Equality Making the ‘difference for Cardiff.

The City of Cardiff Council’s Strategic Equality Plan 2016 – 20

A Summary of Our Actions for 2016/2017
Introduction
The city of Cardiff Council has produced a Strategic Equality Plan to meet our public sector equality duties as set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations, which came into force on 6 April 2011. The Plan revises and updates our first Strategic Equality Plan (published April 2012) and demonstrates our continued commitment to equality.

The Plan sets out a number a number of equality objectives which have been developed as a result of a programme of consultation and engagement. The objectives are:

1. Meet our Specific Equality Duties and build equality into everything we do
2. Support wider access to Council information and environments and participation in Council services
3. Support wider citizen consultation and engagement with the Council and the decisions it makes
4. Support people to challenge unfair treatment
5. Provide support to those who may experience barriers to achieving their full potential
6. Address identified pay gaps around Protected Characteristics in our workforce
7. Build strong and cohesive communities where people feel safe and able to celebrate Cardiff’s diversity

As a result of our consultation and engagement programme a number of actions have been identified that will help us put in place foundations during the 1st year of our plan that we will build upon during the 2nd, 3rd and 4th year of the plan. This document highlights a number of the actions that will be taken towards during 2016/17.
Objective 1 Meet our specific equality duties

During 2016/17 we will begin to address this objective by:

- Carry out a review of the Councils existing Equality Impact Assessment guidance
- Working with directorates to identify the current level of directorate equality monitoring.
- Produce a Council-wide generic equality monitoring form and guidance document.
- Develop a range of employee equality and diversity training packages.
- Review procurement processes to identify how equality considerations are currently built into processes.

Objective 2 Support wider access to Council information and environments and participation in Council services

- Communications Team and Equality Team to produce a briefing document and guidelines regarding accessible communication and the requirements of the Equality Act
- Bilingual Cardiff Team to work with Directorates to secure compliance with Welsh Language Standards
- Continue to provide Cardiff Council Access Focus Group as a mechanism for addressing accessibility in Cardiff’s built environment
- Review the Reasonable Adjustments Policy to ensure it is fit for purpose up to date regarding information for access to buildings / workplaces for council employees.
Objective 3 Support wider citizen consultation and engagement with the Council and the decisions it makes

- Produce a management briefing document on accessible consultation and engagement and the requirements of the Equality Act.
- Produce accessible engagement and consultation guidelines for Directorates.
- Establish a baseline of current consultation / engagement number.
- Carry out regular Employee Voice employee satisfaction surveys.
- Include a question in future Ask Cardiff Survey regarding service user satisfaction levels of engagement / consultation Cardiff Council.

Objective 4 Support people to challenge unfair treatment

- Produce a briefing document identifying the various types of discrimination, and make this available within Council venues, the Council website and for employees via the Council intranet.
- Support Race Equality First to deliver a discrimination casework service.
- Promote the various agencies who can support people who feel they have been received unfair treatment discriminated against within Council venues, the Council website, Capital Times and for employees via the Council intranet.
- Promote to Council employees the availability of the new Resolution Policy which will replace the existing Grievance and Bullying and Harassment policies.
**Objective 5 Provide support to those who may experience barriers to achieving their full potential**

- Produce a briefing document identifying the various barriers preventing people from achieving their full potential.
- Work with 3rd sector partners to produce a lessons learned report of issues faced by their services users and the barriers they face to accessing Council services.
- Work with partners to promote the ‘Cardiff Commitment’ and its plans to get more of Cardiff’s young people into education, employment and training.
- Promote the Corporate Apprentice scheme which has been introduced in the Council.
- Implement the actions contained within Cardiff’s Ageing Well local delivery plan.

**Objective 6 Address identified pay gaps around Protected Characteristics in our workforce**

- Carry out a review of the job evaluation process
- Produce a job evaluation toolkit which enables all job evaluation related processes to be included within one document
- Continue to promote to employees the availability of employee training
- Update the living wage for the lowest paid council employees
- Work with employee networks to identify support needed for under-represented groups to progress within the Council.
Objective 7 Build strong and cohesive communities where people feel safe and able to celebrate Cardiff’s diversity

- Implement the refreshed National Community Cohesion Action Plan 2016/2017) across the Local Authority
- Neighbourhood Partnerships to promote positive messages and community cohesion in the delivery of action plans
- Promote the reporting of hate crime and ensure staff know how to report as well as what support is available
- Include a question in the Ask Cardiff Survey regarding how safe people feel or their perceptions of crime
- Produce and promote a cultural calendar of event and festivals and make it available to employees via staff intranet
- Employee networks to promote and celebrate diversity in the workplace.

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