

Equality & Inclusion Strategy 2020 - 2024

SUMMARY REPORT

Cardiff Council



Mae'r ddogfen hon ar gael yn Gymraeg /
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Introduction

Our Equality and Inclusion Strategy outlines Cardiff Council's vision for furthering and promoting equality across the city.

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 to advance equality. These priorities are called Strategic Equality Objectives.

Our Equality and Inclusion strategy details our Strategic Equality Objectives and the actions we will deliver to meet them. The Strategy runs for four years, beginning in October 2020 and finishing in March 2024.

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.

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.

Our Strategic Equality Objectives 2020-2024

Objective	Summary
1. To develop and deliver services which are responsive to Cardiff's inequality gap.	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.
2. To lead the way on equality and inclusion in Wales and beyond.	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.
3. Cardiff is accessible to everyone who is living, visiting or working in the city.	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.
4. To build an inclusive and representative organisation.	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.

Throughout our 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.

Objective 1:

To develop and deliver services which are responsive to Cardiff's inequality gap

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.

	What we will do	Particularly relevant groups	Links to
1.1	Increase the delivery of new affordable homes.	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
1.3	Improve standards in the private rented sector by taking enforcement action against rogue agents and landlords letting and managing properties.	Young people, BAME residents & lower income households	Corporate Plan
1.4	Deliver the Older Persons' Housing Strategy to support independent living, fully understanding older people's housing needs and better align Council and Health Services.	Older people & those with caring responsibilities	Corporate Plan Older Persons' Housing Strategy
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

1.6	Meet our statutory duties in relation to the accommodation needs of Gypsies and Travellers in Cardiff.	Gypsies and Travellers.	Gypsies and Travellers Accommodation Assessment
1.7	Deliver the Rough Sleeper Strategy and the Homelessness Strategy.	Disabled people, people with mental ill health, single people on low incomes, refugees & victims of domestic violence.	Corporate Plan
1.8	Further improve the Into Work Service by continuing to integrate employment support services.	Young people, Older people, Disabled People, BAME people, women & lower income households.	Corporate Plan
1.9	Develop improved models of alternative education provision for learners who are struggling to manage the demands of a full-time mainstream curriculum.	Young people, people from low income backgrounds, those who experience physical and/or mental ill health & disabled people.	Corporate Plan
1.10	Support young people into education, employment or training by delivering the Cardiff Commitment.	Young people, people from low income backgrounds, BAME residents, disabled residents & women and girls.	Corporate Plan
1.11	Implement the renewed Corporate Parenting Strategy Action Plan by March 2023, to improve outcomes and well-being for Looked After Children.	Young people, Looked After Children and care leavers.	Corporate Plan Corporate Parenting Strategy & Action Plan
1.12	Improve mental health and emotional well-being for young people by delivering an integrated approach to children and young people's emotional and mental health support across the child's journey.	Young people, those who experience mental ill health, BAME residents, children from low-income families, disabled children, LGBT+ children & Looked After Children.	Corporate Plan

1.13	Deliver the <i>All of Our Futures</i> Youth Justice Service Development Strategy.	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
1.14	Deliver the Cardiff & Vale of Glamorgan Violence against Women, Domestic Abuse and Sexual Violence Strategy 2018-2023.	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



Objective 2:

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

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. Improving our gathering of service user equality monitoring data and using it to measure our progress.

	What we will do	Particularly relevant groups	Links to
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
2.2	Promote and fulfil children's rights by becoming a Unicef Child Friendly City by 2021.	Children and young people.	Corporate Plan Child Friendly Cardiff Strategy
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"> • 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. 	All protected characteristic groups, particularly those with a disability and speakers of languages other than Welsh and English.	Directorate Delivery Plan- Policy & Partnerships
2.7	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
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
2.11	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



Objective 3:

Cardiff is accessible to everyone who is living, visiting or working in the city

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.

	What we will do	Particularly relevant groups	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"> Supporting infrastructure, such as sustainable transport, schools, community facilities and green spaces, are delivered at all new strategic housing developments; New Council housing developments are informed by good design and infrastructure planning; Community infrastructure improvements on strategic sites are communicated to the public. 	All residents, those from low income households, disabled people & older people.	Corporate Plan
3.2	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.	Low income households, BAME residents, young people & disabled people.	Corporate Plan

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"> • Providing information regarding Covid-19 public health measures in a range of languages and formats on our website and through our networks; • Convening a regular accessibility forum for consultation regarding social distancing measures in public spaces as they reopen during Covid-19. 	Older People, people who experience physical and/ or mental ill health.	Directorate Delivery Plan: Policy & Partnerships
3.4	Delivering our commitments as a Dementia Friendly City to support those affected to contribute to, and participate in, the life of their community.	Older people, disabled people, those who experience physical or mental ill health.	Corporate Plan Dementia Strategy 2018-2028
3.5	<p>Continue to deliver the Community Hubs programme, in collaboration with partners, including:</p> <ul style="list-style-type: none"> • Progressing plans for Youth Hubs in the city centre and Butetown; • Working with the University Health Board on the Cardiff Royal Infirmary, Maelfa Hub and other Hubs within the North District; • Ensuring people are connected with local service providers and activities in their neighbourhood through Community Inclusion Officers. 	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.	Corporate Plan Hub & Library Strategy 2019-2023

3.6	<p>Address social isolation and enhance the quality of life of older people by:</p> <ul style="list-style-type: none"> • Helping to build links between citizens, groups, organisations and private businesses; • Bringing young and older people together to provide a platform where skills, experience and understanding can be shared. 	Older people, younger people and those who experience mental ill health.	Corporate Plan Hub & Library Strategy 2019-2023
3.7	<p>Ensure good air quality by implementing and evaluating the Clean Air Plan and Wider Clean Air Strategy measures to ensure a continued reduction of Nitrogen Dioxide (NO₂) concentrations is achieved across the city.</p>	BAME groups, low-income households, children and young people, older people, disabled people & people who experience physical and/or mental ill health.	Clean Air Strategy Clean Air Plan Corporate Plan One Planet Cardiff Strategy
3.8	<p>Enhance local policy development by providing:</p> <ul style="list-style-type: none"> • A programme of Equality Impact Assessment Training which is available to all staff; • The development of an Equalities in Policy Development course; • The production of high quality guidance on the completion of Equality Impact Assessments, including the socioeconomic duty; & • The delivery of a corporate equalities advice service to all directorates. 	All residents but particularly those from low income backgrounds and those with one or more protected characteristic	Directorate Delivery Plan: Policy & Partnerships

Objective 4: To build an inclusive and representative organisation

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.

	What we will do	Particularly relevant groups	Links to
4.1	<p>Reduce sickness absence rates by:</p> <ul style="list-style-type: none"> Continuing to supporting staff well-being, particularly through providing additional support for staff suffering with poor mental health; Strengthening management practice across all directorates, with a focus on reducing long-term sickness absence rates. 	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
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

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
4.6	Equality Awareness training is made available to all hiring managers across the council.	All Council staff and residents.	Workforce Strategy 2018-2021
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
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
4.9	Deliver our commitments under the BITC Race at Work Charter	BAME staff and residents.	Workforce Strategy 2018-2021
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
4.11	Benchmark our work to advance LGBT equality against the Stonewall Workplace Equality Index.	LGBT staff and residents.	Workforce Strategy 2018-2021
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

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 incomes.	Commissioning and Procurement Department Delivery Plan
4.16	Visibly support key equality campaigns throughout the year; for example, Pride and White Ribbon Day.	All Council staff.	Policy & Partnerships Directorate Delivery Plan
4.17	Ensure 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

