people in Radyr live nearly 12 years longer than people in Butetown.
- Disabled people have a lower than average life expectancy.
- Older people are more likely to suffer from depression.
- Child poverty affects the health of children; this impact often continues into adulthood.

During 2012/13, we will begin to address these issues by:

- Identifying specific health issues for people with physical and sensory impairments and addressing these issues.
- Working with the Vale of Glamorgan Council and Cardiff & Vale University Health Board to Implement the Cardiff Strategy for Disabled Children and Young People and the Autism Strategy.
- Developing a framework for ensuring that all Council communications are accessible for both employees and citizens.
- Developing appropriate care services for people with dementia through the Enhanced Dementia Project.

“Being a new mum, it’s important that you have every opportunity to support your family. This means that everyone has access to good healthcare and good quality advice about living a healthy lifestyle, particularly when circumstances change.”

Juliet Johnson
We identified that there are equality issues in Cardiff in relation to the environment and sustainability. These include:

- Disadvantaged people are more likely to rely upon public transport; we therefore need to ensure that public transport connects people in Cardiff with services, employment and leisure opportunities across the city.
- Older people, disabled people and households with young people are most likely to experience difficulties heating their homes; affordable warmth measures are therefore needed.
- There are differences in the quality of environment in different parts of the city and access to green spaces varies across the city.

During 2012/13, we will begin to address these issues by:

- Modernising Cardiff bus station to provide accessible travel for all.
- Working with transport providers to improve access for older people.
- Developing and implementing a new Affordable Warmth Strategy which identifies vulnerable households and develops actions to tackle this.
- Developing a range of measures to widen access to green spaces for different communities and improving accessibility for wheelchair users.

“For a modern city, Cardiff is also a green city. I love visiting the beautiful parks and natural spaces, where I often go to meditate. This is important for me because my experiences have taught me how meditation can develop compassion, tranquillity and well being.”

Lorraine Harris
We identified that there are several community safety issues within the city:

- National statistics show that 1 in 4 women experience domestic violence and 4 in 10 people experience domestic violence in a same sex relationship; there are no figures available specifically for Cardiff.
- The perception and fear of crime for vulnerable groups in Cardiff is higher than the actual crime statistics; fear of crime appears to be increasing.
- Race hate crime is the most frequently reported hate crime in Cardiff, followed by homophobic hate crime.
- Young people who are disabled or LGBT are most at risk of being bullied in school.

During 2012/13, we will begin to address these issues by:

- Reviewing and updating our Workplace Domestic Abuse Policy & Procedure for Cardiff Council employees.
- Leading a group for multi-agency information sharing to better understand support needed for victims of domestic violence.
- Working with partners to tackle antisocial behaviour, including assessing support for victims.
- Supporting Cardiff Council employee networks for BME, disabled, LGBT and female employees.
- Developing a system for monitoring bullying in schools in relation to a wide range of identity based incidents, in addition to racial incidents which are currently monitored.

“As a transgender person, I’ve found I’m happier accepting my true gender identity and expressing that in my appearance, so that people recognise my femaleness, even though I have a male body. Cardiff is a city where I feel confident and comfortable doing that, it’s a place where people can be themselves.”

Alex Drummond
Our research showed specific issues in Cardiff in relation to employment and equal pay:

- In Cardiff unemployment has doubled over the last two years as a result of the economic downturn; unemployment rates for ethnic minority communities and disabled people are higher.
- There remains a pay gap between women and men.

**During 2012/13, we will begin to address these issues by:**

- Working with partners to increase employment opportunities for local people generated by new developments in the city.
- Working with neighbouring local authorities, local organisations and agencies to help offenders, ethnic minority people and young people not in employment, education or training get jobs.
- Implementing a Gender Pay Action Plan for Cardiff Council to reduce the pay gap between male and female Council employees.

"I had tried to keep the fact that I could not read or write hidden all my life, but when I lost my job I had to look for support. I had an assessment that diagnosed me with an extreme form of dyslexia, which means that I will never be able to read or write. This was both a blow and a relief, but I have since passed my fork-lift truck licence and am now undertaking a work placement at Wicks Building supplies. I now know that I can take things forward and that there is help out there."

David Hurley
Our research showed there are some barriers in Cardiff to people achieving their full potential:

- In September 2011, around 20% of Cardiff’s 16 to 18 year olds were not in education, employment or training; this statistic is highest in the most deprived areas of the city.
- Certain ethnic minority groups are less likely to achieve the best results in school; Somali, Black Caribbean, and Gypsy and Traveller pupils tend to achieve below the average GCSE level in Cardiff.
- Young disabled people are less likely to participate in higher education compared to non-disabled people.

During 2012/13, we will begin to address these issues by:

- Developing and implementing new commissioning arrangements for the £29m Families First Programme.
- Ensuring our Neighbourhood Learning teams directly target under-represented groups and deliver programmes tailored specifically for certain groups.
- Improving the collection, analysis and use of pupil achievement data and setting targets across different groups of pupils.
- Continuing to improve parenting skills through individual and group-based parenting programmes.
- Working with Physical and Sensory Day Services to develop a potential model for day service provisions for people from BME communities.

“We both love our hobbies and playing games with our friends after school. When I’m older I want to be the first ballerina from Grangetown. I know that school is important and want do well at my exams, so that my dreams will come true.”

Leila Omar, with her brother, Khalil
We identified housing and leisure activities as the main areas for Cardiff Council to focus upon in relation to living, working and playing in Cardiff:

- Home ownership is difficult to achieve due to high prices; some ethnic minority groups are far less likely to own their homes.
- Older people are more likely to live in poorer quality houses.
- There are lower levels of participation in physical activity for young BME people aged between 11 to 16 years.

**During 2012/13, we will begin to address these issues by:**

- Sport Cardiff will further develop the Women & Girls Project to increase female sports participation Cardiff.
- Sport Cardiff will offer local sports clubs free volunteer and coach workshops on Autism Awareness, Sign Language for Football Coaches and Disability Inclusion Training.
- Sport Cardiff will work in partnership with Cardiff City FC on the Make Every Player Count Project to set up and support impairment-specific football sessions for young people, including Deaf football, Downs Syndrome football and Powerchair football sessions.
- Developing a range of accommodation (including emergency accommodation) for care leavers and vulnerable homeless people aged 16 and 17.
- Working with housing providers to increase accommodation options for older people.

“Direct payment has enabled me to join lots of groups and become a part of all the things I enjoy. I am a much more confident and capable person now. The support I’ve received from people like Diverse Cymru means my life is full, structured and the way I like it.”

Martin Vavoids
Cardiff is a fair, just and inclusive city

The key issues in relation to having a fair, just and inclusive city are:

- With increased pressures on budgets and public services it is important to ensure public services reflect the needs of the local community.
- Involving the community in designing local services will increase satisfaction in the services the Council provides.
- Cardiff’s BME population, including our Gypsy and Traveller communities, are more likely to experience deprivation than other groups.

During 2012/13, we will begin to address these issues by:

- All new employees working for Connect 2 Cardiff (C2C) will receive Equality Awareness and Deaf Awareness training; British Sign Language will also continue to be offered within the C2C help centre.
- Ensuring the Council’s ‘Ask Cardiff’ annual survey is completed by a representative response from all communities and under-represented groups.
- Developing a framework for ensuring that all Council communications are accessible for both employees and citizens.
- Promoting community cohesion by developing training for front line staff in community cohesion awareness.
- Introducing Out of Hours Registration and short notice funeral provision for those with a cultural need.
- Improving communication to customers/visitors at Council Buildings e.g. hearing loops, tactile signage etc.

“I moved to Cardiff many years ago with my late husband, Colwyn, and we both loved it here. Now I would not live anywhere else. I like to do things for myself in peace and live independently according to my own way of life.”

Laurel Pryce
In addition to the above priorities, all Council departments will also ensure that they:

- Undertake Equality Impact Assessments of all new and revised policies, practices and procedures and assess the equality-related risks of budget proposals. All Equality Impact Assessments will be published on the Council’s intranet. Where an Equality Impact Assessment shows an adverse impact it will be published on our website.

- Collect and analyse equality monitoring data for key Council services so we can assess who is and who isn’t accessing services and levels of satisfaction for protected groups.

Reviewing Progress

We will review our progress is achieving these actions throughout 2012/13. We will produce and publish an annual report in April 2013.

A further action plan will be developed for 2013/14. This will outline the actions that will be taken to continue working towards reducing the inequalities we have identified in our Strategic Equality Plan.

Contact us about *Everyone Matters*

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“After conceiving, Rhiannon and I started planning our civil partnership. We wanted to show our commitment to each other as a couple - we were definitely in it for the longhaul. As I am the biological mother, Rhan adopted Seb and Willow to ensure that we share legal rights as parents. The law has now changed so we would have immediate rights to both names going on the birth certificate if we had another child- another example of wonderful progress in the UK!”

Sali, Rhiannon, Sebastian and Willow