

# Equality & Inclusion Strategy 2020 - 2024

## Appendix A: Consultation Report on our Objectives



# Contents

|   |           |
|---|-----------|
| Purpose.....  | 3         |
| Background.....   | 3         |
| Developing our proposed Strategic Equality Objectives.....  | 5         |
| Findings from initial evidence review.....  | 6         |
| The consultation process.....   | 12        |
| Who did we consult with?.....   | 12        |
| <b>Summary of responses to consultation by Objective</b>  |           |
| <b>Objective 1: To develop and deliver services which are responsive to Cardiff's inequality gap.....</b>               | <b>15</b> |
| <b>Objective 2: To lead the way on equality and inclusion in Wales and beyond.....</b>                                  | <b>17</b> |
| <b>Objective 3: Cardiff is accessible to everyone who is living, visiting or working in the city.....</b>               | <b>20</b> |
| <b>Objective 4: To build an inclusive and representative organisation.....</b>  | <b>22</b> |
| <b>Reviewing the delivery of our Strategic Equality Objectives following the onset of the Coronavirus Pandemic.....</b> | <b>24</b> |
| <b>Evidence which informed our Equality &amp; Inclusion Strategy.....</b>   | <b>25</b> |

# Purpose

This report summarises the findings of our public and staff consultation regarding our proposed Strategic Equality Objectives for 2020-2024 and the actions to deliver them.

This consultation informed the development of our Equality & Inclusion Strategy 2020-2024.

# Background

The Public sector equality duty came in to force in April 2011 (s.149 of the Equality Act 2010). The duty requires public bodies like local authorities, in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (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.

To ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 require named public authorities, to publish:

- equality objectives, at least every four years (from 6th April 2012)
- information to demonstrate their compliance with the public sector equality duty (from 31st January 2012)

Setting effective equality objectives is critical in meeting the general equality duty and in working towards improved outcomes for people with all of the protected characteristics.

The Act explains that having due regard for aim (b) of s.149, advancing equality, involves:

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

The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.

The equality duty covers the nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Race
- Religion or belief
- Sex
- Sexual Orientation

Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first aim of the duty applies to this characteristic but that the other aims (advancing equality and fostering good relations) do not apply.

This report outlines the development of and consultation on our Strategic Equality Objectives for 2020-2024, in compliance with our Public Sector Equality duty.

# Developing our proposed Strategic Equality Objectives 2020-2024

Establishing our evidence base regarding equality in Cardiff was the starting point in the development of our Strategic Equality Objectives. This sought to identify the most significant issues currently facing people with different protected characteristics or experiencing socioeconomic disadvantage in our city.

Our initial draft Strategic Equality Objectives were informed by a comprehensive review of our local, national and UK-wide evidence base and an assessment of our organisation's work and activities, including our role as a major employer in Cardiff, our service delivery and our policy development.

Our analysis was also informed by reviewing the steps we have already taken to meet our Strategic Equality Objectives 2016-2020 and to meet other specific duties relevant to equality. We also conducted a benchmarking exercise which assessed our current equalities work against the Local Government Association's Equality Framework.<sup>1</sup>

## Evidence and practice review

Our proposed Strategic Equality Objectives were developed through a comprehensive evidence review and benchmarking exercise which assessed our current equalities work against the Local Government Association's Equality Framework.

To develop our initial evidence base to inform our proposed objectives, we completed:

- Analysis of equalities legislative requirements
- Analysis of local policy priorities and their contribution to making Cardiff a fairer and more equal city
- Assessment of our current equalities work against the Local Government Association's Equality Framework
- Review of national and local datasets relevant to protected characteristic groups and socioeconomic disadvantage
- Analysis of past Council consultation responses on equalities issues

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1. Local Government Association Equality Framework

- Analysis of our performance against benchmarking equality schemes such as the Stonewall Equality Index
- Review of recent research and publications from representative bodies and advocacy groups representing those with protected characteristics or to address poverty in Wales or the UK.

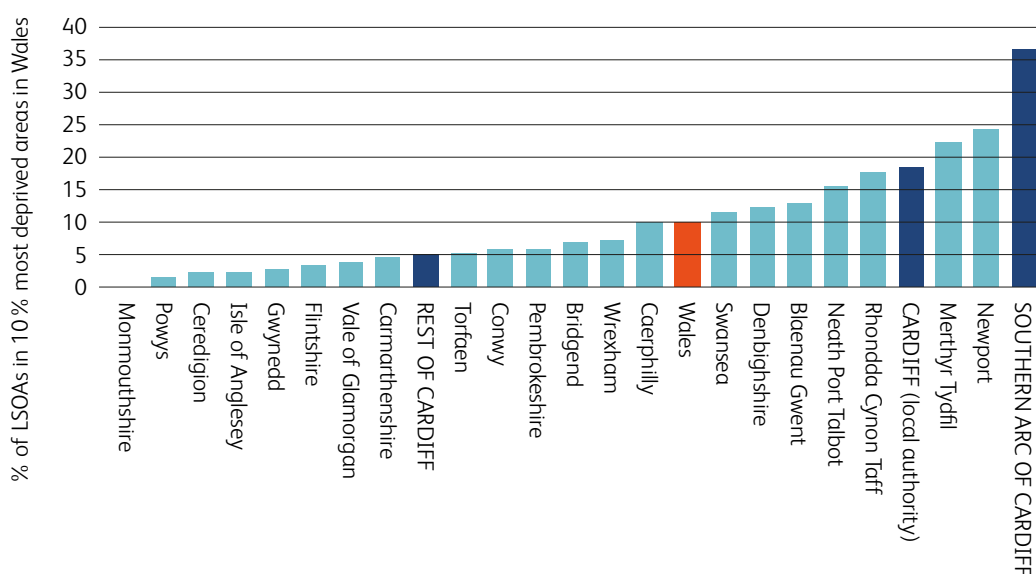
A full bibliography of evidence and policy sources which informed our Equality & Inclusion Strategy 2020-2024 can be found from page \_\_ of this consultation report.

## Findings from initial evidence review

Cardiff is home to some of the most and least deprived wards in Wales. Almost a third of Cardiff households live on a low income and a high percentage of children are living in workless and low income households. 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. There are dramatic disparities in deprivation between the Southern Arc of Cardiff and the rest of the city.

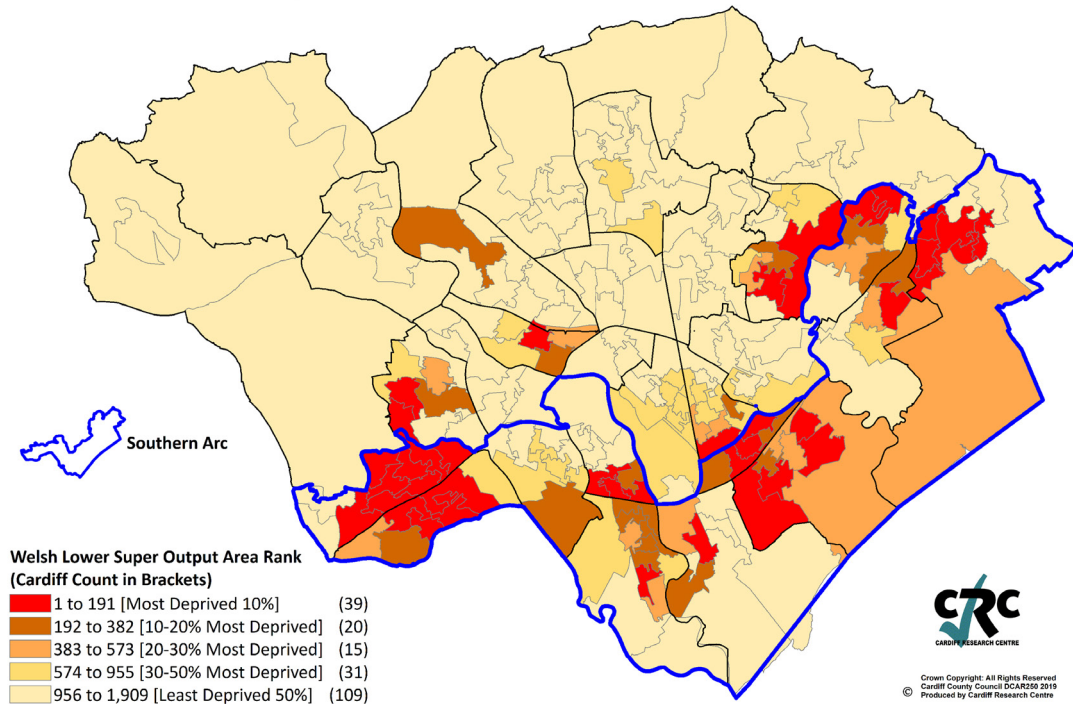
Despite Cardiff’s economic growth during the last 30 years, the patterns of poverty and inequality that emerged a generation ago remain. Despite rising employment levels before the onset of the coronavirus pandemic, work increasingly does not guarantee an adequate standard of living. In addition our evidence review found that ethnic minorities and those with a work-limiting disability are more vulnerable to long term unemployment.

**Figure 1: Percentage of LSOAs in the 10% Most Deprived Areas in Wales (Ranked 1-191), WIMD 2019 Overall Deprivation**



**Figure 2: WIMD 2019 Overall Deprivation – Southern Arc**

2019 Welsh Index of Multiple Deprivation: Cardiff - Overall Ranks



**Figure 3: Regional and Local Authority income inequality (Using experimental household income data- ONS)**

| Ten areas where income inequality is highest |  |
|--|--|
| Local Authority                              | Poorest workers' wage as a proportion of richest |
| Haringey                                     | 58.0 %   |
| <b>CARDIFF</b>                               | <b>62.2 %</b>                                    |
| Merton                                       | 63.4 %   |
| Warrington                                   | 66.3 %   |
| Wandsworth                                   | 66.4 %   |
| Swindon                                      | 67.4 %   |
| Enfield                                      | 69.6 %   |
| Kensington and Chelsea                       | 69.8 %   |
| Camden                                       | 69.8 %   |
| Carlisle                                     | 70.0 %   |
| Data: ONS                                    |  |

People from lower socio-economic groups have a shorter life expectancy and higher premature death rates than those from higher socio-economic groups, with a life expectancy difference of 11.6 years between the most affluent and poorest areas in the city. There is a healthy life expectancy gap of between 22 and 24 years between the most and least deprived communities.

Children who grow-up in poverty are more likely to experience poor health, poor educational attainment, have lower ambitions and be welfare-dependent in adulthood. UK-wide reforms to social security and taxes since 2010 have had a disproportionately negative impact on the poorest in society, particularly affecting women, disabled people, ethnic minorities and lone parents in Wales.

Like other UK cities, housing is one of the key components of inequality in Cardiff. Housing in Cardiff is relatively unaffordable compared to other core cities, with the average house costing nearly seven times the average salary. Only in Bristol and Manchester is housing less affordable.

The number of people in Wales who experience homelessness had been increasing and recent years have seen an increasing number of people sleeping rough in Cardiff. Whilst there has been significant progress to improve outcomes for rough sleepers and support people into accommodation throughout 2018-2020, there are opportunities to further enhance our homelessness services to deliver a housing first model.

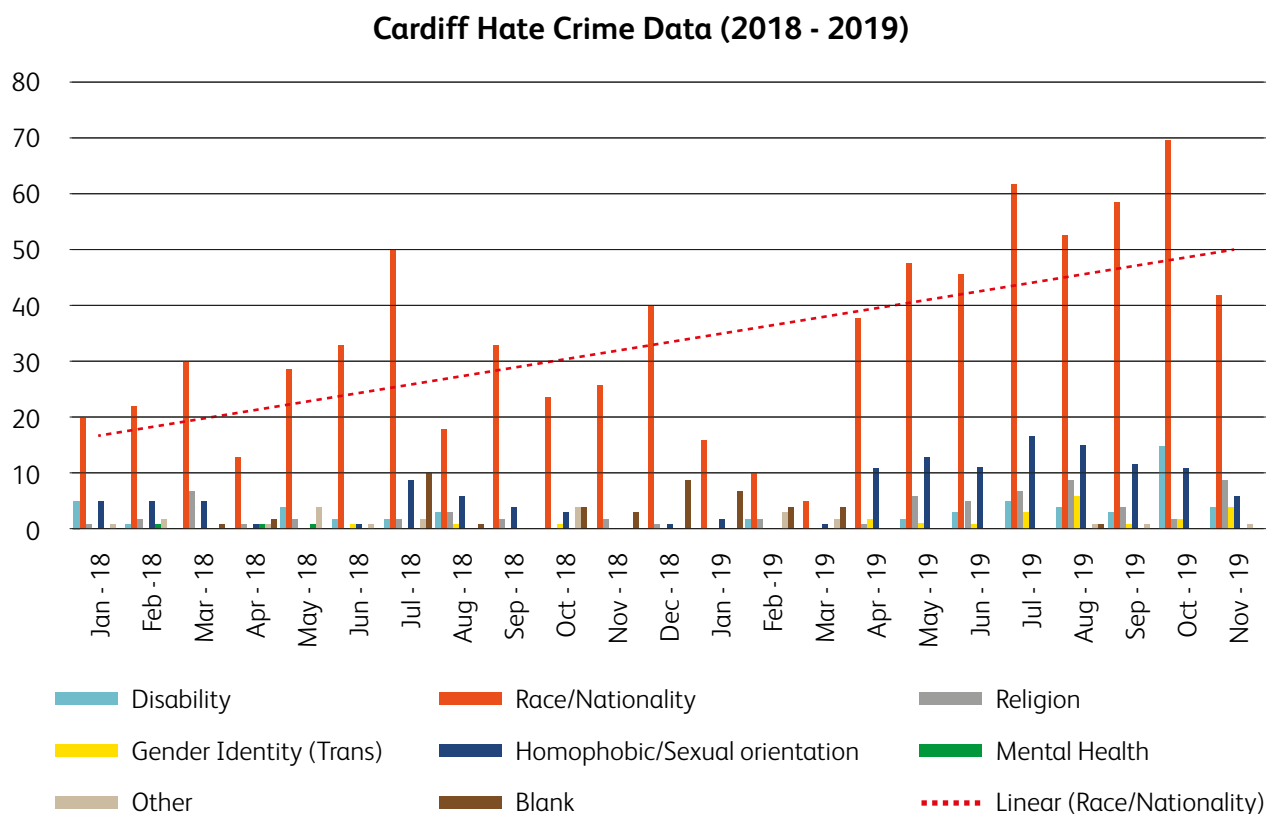
Within Cardiff, those who are under 35, from Black or Ethnic Minority backgrounds, people living in the most deprived areas of the city and disabled people score below the average against the national Well-being Indicators.

Consultation evidence through our annual Ask Cardiff Survey found that 57% of people living in Cardiff believe they don't have the opportunity to participate in local authority decision making and 67% of people living in Cardiff don't believe they are able to influence decisions affecting their area.

The majority of hate crimes reported and recorded in Wales (and locally within Cardiff), were motivated by race or religion. There are also a growing number of LGBT hate crimes.



**Figure 4: Victim Support Monthly Hate Crime Statistics Cardiff January 2018-November 2019**



Our workforce data analysis told us that:

- 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 have a disability 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.
- 85 % of part time workers female
- 4.5 % of employees are under 25

After completing this initial evidence review, we developed the following draft Strategic Equality Objectives for consultation, and outlined some potential areas of focus in their delivery:

### **Objective 1:**

#### **To develop and deliver services which are responsive to Cardiff's equality gap**

- Deliver our ambitious house-building programme to provide 2,000 new council homes and continue to take action on rogue landlords.
- Delivering our Homelessness Strategy 2018-2022 to meet the housing needs of some of our most vulnerable residents.
- Support older people to live independently as long as possible.
- Supporting care leavers and vulnerable young people into their adult lives so they can fulfil their potential.

### **Objective 2:**

#### **To lead the way on equality and inclusion in Wales and beyond**

- Deliver our Living Wage Action Plan.
- Become a Child Friendly City recognised by UNICEF as being a place where all children and young people have an equal chance to thrive and reach their potential.
- Foster cohesion & a sense of community in a rapidly changing and polarising society through the delivery of the Welsh Government's Community Cohesion Strategy.
- Develop a Citizens Engagement Strategy to enhance civic participation and support seldom-heard communities to influence the future of our city.

### **Objective 3:**

**To achieve a measurable increase in the extent to which communities facing inequality can share in and contribute to the city's success**

- Improve accessibility in our built environment.
- Enhancing the accessibility of council services and spaces, particularly for those with disabilities, and those who do not speak English or Welsh.
- Improving our data collection and analysis for equalities monitoring data to ensure our approaches to address inequality are evidence-led.
- Ensure consistent use of Equality Impact Assessments to produce high quality and informed analysis of the impact of changes to our services, and incorporate the socio-economic duty into our existing assessment framework.

### **Objective 4:**

**To build an inclusive and representative organisation**

- To develop our workforce, through targeted recruitment and development, so that it is proportionately representative at all levels of the communities we serve.
- Supporting our equality networks to develop and deliver their action plans.
- Renewing and modernising our programme of equalities training and awareness raising for staff, including the development of an 'Equalities in Policy Development' course for managers and policy makers.
- Continue to deliver an ambitious action plan to enhance our Stonewall UK Workplace Equality Index score.
- Deliver our commitments as a Business in the Community (BITC) Race Equality Charter signatory, including the appointment of an Executive Sponsor for Race, and capturing and publishing our ethnicity data and ethnicity pay gap.
- Lead the way in how employers recruit, retain and develop disabled people through our Disability Confident accreditation.

# The consultation process

Cardiff residents, council staff and organisations representing protected characteristic groups and other communities of interest, including those on low incomes, were invited to feed in evidence and ideas regarding our proposed objectives and their delivery.

Consultation exercises included a number of stakeholder focus groups with groups of residents with a range of protected characteristics, the inclusion of our proposed Strategic Equality Objectives in the Fair City Survey 2020 in both hard copy and online survey formats, 1-2-1's with service area's nominated equality leads and the Fair City Seminar, which invited experts on poverty, the Socioeconomic Duty and the Public Sector Equality Duty to engage with council departments and broader stakeholders to contribute to the development of our vision for 2020-2024.

In addition, we consulted with the Corporate Policy Team, including officers responsible for the Council's Corporate Plan and Well-being Plan to ensure continuity and the integration of our equalities duties across key Council and partnership strategies. This ensured that our Equality and Inclusion Strategy 2020-2024 captured major initiatives across directorates and identified their contribution to delivering our equality duties throughout the strategy.

## **Fair City Survey 2020**

The Fair City 2020 survey outlined our proposed Strategic Equality Objectives for 2020-2024 and invited residents' views on priorities for their delivery.

This survey was available online, in a bilingual format, during February and March 2020. A dedicated council web page hosted the survey and explained the context for the consultation: [www.cardiff.gov.uk/faircitysurvey](http://www.cardiff.gov.uk/faircitysurvey)

Print copies of the survey booklet were available in council and partner venues across the city during this period. Promotional posters were displayed across the council's 19 city-wide Hubs and Libraries to raise awareness of the consultation.

The survey was promoted to council staff via our 'Staff Information' bulletin, which goes to 8,182 email addresses across the council.

A communication campaign was conducted via social media to promote the survey. Cardiff Council's Twitter and Facebook accounts have a combined audience of 89,000 followers (78k Twitter, 11k Facebook).

Targeted fieldwork was undertaken at the following 10 key high street locations across the city: Adamsdown, Butetown, Cathays, Ely, Gabalfa, Grangetown, Pentwyn, Splott, Llanrumney, Trowbridge. These are areas which have an evidenced lower response rate in previous consultations.

All consultation literature and questionnaires were produced by Cardiff Research Centre.

## Who did we consult with?

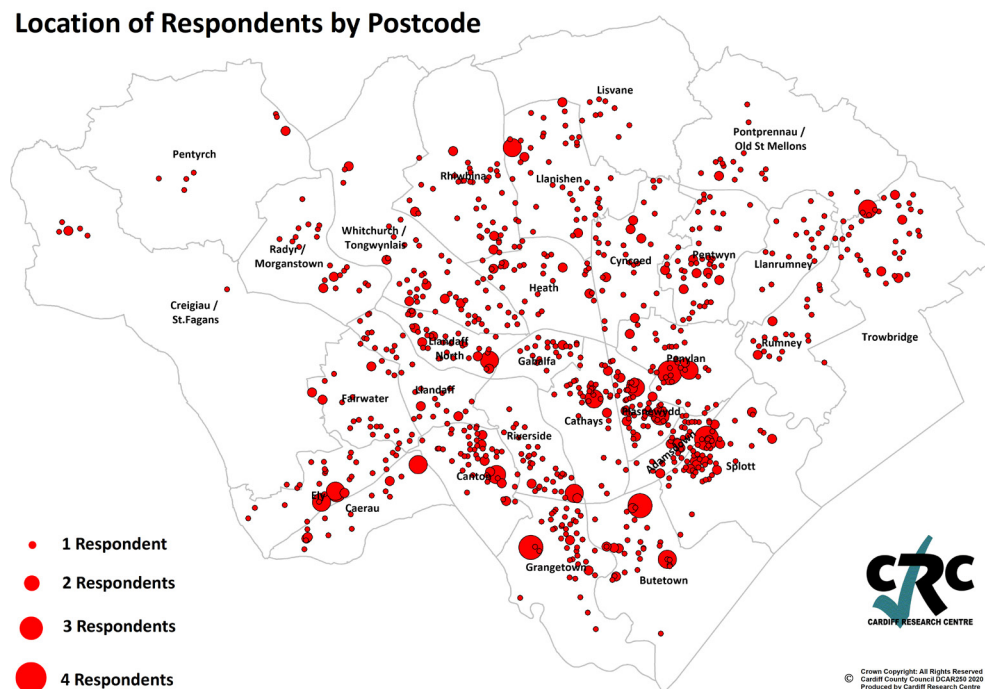
The Cardiff Fair City Survey received 1,593 responses in total. Our engagement events, focus groups and 1-2-1's reached approximately an additional 150 people for in depth discussion regarding our objectives and their delivery.

Of those who responded to the Fair City Survey, 71.1% of respondents agreed with our proposed Strategic Equality Objectives, with 24.9% expressing strong agreement. 22.7% said they were not sure and 6.2% expressed disagreement with the objectives. Discounting those who said they were 'not sure', 92% of respondents expressed support for our proposed Strategic Equality objectives.

Of those who provided their Equality Monitoring Data with their survey response:

- 49.3% of respondents described their gender as female and 48.3% described their gender as male.
- 23.1% of respondents were aged 16-34 and 40.8% of respondents were aged over 55.
- 14.5% of respondents were from a Black or Minority Ethnic background
- 10% of respondents identified their sexual orientation as Lesbian, Gay, Bisexual or Other
- 1.4% of respondents identified as trans
- 1% of respondents were pregnant or had given birth within the last 26 weeks at the time of response
- 17% of respondents identified that they or a member of their household has a disability
- 40% of respondents have a long standing illness or health condition

## Location of Respondents by Postcode



In addition to the Fair City Survey, we delivered several consultation focus groups and events to engage with protected characteristic groups in depth regarding our draft Strategic Equality Objectives and the actions required to deliver them.

This included:

- Cardiff 50+ Forum focus group
- Council Employee Networks (BAME, Disability, Carers, Womens, LGBT) focus group
- Cardiff Third Sector Equality and Human Rights network event
- EYST engagement event
- Diverse Cymru's 'Have Your Say Group' group event

## Fair City Seminar

We delivered an engagement event on January 14th 2020 to consult on our draft Strategic Equality Objectives with nominated equality leads from across the council and external stakeholders representing protected characteristic groups and communities of interest.

The event welcomed expert speakers from Bevan Foundation, Welsh Government and Stonewall to support roundtable discussions regarding our Strategic Equality Objectives and their delivery.

The Seminar welcomed 70 delegates from a range of service areas including social services, housing, economic development and procurement.

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

| Respondents to our consultation said...  | How this informed our Equality & Inclusion Strategy 2020-2024   |
|--|---|
| <p>A lack of affordable housing in Cardiff is a major contributing factor to inequality in Cardiff, both for protected characteristic groups and those on low incomes. Actions should be identified under this objective to improve the availability of affordable and good quality housing.</p> <p>Respondents noted that increased demand for housing where there is insufficient supply can push the cost of living up.</p> | <p>We included a significant focus on housing under Objective 1, including actions to increase the delivery of new houses to meet housing need, this includes new Council homes and affordable housing.</p> <p>We also included actions to improve conditions in the private rented sector and identified groups most likely to benefit from these actions through our analysis of the available evidence.</p> <p>Objective 1 also includes actions regarding the delivery of specialist housing provision for older people and Gypsies &amp; Travellers, and our Disabled Facilities Grant Scheme.</p> |
| <p>Many respondents expressed that activity to support to those who experience homelessness should be a key priority for delivering this objective.</p>  | <p>Objective 1 identifies the delivery of our Rough Sleeper Strategy and Homelessness Strategy as key measures to deliver our vision for equality in Cardiff. We provide analysis of the protected characteristic groups and other groups of residents who will most benefit from the delivery of these strategies.</p>   |
| <p>Respondents identified that services which enable residents to learn new skills and access career advice were essential in addressing socioeconomic inequality and providing greater opportunity to those excluded from the local labour market. They noted that this should include targeted initiatives for young people and those who experience long term unemployment</p>  | <p>Objective 1 identifies the delivery of our Into Work Service, including specialist support for care-leavers and young people most at risk of being economically inactive, as a key deliverable.</p> <p>The Cardiff Commitment programme is also identified as a deliverable against this objective, including school/business partnerships that target skills development in the key economic growth sectors of the Cardiff Capital Region.</p>  |

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| <p>Respondents indicated that improving mental health and emotional well-being services for young people was important for the delivery of this objective.</p>  | <p>A number of deliverables to enhance mental health and emotional well-being services for young people have been included under Objective 1 of the strategy.</p>                         |
| <p>Respondents suggested that the council's work to tackle Violence Against Women and Girls should be reported under this Objective to ensure that there is a specific action regarding gender equality and the delivery of gender specific services.</p> | <p>Our regional Cardiff &amp; Vale of Glamorgan Violence against Women, Domestic Abuse and Sexual Violence Strategy 2018-2023 has been identified as a delivery area for Objective 1.</p> |



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

| Respondents to our consultation said...  | How this informed our Equality & Inclusion Strategy 2020-2024  |
|--|--|
| <p>It is important, as the Council for the capital city of Wales, that we are a best practice organisation and hold ourselves to high standards. The council should ensure that its best practice initiatives are visible and inform broader practice in Wales where they yield results.</p> <p>As one of the oldest multi-ethnic places in the UK, we should seek to strengthen our practice in relation to race equality and work with our partners to improve outcomes for Cardiff's Black and Minority Ethnic Residents.</p> | <p>The deliverables listed under this objective include a number of specific areas of practice and new initiatives unique to Cardiff. This learning will be shared throughout our organisation and with our partners, and we will provide evidence regarding 'what works' based on our experiences to the Welsh and UK Governments in appropriate reviews and calls for evidence.</p> <p>Cardiff was one of the first UK cities to establish a Race Equality Taskforce following the significant Black Lives Matter protests across the UK during the summer of 2020. Our Taskforce will meet until the end of the current administration to drive forward action to address racial inequality in Cardiff. Throughout the strategy, we identify evidence regarding the outcomes of Black and Minority Ethnic Cardiffians against a number of domains, and our Annual Report will identify progress in improving outcomes for this group.</p> |

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| <p>The Council should implement specific measures to improve participation in local decision making, especially for those groups who are currently least heard in local democracy and policy making.</p> | <p>Objective 2 identifies a number of deliverables to enhance civic participation in Cardiff. This includes the delivery of our Child Friendly Cities initiative, which will improve the representation of children’s voices in everything we do as a council.</p> <p>We will also deliver several specific initiatives during 2021-2022 including; the coordination of the Census 2021 in partnership with the Office for National Statistics, delivering a voter registration campaign for 16-17 year olds and non-UK born residents to maximise participation in the 2021 Welsh Parliament election and the development of a Citizens Engagement Strategy in line with the requirements of the Local Government and Elections (Wales) Bill.</p> <p>In addition, action 2.6 explains that we will support participation amongst those with protected characteristics by:</p> <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> |
| <p>The council should continue to build upon successful initiatives to improve the quality and security of jobs on offer in Cardiff’s labour market.</p>   | <p>Objective 2 includes our work to become a Living Wage City through the Living Wage City Action Plan 2019-2022 and sets out our progress to deliver this so far.</p>  |

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| <p>There is further work to be done across Wales in addressing the gaps in data that make it difficult to understand the experiences of people with protected characteristics.</p> <p>The Council should seek to improve its practice in measuring and monitoring our progress against our Strategic Equality Objectives and make its findings more visible. We should develop specific metrics to evaluate our progress against our objectives.</p> | <p>Objective 2 outlines our plans to create an Equalities Data Dashboard during the foundation year of our Equality &amp; Inclusion Strategy.</p> <p>This includes a review of the data we currently collect across the organisation and how we share Wales-wide and UK-wide data with relevant departments to inform their policy development. We will work towards bringing this data together into a single integrated dashboard to inform service design and the evaluation of our progress against our objectives. Our Annual Report against our Equality &amp; Inclusion Strategy 2020-2024 will assess our progress using this data to ensure our practice is evidence-led and our progress quantifiable where possible.</p> |
| <p>We should use our convening powers to encourage our partners in Cardiff, including other public sector bodies, private and voluntary sector organisations and educational institutions to influence and promote equality.</p>   | <p>Our Race Equality Taskforce, Child Friendly City initiative and Living Wage Action Plan all depend on fostering strong partnerships with other city stakeholders. Fostering strong partnerships across the city to deliver our equality objectives is recognised throughout the strategy, including in 'Our Commitments' which underpin our whole approach, on page 9.</p>   |
| <p>Several respondents expressed concern regarding hate crime and prejudice and saw a role for the council in challenging prejudice and discrimination in wider society.</p>   | <p>Objective 2 details our work to deliver the Welsh Government's Community Cohesion Programme, including actions to coordinate support for victims of hate crime and support campaigns which raise awareness of the harmful effects of prejudice and discrimination.</p>   |

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

| Respondents to our consultation said...  | How this informed our Equality & Inclusion Strategy 2020-2024   |
|--|---|
| <p>Our Objective should be more specifically focused on accessibility, especially in the built environment and should identify specific measures that would support older people, disabled people and those who experience physical ill health to enjoy city life.</p> | <p>The wording of this Objective was revised from <i>'To achieve a measurable increase in the extent to which communities facing inequality can share in and contribute to the city's success'</i> to <i>'Cardiff is accessible to everyone who is living, visiting or working in the city'</i> following our consultation. This is because feedback suggested that we should be more specific in setting out what we wanted to achieve in this area and that Objective 3 should be more distinct from Objective 1.</p> <p>Throughout the Objective 3 section of our strategy, we identify specific measures that will enhance the inclusion of older people, disabled people and those who experience physical ill health.</p> |
| <p>It is important that our built environment is accessible to all, particularly our city centre and high streets. This is particularly important as social distancing measures are introduced due to Covid.</p>   | <p>We identify several deliverables in the Council's Corporate Plan which will improve accessible transport links and public spaces under Objective 3, including the application of our Master Planning Principles.</p> <p>We will convene a regular accessibility forum as social distancing measures are introduced across the city to ensure any detrimental impact to any protected characteristic group is identified and mitigating actions put in place where they are.</p>  |

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| <p>We should better integrate consideration of equality, including the socioeconomic duty, into our policy development, including enhancing our Equality Impact Assessment process.</p> | <p>Objective 3 details the work we have already completed in 2019 to ensure that Equality Impact Assessment training is available to all council staff.</p> <p>In 2021 we will develop an ‘Equalities in Policy Development’ course for managers and policy makers across the council, which will include how to source relevant equalities evidence to inform options and evaluate approaches.</p>   |
| <p>Language barriers prevent some groups of people accessing services and employment in Cardiff.</p>  | <p>Objective 2 details our work through the Inclusive Cities programme. Our Action Plan for Phase 1 of Inclusive Cities included partnership measures with Cardiff and Vale College and the Welsh Government funded Restart programme to improve access to ESOL (English for Speakers of Other Languages) in Cardiff, and bespoke employment support for refugees, who evidence suggests experience poor labour market outcomes both in Cardiff and the UK more broadly.</p> <p>Objective 3 also details the types of specialist provision available in our Hubs and Libraries, including ESOL provision in some venues where there is a local need for this service.</p> |

# Objective 4: To build an inclusive and representative organisation

| Respondents to our consultation said...  | How this informed our Equality & Inclusion Strategy 2020-2024  |
|--|--|
| <p>Respondents suggested that we need to widely promote job opportunities at the council to encourage applicants from underrepresented groups to consider a career in local government</p> | <p>Objective 4 details several deliverables to promote the council as an employer to underrepresented groups including young people and those from Black and Minority Ethnic backgrounds, particularly through partnerships with local schools, colleges and universities.</p>   |
| <p>Council employees responded that we should ensure that policies in the workplace are consistently applied to ensure an open, fair and equal workplace.</p>                              | <p>Objective 4 explains that 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.</p> <p>The Single Status Collective Agreement has also ensured equal pay for equal work.</p> <p>Publishing our gender and ethnicity pay gap will further support transparency and assist the council in measuring its progress towards achieving a representative workforce.</p> |

|  |  |
|--|--|
| <p>Existing employees from under-represented groups should be encouraged to participate in training and development opportunities to support their progression within the organisation.</p>                      | <p>Our commitments under the Business in the Community (BITC) Race at Work Charter, Stonewall Champion scheme and Disability Confident Accreditation will ensure that development and progression opportunities are available to BAME, Disabled and LGBT staff as a measure to help improve representation amongst senior roles.</p> <p>Our Employee Networks have also developed action plans and have senior sponsors within the management team to support their delivery.</p> <p>Application and Interview Skills training is also available to all council staff looking to progress into a new role.</p>   |
| <p>The council should take steps to address gaps in its equality monitoring data for its workforce so we can more accurately measure our progress to become more representative of the communities we serve.</p> | <p>Objective 4 details that we will promote positive messages regarding the collection of equalities monitoring data to address gaps regarding our current workforce.</p> <p>We will continue to use this data to provide team-level analysis to directorates, to support them to measure their progress in delivering our commitment to become more representative.</p>   |
| <p>The council should ensure that there is a high quality programme of equalities training available to all staff.</p>   | <p>Our Equality Awareness and Equality Impact Assessment training courses were revised and relaunched in 2019 and have been popular amongst council staff from a wide variety of departments.</p> <p>They are regularly promoted via all staff communications, and a promotional campaign encouraging participation in the training to support Covid-19 recovery planning has been delivered during summer 2020.</p> <p>In addition to our standard package of equalities training, a number of specialist courses are available each year, which are regularly revised to reflect training needs across the organisation e.g. Deaf Awareness Training, Hate Crime Awareness Training.</p> |

# Reviewing the delivery of our Equality & Inclusion Strategy following the onset of the Coronavirus Pandemic

We reviewed our Equality & Inclusion Strategy 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 our equalities policy outlined at the beginning of our 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 its mid-way point in its delivery, in 2022.





# Evidence which informed our Equality & Inclusion Strategy 2020-2024

Below you will find a complete list of evidence referred to throughout our Equality and Inclusion Strategy 2020-2024 and the relevant reference where you can access the relevant dataset, policy or report.

| Footnote | Details  |
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