Cardiff Equality Needs Assessment 2023

Cardiff Council

EXECUTIVE SUMMARY

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Introduction

An Equality Needs Assessment has been developed as a comprehensive evidence review to identify the most significant issues currently facing people with different protected characteristics – as well as characteristics beyond those protected by legislation – or experiencing socioeconomic disadvantage in Cardiff. The assessment will inform the development of Cardiff Council's new Strategic Equality Plan (2024-2028), which will set out refreshed Strategic Equality Objectives.

This Executive Summary sets out the key issues arising from the Equality Needs Assessment (the full report is attached at Appendix A).

The Equality Needs Assessment is structured around the following themes, aligning to the Council's Wellbeing Objectives, as set out in the Corporate Plan 2024-2027.[1]

- **Demography**
- **Health and Wellbeing**
- **Wellbeing Objective 1: Cardiff is a Great Place to Grow Up**
- **Wellbeing Objective 2: Cardiff is a Great Place to Grow Older**
- **Wellbeing Objective 3: Supporting People out of Poverty**
- **Wellbeing Objective 4: Safe, Confident and Empowered Communities**
- **Wellbeing Objective 5: A Capital City that Works for Wales**
- **Wellbeing Objective 6: Cardiff Grows in a Resilient Way**
- **Wellbeing Objective 7: Modernising and Integrating our Public Services**

The Equality Needs Assessment brings together a range of existing data, reports, and research relevant to protected characteristic groups, as well as characteristics beyond those protected by legislation, and socioeconomic disadvantage. The information presented is from a variety of sources, ranging from a local (Cardiff, including sub-Cardiff) level to a Wales-wide and UK-wide level. This includes Engagement Work that has been undertaken locally by the Cardiff Research Centre (CRC).[2]

Please refer to the assessment itself (Appendix A) for further information about the approach taken and the evidence base that supports it, as well as the data limitations.

[1] In accordance with the requirements of the Wellbeing of Future Generations (Wales) Act 2015, the Council's Corporate Plan sets out Cardiff's Wellbeing Objectives. These are set following a process of self-assessment and policy development as part of the Council's planning and performance cycle and highlight high-level priorities/ areas for action. The Council publishes a new Corporate Plan each year, with a review of the Wellbeing Objectives undertaken.

[2] The CRC is the Council's consultation and engagement team, which has established a track record of producing high-quality research. Access to all reports published by the Cardiff Research Centre is available here. The reports analyse the results of surveys conducted by the centre and can be filtered by topic, date of publication or ward.

Cardiff: Demographic Profile

Cardiff has a diverse and dynamic population. According to the 2021 Census, the city has a resident population of around 362,300 residents. This represents an increase of nearly 57k residents (18.7 %) since 2001, although the rate of growth has slowed since 2011. Further analysis reveals that:

- **AGE:** Due to the city's sizeable student population, the 20-24 age range is comfortably the largest five-year age group with almost 38k people. More than 52k residents are aged 65+, including over 7k that are aged 85+. Around 62k people are aged 0-14, although only three-tenths (19k) of these are aged 0-4.

- **SEX:** According to the 2021 Census, just over half of Cardiff's resident population are female (51.2 %).

- **ETHNICITY:** Over a fifth (21.2 %) of Cardiff's residents belong to a Minority Ethnic group.[3]
  - Just under four-fifths (79.2 %) of Cardiff residents belong to a White ethnic group
  - Almost a tenth (9.7 %) are Asian, Asian British or Asian Welsh
  - 3.8 % are Black, Black British, Black Welsh, Caribbean or African
  - 4.0 % belong to a Mixed or Multiple ethnic group
  - 3.3 % belong to an Other ethnic group.

- **DISABILITY:** Almost a fifth of Cardiff's resident population are disabled under the Equality Act (18.6 %).[4] This includes 8.2 % whose day-to-day activities are limited a lot and 10.4 % whose day-to-day activities are limited a little.

- **RELIGION:** According to the 2021 Census, more than two-fifths (42.9 %) Cardiff's resident population have no religion. The most common religion in Cardiff was Christianity (38.3 %) followed by Islam (9.3 %). 6.3 % of Cardiff residents chose not to answer the question.

- **SEXUAL ORIENTATION:** 87.0 % Cardiff's resident population (aged 16+) are straight/heterosexual. 7.7 % of Cardiff residents aged 16+ chose not to answer the question. 5.3 % of Cardiff residents (aged 16+) identified with a non-straight/heterosexual sexual orientation - 2.4 % as gay/lesbian; 2.4 % as bisexual; and 0.5 % as other.

[3] The Minority Ethnic group includes the following ethnic groups:
- All Asian, Asian British or Asian Welsh categories
- All Black, Black British, Black Welsh, Caribbean or African categories
- All Mixed or Multiple Ethnic Groups categories
- All Other Ethnic Group categories
- White: Gypsy or Irish Traveller
- White: Roma

[4] Under the Equality Act (2010), a person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

- **GENDER IDENTITY:** 92.9 % of Cardiff's resident population (aged 16+) have a gender identity the same as the sex registered at birth. 6.4 % of Cardiff residents aged 16+ chose not to answer the question. 0.7 % of Cardiff residents aged 16+ have a gender identity that is not the same as the sex registered at birth.

- **MARRIAGE AND CIVIL PARTNERSHIP:** According to the 2021 Census:
  - Almost half (48.6 %) of Cardiff's resident population (aged 16+) have never married/never registered a civil partnership.
  - 36.8 % have married or are in a registered civil partnership
  - 1.8 % are separated but still legally married/still legally in a civil partnership
  - 7.8 % are divorced/civil partnership dissolved
  - 5.0 % are widowed/surviving civil partnership partner

- **PREGNANCY AND MATERNITY (GENERAL FERTILITY RATE):** In 2021, Cardiff's General Fertility Rate (GFR)[5] was 45.6 live births per 1,000 females aged 15-44, whilst Cardiff's Total Fertility Rate (TFR)[6] was 1.36 children.

- **WELSH SPEAKING ABILITY:** 12.2 % of Cardiff's resident population (aged 3+) are able to speak Welsh.

[5] The General Fertility Rate (GFR) is the number of live births per 1,000 female population aged 15 to 44, calculated using mid-year population estimates.

[6] The Total Fertility Rate (TFR) is the average number of live children that a group of women would bear if they experienced the age-specific fertility rates of the calendar year in question throughout their childbearing lifespan.

Health and Wellbeing[7]

Levels of general health in Cardiff are high; broadly, healthy life expectancy (at birth) has been steadily increasing and is now above the Welsh average (ONS, 2018-2020). However, there is considerable variation in healthy behaviours and health outcomes across the city, with often avoidable, unfair and system differences in health between different groups of people. This chapter therefore explores the widespread differences in health between different groups.

Summary of Key Points

- **HEALTH INEQUITIES:** Health inequities are avoidable, unfair, and result in widespread differences in health between different groups. Groups that can experience health inequity include:
  - People with lower income
  - People with protected characteristics such as age, sex, race, ethnicity, or sexuality
  - People who are socially excluded, such as people experiencing homelessness, including those in temporary accommodation.

- **ACCESS TO HEALTHCARE SERVICES:** Health inequities are often evident when considering access to healthcare services. The following groups often experience difficulties in accessing healthcare services:
  - Older people
  - Individuals with a disability, particularly individuals with a learning disability, individuals with neurological conditions and individuals with sensory loss.
  - Black, Asian and Minority Ethnic people, with specific challenges for women from ethnic minority backgrounds, refugees and asylum seekers, as well as Gypsy, Roma and Traveller families.
  - LGBTQ+[8] communities
  - Veterans (and their families)
  - Individuals who are homeless

[7] Please note: the health and wellbeing of Cardiff's children and young people is discussed in the chapter: Cardiff is a Great Place to Grow Up, whilst the health and wellbeing of Cardiff's older people is discussed in the chapter: Cardiff is a Great Place to Grow Older.

[8] LGBTQ+ refers to lesbian, gay, bisexual/bi, transgender/trans people, queer or questioning. Other letters can be added to the acronym to include other groups, orientations and identities, such as I (intersex) and A (asexual/aromantic). The + (plus) in the acronym is used as a shorthand to include and acknowledge other diverse terms people identify with and use to describe their identities and orientations, including intersex, asexual and aromantic people.

- **SPATIAL INEQUALITIES:** There are clear spatial inequalities in terms of health across the city: Cardiff is above the Wales average in the proportion of Lower Super Output Areas (LSOAs) in the 10% most health deprived in Wales, with wards in the 'Southern Arc'[9] most deprived in terms of health.

- **IMPACT OF COVID-19:** Poorer outcomes from Covid-19 itself were associated with underlying health conditions and disability, levels of deprivation, housing conditions, occupation, income and being from an ethnic minority community. The pandemic also had a significant impact on mental health and wellbeing, predominantly amongst children and young people and disabled people, particularly autistic people.

  Disruptions to health and social care services not only followed a socio-economic gradient but the long-term impacts will be felt for years to come. The long-term health and wellbeing consequences of the Covid-19 economic crisis are likely to exacerbate health inequalities for individuals from poorer and disadvantaged backgrounds, ethnic minority groups and deprived communities.

- **HEALTHY LIFE EXPECTANCY:** Health life expectancy (HLE) at birth is higher for females (65.86 years) than males (62.87 years). The proportion of life spent in good health is slightly lower for females (79.57%) however, than males (80.57%). Furthermore, for males, Cardiff has a healthy life expectancy gap of 13.66 years between those living in the least and most deprived areas of the city. The gap is higher for females at 18.52 years.

  Across England and Wales, data highlights that both males and females in the White and Mixed ethnic groups have a lower life expectancy at birth than all other ethnic groups, while the Black African ethnic group has a statistically significant higher life expectancy than most groups.

- **PHYSICAL HEALTH:** As part of the 2022 Ask Cardiff survey, respondents were asked to describe their physical health. A broad consistency was seen across demographic groups in terms of those describing themselves as being in good physical health, with the exception of those identifying as disabled – just 27.4% of this group described their physical health as 'good' or 'very good', with 15.5% describing their physical health as 'very poor.' Almost three in five of those identifying as disabled reported a decline in their physical health compared with a year before. Respondents living in the least deprived areas were more likely to describe their physical health as 'good' or 'very good.'

[9] An area stretching from Ely in the West to St Mellons in the East, with a population of almost 155k people (2021 Census) – where deprivation is concentrated in the city across the domains of the Welsh Index of Multiple Deprivation.

- **MENTAL HEALTH:** As part of the 2022 Ask Cardiff survey, respondents were asked to describe their mental health. Respondents identifying as disabled reported the lowest levels of mental health (fewer than 43.7 % described their mental health as 'good' or 'very good'). More than a third of respondents identifying as disabled (37.5 %) reported their mental health as worse than it had been a year ago. Furthermore, older respondents (55+) were more likely than their younger counterparts (under 35) to describe their mental health as good (71.3 % compared with 53.0 % respectively). There was also a correlation between mental health and level of deprivation, with those living in the most deprived areas of the city reporting the lowest proportion of 'good' mental health (54.0 %, compared with 75.3 % amongst those living in the least deprived areas). Those in the most deprived areas were almost five times as likely than those in the least deprived areas to state their mental health was worse than it had been a year ago (9.7 % compared with 2.0 %).

  Across Wales, specific mental health needs/ concerns have been expressed for disabled people, LGBTQ+ communities, Black, Asian and Minority Ethnic people, refugees and asylum seekers, individuals who are homeless, unpaid carers, people in prison and veterans.

  The pandemic had a significant negative impact in Wales on mental health and wellbeing, with significant and sustained increases in demand for mental health support, particularly amongst children and young people[10] (PNA, 2022). The pandemic also had a disproportionate negative effective on disabled people's mental health and wellbeing. Furthermore, the negative mental health impacts were particularly significant for autistic people.

- **LIFE SATISFACTION, FEELING WORTHWHILE, ANXIETY LEVELS AND HAPPINESS:** As part of the 2022 Ask Cardiff survey, respondents were asked how they felt in terms of life satisfaction, feeling worthwhile, anxiety levels and happiness. Low scores for life satisfaction, feeling worthwhile and happiness (and high scores for anxiety levels) were seen for respondents identifying as disabled, aged under 35, identifying as LGBTQ+ and living in the most deprived areas.

[10] The health and wellbeing of children and young people is covered in Wellbeing Objective 1: Cardiff is a Great Place to Grow Up.

- **DISABLED UNDER THE EQUALITY ACT – LIMITATION OF DAY-TO-DAY ACTIVITIES:** As part of the 2021 Census, residents were identified as 'Disabled under the Equality Act' if their day-to-day activities are limited a lot/ a little by a long-term physical or mental impairment. Further analysis reveals that, in Cardiff:
  - **Age**: The likelihood of being disabled under the Equality Act increases with age.
  - **Sex**: A higher percentage of female residents were identified as disabled under the Equality Act (20.3 %) compared to males (16.8 %).
  - **Ethnicity**: Residents from the White ethnic group were more likely to be disabled under the Equality Act (12.0 %) than other ethnic groups.
  - **Religion**: 41.7 % of residents who identified themselves as having an 'other religion' were identified as disabled under the Equality Act, compared to 8.0 % of Hindu residents.
  - **Sexual Orientation**: Cardiff residents (aged 16+) who provided a sexual orientation which was different to the options specified in the 2021 Census ('all other sexual orientations') had the highest percentage who were identified as disabled under the Equality Act (41.5 %) compared to other sexual orientation groups.
  - **Gender Identity**: Cardiff residents (aged 16+) who provided a gender identity which was different to the options specified in the 2021 Census ('all other gender identities') had the highest percentage who were identified as disabled under the Equality Act (60.2 %) compared to other gender identities.
  - **Marital and Civil Partnership Status**: 48.7 % of residents (aged 16+) who stated that they are widowed, or the surviving civil partnership partner were identified as disabled under the Equality Act.
  - **Welsh Speaking Ability**: 11.6 % of residents (aged 3+) who can speak Welsh were identified as disabled under the Equality Act. This compares to 20.2 % of residents who cannot speak Welsh.

- **HEALTH LIFESTYLES BEHAVIOURS:** Across Wales, there is significant variation in lifestyle behaviours according to deprivation – with the most deprived groups more likely to participate in unhealthy lifestyle behaviours compared to the least deprived groups. Wales-wide, analysis has also indicated that there are some differences in health lifestyle behaviours between certain protected characteristics groups. Having two or more healthy lifestyle behaviours was more likely for:
  - Non-disabled adults than disabled adults.
  - Adults in the Asian or Asian British group than those in the White group.
  - Adults who were married or in a civil partnership than those who were single or those who were separated or divorced.
  - Adults identifying as Muslim than those in other groups; those reporting No religion were least likely to do so.
  - Adults identifying as bisexual than those in other groups.

- **FOOD AVAILABILITY AND DIET QUALITY:** There are areas of the city without adequate food shops, markets, and healthy food providers. These food deserts tend to be in more deprived areas, with low car ownership levels. According to the 2022 Ask Cardiff survey results, respondents identifying as disabled and those aged under 35 eat the fewest amount of fruit and vegetables each day. There was also a correlation between the amount of fruit and vegetables eaten each day and the level of deprivation, with those in the least deprived areas typically eating an extra portion per day than those in the deprived areas.

- **PHYSICAL ACTIVITY:** 2022 Ask Cardiff survey data highlights that those identifying as disabled reported the lowest levels of activity (with an average of 64.4 minutes per week), with the survey results also noting a correlation with level of deprivation, with those living in the most deprived areas doing 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).

- **MAINTAINING A 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, with a similar trend seen for children and young people.

- **SUBSTANCE MISUSE:** The 2022 PNA highlights that drug and alcohol misuse is a known problem amongst those in the secure estate, as well as amongst veterans, particularly veterans living in areas of higher deprivation. Whilst Welsh Government's LGBTQ+ Action Plan for Wales (2023) highlights that LGBTQ+ communities report higher levels of substance misuse, including alcohol and smoking. Alcohol use, drug misuse and smoking are all more prevalent in the city's deprived communities than in the least deprived.

- **SCREENING:** Across Cardiff and the Vale, there are clear inequities in uptake/coverage of screening tests between primary care cluster areas: the City and Cardiff South cluster has the lowest uptake in adult cancer screening programmes. Poorer uptake is associated with deprivation, younger age group and ethnicity; men are also less likely to take up an offer of screening than women.

  2022 Ask Cardiff survey data highlights that those under the age of 35, with children in the household and men were most likely to report that they had not been invited for screening. Of those who had been invited for screening, those under the age of 35 and those identifying as LGBTQ+ were most likely to report that they had declined invitations for screening. Furthermore, respondents living in the most deprived areas of the city were most likely to report that they had not been invited for screening. In addition, of those who had been invited for screening, respondents living in the most deprived areas of the city were most likely to decline their invitations.

- **UNPAID CARERS:** According to the 2021 Census, 8.4% of Cardiff residents (aged 5+) noted that they provide unpaid care each week. Further analysis reveals that:
  - **Age:** The likelihood of providing unpaid care generally increases with age.
  - **Sex:** A slightly higher proportion of females provide unpaid care (9.6%) compared to males (7.2%).
  - **Ethnicity:** 9.0% of residents from the White ethnic group provide unpaid care, the highest proportion compared to other ethnic groups.
  - **Disability:** Residents who are disabled under the Equality Act were more likely to note that they provide unpaid care (12.9%) compared to residents who are not disabled under the Equality Act (7.4%).
  - Unpaid care provided by Cardiff residents also varies by:
    - **Religion:** from 13.0% of residents who were categorised as belonging to an 'other religion', to 5.2% of Hindu residents.
    - **Sexual Orientation:** from 10.1% of residents (aged 16+) who provided a sexual orientation which was different to the options specified ('all other sexual orientations'), to 6.6% of residents who stated that they are bisexual.
    - **Gender Identity:** from 10.6% of residents (aged 16+) who provided a gender identity which was different to the options specified ('all other gender identities'), to 8.5% of residents who stated that they identify as a Trans woman.
    - **Marital and Civil Partnership Status:** from 14.0% of residents (aged 16+) who noted that they are in a registered civil partnership, to 4.5% of residents who noted that they are widowed or the surviving partner from a civil partnership.

Wellbeing Objective 1: Cardiff is a Great Place to Grow Up

A child's[11] early years and education have a profound influence on their life chances. Cardiff is already a good place for many of its children and young people to grow up, with a fast-improving school system alongside the advantages that a capital city can bring such as a diverse and extensive range of leisure, sporting and cultural opportunities. Nonetheless, some of the city's children and young people are more vulnerable than others and require additional support to be safe, thrive and enjoy positive future prospects and wellbeing.

This chapter provides an assessment of where there is inequality of outcome for children and young people across the city.

Summary of Key Points

- **DEMOGRAPHIC PROFILE OF CHILDREN AND YOUNG PEOPLE:** According to the 2021 Census, just over 65k people are aged 0-15 years in Cardiff. Of these:
  - 49 % are female and 51 % are male
  - 32 % belong to a Minority Ethnic group
  - 6 % are disabled under the Equality Act 2010
  - 43.1 % have no religion. The most common religion was Christianity (31.5 %) followed by Islam (16.3 %).
  - 26.2 % (of children and young people aged 3-15) can speak Welsh.

  A higher proportion of children and young people live in the Southern Arc of Cardiff (20.5 % aged 0-15) compared to the rest of Cardiff 16.5 % aged 0-15).

- **THE IMPACT OF CHILD POVERTY:** A fifth of children aged under 16 are living in relative low-income families in Cardiff. Evidence identifies differential outcomes in health risk factors and outcomes, education, and wellbeing depending on socio-economic background.

[11] Please note: the United Nations Convention on the Rights of the Child defines a child as, "a human being below the age of 18 years unless under the law applicable to the child, majority is attained earlier." However, it's important to acknowledge that the specific ages mentioned in this chapter may exhibit variations depending on the source of the information. It is also recognised that children and young people are not a homogenous population group and will have different needs and wants.

- **EDUCATION – CARDIFF'S SCHOOLS:** Data from the Pupil Level Annual School Census (Welsh Government) highlights that, as of January 2023, there were 56,995 pupils on roll in Cardiff maintained schools[12], across all year groups. Of these, 25.9 % were eligible for free school meals (an increase from 19.3 % in 2016).

  Through manipulating the raw data from Welsh Government's Pupil Level Annual School Census, it is indicated that 45,884 pupils were aged 5 to 15 in Cardiff maintained schools on 31 August 2022. Of these:

  - 24.64 % had English as an Additional Language[13]
  - 37.4 % were from an Ethnic Minority Group[14]
  - 160 first languages were recorded. [15]

- **CHILDREN AND YOUNG PEOPLE WITH ADDITIONAL LEARNING NEEDS:** Data from the Pupil Level Annual School Census (Welsh Government) demonstrates that, as of January 2023, 2.8 % of pupils in Cardiff[16] had a statement of Special Education Needs (SEN). It is important to note, however, that the SEN system is now being replaced over a 3-year implementation period by the Additional Learning Needs (ALN) system. Implementation began in September 2021 and will be completed by August 2024[17]. The new ALN system relates to children aged 0 to 25 years; as a result, as of January 2024, 3,031 learners aged 0-25 have been identified as having ALN under the new ALN code.

  The incidence of ALN/ SEN continues to rise and has been exacerbated by the experience of the Covid-19 pandemic.

[12] This does not include pupils within the Pupil Referral Unit.

[13] Where pupils do not have English as a first language, they are categorised to identify the rate at which they are making progress in acquiring English as an additional language, from A: New to English to E: Fluent. This represents the percentage of pupils who have received a category.

[14] 37.4 % were not White-British (information not obtained or refused also excluded).

[15] Not including British Sign Language or English and/ or Welsh/Cymraeg.

[16] As of January 2023, there were 56,995 pupils on roll in Cardiff maintained schools, across all year groups.

[17] Welsh Government has extended the deadline to August 2025 where needed, but Cardiff expects to complete the process within the original 3-year timescale.

- **EDUCATION ATTAINMENT – GAPS IN OUTCOME:** Despite improvements in Education as a whole, the legacy of the pandemic and the impact of the cost-of-living crisis on children and young people is becoming ever more apparent. Existing inequalities have been exacerbated, with attainment and attendance being particularly affected and a growing demand to meet additional needs, particularly those relating to mental health, placing real pressure on schools. With more young people out of school, there are concerns about these learners being in an environment where they can be safeguarded. There are certain groups of learners in Cardiff who remain particularly at risk of poor education outcomes/ underachievement:

  - Pupils Educated Other That at School (EOTAS)
  - Children Looked After

- **BULLYING:** Bullying can have long-term consequences for victims. Evidence suggests that lesbian, gay, bisexual and transgender (LGBT) pupils and those from an ethnic minority background are at particular risk of being bullied. Two-fifths of respondents to Cardiff's 2022 Child Friendly Cities survey reported that they had been bullied in school, with caring responsibilities and those with a disability were most likely to be bullied.

- **GENDER-RELATED ISSUES WITHIN PHYSICAL EDUCATION:** The city's young people have raised gender-related issues experienced by young people in Physical Education lessons within schools. This includes the gender binary of PE lessons in secondary schools; a lack of appropriate private changing facilities which impacts trans/ non-binary young people; the misgendering of trans/non-binary young people by teachers; young women feeling uncomfortable in PE uniform; and a lack of understanding of and tolerance for gender issues by teachers and other school staff.

- **DESTINATIONS FROM SCHOOLS:** There are also considerable gaps in outcome when considering the destination of pupils following their final year of statutory education, Year 11. In 2022/23, 98.5 % (provisional data) of all pupils in Year 11 made a successful transition from statutory schooling to education, employment or training. In comparison, in 2022/23, 89 % of Children Looked After[18] and 86 % of EOTAS[19] learners leaving Year 11 made a successful transition from statutory schooling to education, employment or training.

  Welsh Government report that many people still incorrectly assume that young disabled people are unable or unwilling to learn, with often limited progression routes into further education, volunteering or employment. The 2022 PNA highlights that young people with disabilities, in particular those aged 19-24, are more likely to be NEET (not in employment, education or training) than those without disabilities.

[18] 9 out of 73 learners did not progress to education, employment or training.

[19] 17 out of 121 learners did not progress to education, employment or training.

- **THE LEGACY OF THE PANDEMIC AND COST-OF-LIVING CRISIS ON CHILDREN AND YOUNG PEOPLE:** Existing inequalities have been exacerbated, with attainment and attendance being particularly affected and a growing demand to meet additional needs, particularly those relating to mental health.

- **GENERAL HEALTH:** Whilst levels of general health of children in Cardiff are good, children living in the most deprived communities are more likely to suffer poorer health outcomes today and demonstrate symptoms which point towards poor health in the future, such as obesity and poor immunisation rates.

  The School Health Research Network (SHRN) report that, in their latest survey, across Cardiff and the Vale, females (28 %) were more likely than males (21 %) to report fair or poor health but less likely than young people who identified as neither male nor female – of whom, 54 % self-rated their health as either fair or poor.

- **PHYSICAL HEALTH:** Results from the 2022 Child Friendly Cities survey highlight that those with a disability were least likely to describe their physical health as 'Good' or 'Excellent', with a fifth stating it was 'Fair' and 5.6 % that it was 'Poor'. Primary pupils were most likely to report physical health was 'Good' or 'Excellent.'

- **MENTAL HEALTH AND WELLBEING:** The pandemic has had a significant negative impact in Wales on mental health and wellbeing. There has been a sustained rise in children and young people presenting with emotional and mental health issues, particularly impacting adolescents, young people not in employment education or training, and young people from more deprived areas. The latest (2022) Child Friendly City survey noted a significant decline in children's reported mental health between 2019 and 2022. Notably, 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. Females were also almost twice as likely as males to report 'Poor' mental and emotional health (10.4 % compared with 6.0 % respectively).

  The most common worries for children and young people were reported as 'their future,' 'their education,' and 'their relationships.' Furthermore, according to the 2022 Child Friendly City survey, around a fifth of children do not know how to access help and support for a physical or mental health problem. Secondary school children, along with disabled children, were even less likely to know how to access help or to agree that it was available.

  Furthermore, it is pertinent to acknowledge that children looked after are at greater risk of experiencing poor mental health than children in the general population. In addition, children who identify as neither a boy nor a girl have poorer mental health than pupils who identify as a boy or girl.

- **HEALTHY EATING AND PHYSICAL ACTIVITY:** SHRN report that, in their latest survey, across Cardiff and the Vale:

  - Females (40 %) were more likely than males (38 %) and young people who identified as neither male nor female (30 %) to eat fruit at least daily.
  - Females (43 %) were more likely than males (40 %) and young people who identified as neither male nor female (40 %) to eat vegetables at least daily.
  - Males (20 %) were more likely than females (11 %) and young people who identified as neither male nor female (12 %) to meet the daily recommended physical activity guideline.

  Furthermore, National Child Measurement Programme data for 2021/22 demonstrates that most children aged 4-5 are of a healthy weight in Cardiff, however, there is a 13.2 percentage point difference when comparing Cardiff's least/most deprived communities.

- **SMOKING:** Across Wales, secondary students with low family affluence are more likely to smoke and start smoking earlier than students with high family affluence. Of self-reported Year 11 smokers, Males were much more likely (45%) to have tried their first cigarette at 13 years old or younger compared to females (24%).

- **CHILDHOOD VACCINATION:** 2022 to 2023 Cardiff & Vale University Health Board data indicates that, 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. Furthermore, inequities in uptake/ coverage increase with a child's age; compared with the rest of Wales, uptake of teenage vaccinations in Cardiff and the Vale is significantly lower.

- **HOUSING:** Cardiff has a notable proportion of the total number of households with dependent children accepted as eligible, unintentionally homeless and in priority need, with similar trends in numbers of homeless households with dependent children in temporary accommodation.

  Children and young people with physical disabilities often experience difficulties finding housing that meets their needs, and this is especially so in the private rented sector in Wales.

- **YOUNG PEOPLE AND CRIME:** It is recognised that children and young people are more likely to be the target of grooming and exploitation, particularly if they are considered to be more at risk or vulnerable. Whilst responses to the Child Friendly Cities Survey (2022) highlight that most children (86.5%) feel safe in their neighbourhood, a quarter of Carers and those identifying as disabled reported feeling 'a bit' or 'very' unsafe (both 24.4%). Nine in ten children and young people (91.2%) reported that they had not been a victim of crime in the last two years, however, children and young people with a disability were most likely to have been a victim of crime (22.4%), with 9.3% not telling the police, whilst one in seven (14.9%) of Carers had been a victim of crime, with 5.1% not reporting this to the police.

  Furthermore, 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 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

- **ADDITIONAL VULNERABILITIES:** Some children and young people may experience additional vulnerabilities, for instance, if a parent or primary caregiver has experienced violence, is imprisoned or has a substance misuse problem. These all constitute adverse childhood experiences, which are associated with negative impacts across the life course. Young carers, children and young people seeking asylum and children and young people whose parent(s) are currently serving in the armed forces may also have additional vulnerabilities which needs to be considered.

- **CHILDREN'S RIGHTS:** Children and young people within Cardiff are familiar with children's rights, although primary school pupils are more likely to be aware than secondary school pupils. Whilst a high number of children and young people – who responded to Cardiff's 2022 Child Friendly Cities survey - reported that they feel they are treated with respect by adults, young people with a disability were most likely to report that they are not treated with respect by adults.

- **PARTICIPATION:** Children and young people tend to have a low response rate to consultation and engagement work and are not yet proportionately represented in Cardiff's Council chambers. Almost a quarter (23.7 %) of respondents to Cardiff's 2022 Child Friendly Cities survey felt that their views were 'always' listened to and taken seriously, whilst more than a third (35.0 %) were not sure if their views were taken seriously. Respondents with a disability were most likely to state their views were 'rarely' or 'never' listened to or taken seriously.

  Wales-wide, fewer children identifying as neither a boy nor a girl feel their ideas are taken seriously (18 %) compared with all children (36 %).

Wellbeing Objective 2: Cardiff is a Great Place to Grow Older

Over 52,000 citizens aged 65 and above live in Cardiff, who contribute to all areas of life in the city. Life expectancy is increasing, and the city has recognised the need to adapt if it is to support the continued physical and mental well-being of the older population.[20] In recent years, a focus has been placed on designing communities in a way that accommodates the needs of older people, with housing options developed that enable people to live independently, in their own homes and communities for as long as possible.

Nonetheless, it is important to acknowledge the intricacies of inequality that older residents encounter. This chapter therefore provides an assessment of where there is inequality of outcome for older people across the city.

Summary of Key Points

- **DEMOGRAPHIC PROFILE OF OLDER PEOPLE:** According to the 2021 Census, more than 52k residents are aged 65+, including over 7k that are aged 85+. Of those aged 65+:
  - **Sex:** 54.7 % are female and 45.3 % are male
  - **Ethnicity:** 93.5 % belong to the White ethnic group, whilst 3.5 % belong to the Asian, Asian British, or Asian Welsh ethnic group; 1.2 % belong to the Black, Black British, Black Welsh, Caribbean or African ethnic group; 1.0 % belong to the Mixed or Multiple ethnic groups category; and 0.9 % belong to the Other ethnic group category.
  - **Disability:** 39.7 % are disabled under the Equality Act 2010
  - **Religion:** The most common religion was Christianity (68.1 %). 21.1 % have no religion.
  - **Sexual Orientation:** 89.3 % are Straight or Heterosexual. 9.9 % did not provide a sexual orientation. 0.6 % are Gay or Lesbian and 0.2 % are Bisexual.
  - **Gender Identity:** 91.3 % have a gender identity which is the same as sex registered at birth. 8.4 % did not provide a gender identity. 0.1 % have a gender identity different from sex registered at birth (but no specific identity given), 0.1 % identify as a trans woman; and 0.1 % identify as a trans man.
  - **Marital and Civil Partnership Status:** The most common Marital and Civil Partnership status was married or a registered civil partnership (53.3 %), followed by widowed or the surviving civil partnership partner (24.1 %).
  - **Welsh Speaking Ability:** 5.8 % can speak Welsh.

[20] In the UK, 65 years of age has traditionally been taken as the marker for the start of older age. However, the age at which someone is defined as 'older' varies between national, regional and local contexts. People can often be categorised as 'older' from the age of 50. It's therefore important to acknowledge that the specific ages mentioned in this chapter may exhibit variations depending on the source of the information. It is also recognised that older people are not a homogenous population group and will have different needs and wants.

When considering Cardiff residents aged 65+ by deprivation fifth, it is identified that 15.2 % live in the most deprived areas of the city, whilst 29.7 % live in the least deprived areas of the city. A lower proportion of older people live in the Southern Arc of Cardiff (11.8 % aged 65+) compared to the rest of Cardiff (16.5 % aged 65+).

Using 2018-based population projections (ONS), the number of people aged 65+ is projected to increase to 68,364 in 2043. The number of people who are aged 85 and over is projected to rise even more sharply, with numbers projected to increase by around 50 % in the next 20 years – to 11,156 in 2043.

- **GENERAL HEALTH:** Older people are more likely to have long term conditions and complex care needs, and have longer, more frequent stays in hospital. Poor health in older age can contribute to increased social isolation, separating older people off from their communities. The continued growth in the city's older population will result in a need for more health services – particularly specialist care provision - and will result in a greater demand on both health and care services.

  Nonetheless, in 2021/22, 65.3 % of older people aged 65+ in Cardiff considered themselves to be in good health. This compares to the Welsh average of 61.7 %. Historic data does, however, show that, at a ward level, the 65-year-old male healthy life expectancy inequality gap as 10.5 years and 12.1 years for females. It is also important to note that quality of life in older ages can vary amongst different population groups – for instance, health-related quality of life scores at older ages are lower than average among most ethnic minority groups. Furthermore, Age UK (2021) highlights that analysis of evidence -whilst limited - suggests that there are health inequalities between older LGBTQ+ and the rest of the older population.

- **HEALTHY WEIGHT, HEALTHY EATING AND PHYSICAL ACTIVITY:** In 2021/22, 33.1 % of older adults (aged 65+) were of a healthy weight in Cardiff; this is below the Welsh average (37.3 %). As part of the 2022 Ask Cardiff survey, respondents were asked how many portions of fruit and vegetables they typically eat each day. Respondents aged 55 or over reported consuming an average of 3.3 portions of fruit and vegetables per day (this compares to the average respondent eating 3.1 portions of fruit and vegetables each day). In addition, respondents aged 55 or over were more likely to report higher levels of physical activity (a minimum of 91.8 minutes of exercise per week) compared to the average respondent (a minimum of 88.3 minutes of exercise per week).

- **MENTAL HEALTH AND WELLBEING:** Most older people living in Cardiff feel connected to their communities, families and friends. However, there are often differences in experiences depending on where people live, their financial circumstances and ethnic backgrounds. People living in the most disadvantaged areas experience greater levels of poverty, and the link between social isolation and poverty appears to be stronger among older people than working age adults. Evidence also suggests that there is a higher prevalence of ill-mental health in older LGBTQ+ people.

  The Covid-19 pandemic had particularly adverse effects on the wellbeing of older people in care homes, with loneliness and isolation increasing for older people, as well as feelings of anxiety and fear. According to the 2022 Ask Cardiff 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 were notably more likely than their younger counterparts to describe their mental health as good in 2022.

- **LIFE SATISFACTION:** According to the 2022 Ask Cardiff survey, respondents aged 55+ have higher scores than the average respondent for satisfaction with their life, happiness, and feeling the things they do are worthwhile. Respondents aged 55+ were also less anxious than average.

- **FRAILTY AND FALLS:** Physical ability was by far the biggest issue preventing older people, responding to the 2022 PNA survey, from being in control over their daily lives (62.9 %). Frailty can be a cause of falls, and falls are a key public health concern for older people. Demand for services based on levels of frailty are predicted to increase due to the increased numbers of older people in the future.

- **DEMENTIA:** The risk of developing dementia is strongly age-related. People affected by dementia face many everyday challenges in living well. In Cardiff and the Vale University Health Board, 3,305 people aged 65 were on the dementia register in 2021-22. However, the estimated number aged 65+ who have dementia but are undiagnosed is 5,218 (equating to 1,868 males and 3,350 females). It is therefore estimated that 63.3 % of people aged 65 or over have been diagnosed – this is the highest rate across local health boards.

  As life expectancy increases, so the total number of people with dementia is likely to increase. It is projected that the number of people aged 65+ living with dementia in Cardiff will increase by 31.3 % between 2023 and 2033, while the number with severe dementia will increase by 38.8 % over the same period. By 2040, there are projected to be 6,103 people aged 65+ in Cardiff with dementia, two-thirds of which will be severe dementia (4,112 people).

  The 2022 PNA highlights a complex association between deprivation and having dementia. It can be summarised that the prevalence of dementia is higher in more affluent areas, but that the incidence and risk of getting dementia in the first place is higher in more deprived areas.

- **INFORMATION AND ADVICE:** According to the 2019/20 Social Services and Wellbeing Survey, four fifths of people aged 65+ feel that they receive the right information or advice when needed.

- **CARE AND SUPPORT:** Cardiff Council currently works with 58 domiciliary care agencies across Cardiff to support people who need additional help to remain living independently at home. As of 31 October 2023, the Council has 2,326 service users accessing domiciliary care, whilst a further 612 service users are in receipt of direct payments, delivered either through a personal assistant or commissioned directly from a care agency by the recipient. As work progresses to promote and support independence, the need for general residential and nursing care is decreasing, however, the need for specialist residential and nursing care is increasing.

- **HOUSING:** Older people require accommodation which is specific to their needs – whether that's specialist accommodation for age-related conditions (such as mobility or sensory impairment, frailty, or chronic disease) or additional assistance to remain living in their current homes. Poor or unsuitable housing can impact disproportionately on older peoples' physical and mental health, independence and well-being.

  Older people responding to the 2022 PNA survey were more than twice as likely to report that their home was too big, compared to any of the other groups surveyed. Additionally, 52 % reported the need for adaptations – to enable them to remain living independently. Approximately 700 units of affordable older persons' accommodation are planned over the period 2020 to 2030 in Cardiff.

- **EMPLOYMENT:** Policies around working later in life have changed over the last 15 years due to the population living longer and the growth in the number of years people spend in retirement. The age at which people can access their state pension has also risen. Aligned to these changes, there has been an increase in the employment rate for those 65+ - from 8.9 % in 2011 to 10.2 % in 2021 (Census data). Often workers aged 65-74 are in insecure employment.

  According to the 2021 Census, when considering the proportion of Cardiff's population (aged 16-64[21]) who are economically inactive (neither in work nor actively looking for work), a higher percentage of those aged 55 to 64 (36.5 %) are economically inactive, however, compared to the percentage for all residents (31.4 %). Further analysis of 2021 Census data reveals that:

  - **Sex:** A higher proportion of females (40.8 %) were economically inactive than males (32.0 %)

  - **Ethnicity:** Individuals from the Other ethnic group were more likely to be economically inactive, at 44.6 %, compared to:

    - 43.3 % of the Asian, Asian British or Asian Welsh ethnic group

    - 39.7 % of the Mixed or Multiple ethnic groups

    - 35.9 % of the White ethnic group

    - 34.3 % of the Black, Black British, Black Welsh, Caribbean, or African ethnic group

  - **Disability:** 66.4 % of individuals who are disabled under the Equality Act were economically inactive, compared to 25.2 % of individuals who are not disabled under the Equality Act.

  - **Religion:** 49.7 % of Muslim residents stated that they are economically inactive, the highest percentage compared to other religious groups (including those with no religion). Jewish residents had the lowest percentage (32.7 %) who were economically inactive compared to other religious groups.

  - **Marriage and Civil Partnership Status:** 50.9 % of residents who stated that they are widowed or the surviving civil partnership partner noted that they are economically inactive, compared to 32.9 % who stated they are married or in a registered civil partnership.

  - **Welsh Speaking Ability:** 36.9 % of residents who cannot speak Welsh were economically inactive compared to 30.3 % of residents who can speak Welsh.

  UK-wide research indicates that reasons for older people being out of the workforce are often related to caring responsibilities, being unable to work due to ill health or disability (with it difficult to get a job again after a period out of the labour market) and insufficient/ outdated skills. There has, however, been a growth in employment rates of workers aged 55-64, from 56.9 % in 2011 to 60.8 % in 2021. The increase has been driven, in part, by rises in part-time work.

[21] 16-64 is traditionally seen as the 'working age' population

- **QUALIFICATIONS:** According to the 2021 Census, qualifications held vary by age, with those aged 65 years and over having the highest percentage with no qualifications compared to other age groups, at 36.1%.

- **RETIREMENT:** Retirement from working life marks a key transition for many people and for most is a positive experience but experiences vary greatly within different groups. As highlighted within the 2019 Cardiff & Vale Director of Public Health Report, upon retirement, a drop in income may particularly affect those from lower socio-economic backgrounds and ethnic minorities. People from a black and minority ethnic group are twice as likely to be poor in later life when compared to white people. Women are also more likely to experience a pension deficit caused by lower overall earnings combined with caring responsibilities.

- **ACCESS TO SERVICES OR AMENITIES:** As part of the 2022 Ask Cardiff survey, males and those aged 55 or over were most likely to state there were no barriers to accessing services and amenities (34.5% and 33.5% respectively). Older people may encounter barriers often tied to accessing services and amenities, however. For instance, in terms of access to digital and transport services, and outdoor spaces and public buildings.

  Age UK highlighted that barriers to accessing services – predominantly health and care services – can be particularly experienced by older ethnic minority people. It is noted that these barriers include, but are not limited to, a lack of cultural inclusivity; language and communication (lack of access to translation services); discrimination; and geography (barriers can be exacerbated in areas where fewer ethnic minority older people live).

- **ACCESS TO DIGITAL SERVICES:** Wales-wide research indicates that there is a higher proportion of digitally excluded people in older age groups: only 41 % of people over 75 have basic digital skills, compared with 87 % of 16-49-year-olds. However, internet use is increasing among older adults. 61 % of people aged 65-74 have all five basic digital skills.

- **TRANSPORT:** Transport is viewed as critical to enable older people to realise their independence, participation, reduce isolation and loneliness, and access services. Many older people also use public transport to get to places, however, equally many do not because of reasons such as it not being convenient, expensive, difficult to access, or because they are struggling with ill health. Wales-wide research indicates that, broadly, barriers to public transport access included poor co-ordination between transport systems, availability of public toilets, and seating. An additional barrier relates to digital exclusion in the move to online transport journey planning.

- **ACTIVE TRAVEL:** UK-wide research indicates that general barriers to active travel relate to physical ability, confidence, proximity to amenities, maintained footpaths and cycle paths, social norms and motivation.

- **OUTDOOR SPACES AND PUBLIC BUILDINGS:** A poorly designed environment can reduce older people's ability and willingness to access activities and remain independent. UK-wide research indicates that older people can face barriers to getting around cities as a result of poorly positioned street furniture and clutter, shared surfaces without a clear boundary between vehicles and pedestrians, a lack of Blue Badge parking spaces and poor access to essential services, shops and homes. Older people, especially those with physical or cognitive impairments like dementia, also face barriers that can affect their confidence and ability to access buildings, places and spaces, adding to feelings of social isolation. The availability of public toilets is also a constant concern for many older people.

- **OLDER PEOPLE AND CRIME:** Age UK note that older people in the UK are less at risk of crime overall than other groups. However, some crime types, such as those linked to physical, mental, or financial abuse, disproportionately affect older people.

- **PARTICIPATION:** Involvement and consultation with older people is key, to the co-production of services that are relevant and meet the needs of older people. An analysis of core Cardiff Council surveys, however, points towards a lower response rate from older people, particularly those aged 75 and over.

Objective 3: Supporting People out of Poverty

Cardiff has seen significant economic growth during the last 30 years. However, the patterns of poverty and inequality that emerged a generation ago remain. The cost-of-living crisis, in particular, is having an impact on many households with inflationary pressures making essential day-to-day items more expensive. Coming so soon after the Covid-19 pandemic, this has intensified the pressures that many people face and deepened existing inequalities.

Whilst consideration is given to people – as well as areas - experiencing socioeconomic disadvantage throughout this assessment, this chapter provides a specific focus on living standards, poverty and inequality in Cardiff.

Summary of Key Points

- **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 – an area stretching from Ely in the West to St Mellons in the East, with a population of almost 155k people. Using Welsh Index of Multiple Deprivation 2019 and 2021 Census data, an analysis of certain demographic groups was undertaken by deprivation fifth for overall deprivation in Cardiff. This highlighted the following:

  - **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

  - **Sex:** A similar proportion of males and females live in the city's most deprived (19.9% v 20.4% respectively) areas.

  - **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 living 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.

  - **Marital and Civil Partnership Status:** A high proportion of Cardiff's separated (but still legally married or still legally in a civil partnership) population (aged 16+) live in the city's most deprived areas (27.4%) compared to other status groups.

  - **Welsh Speaking Ability:** A higher proportion of residents (aged 3+) who cannot speak Welsh live in the city's most deprived areas (20.8%) compared to those who can speak Welsh (14.1%).

- **MINIMUM WAGE:** UK-wide research indicates that women, ethnic minorities and those with disabilities have lower average rates of employment but when employed are more likely to be paid the minimum wage. Minimum wage coverage (the share of workers paid at or below the minimum wage) varies across different types of functional impairment and ethnicity. Among those with disabilities, minimum wage coverage is highest for those with communication or speech difficulties, whilst among ethnicities, Bangladeshi and Pakistani employees have the highest coverage.

- **REAL LIVING WAGE:** The number of employers paying the Real Living Wage in Cardiff has increased significantly in recent years. According to data from the ONS, in 2022, the percentage of employee jobs with hourly pay below the living wage stood at 7.9 %, below the UK-wide (12.2 %) and Wales-wide (11.8 %) averages. The percentage was, however, higher for males (8.6 %) compared to females (7.1 %).

- **UNEMPLOYMENT:** Cardiff's model-based unemployment rate – the proportion of the economically active population aged 16+ that are unemployed - for the 12-month period covering July 2022 to June 2022 was 4.0 %, whilst according to 2021 Census data, Cardiff's unemployment rate in 2021 was 7.1 %. Further analysis of 2021 Census data reveals that:

  - **Age:** The unemployment rate was highest for those aged 16 to 24 years, at 21.9 %.

  - **Sex:** The unemployment rate was higher for males (7.8 %) than females (6.4 %).

  - **Ethnicity:** The unemployment rate was highest for residents from the Black, Black British, Black Welsh, Caribbean or African ethnic group (18.6 %), followed by residents from the Other ethnic group category (16.2 %), and lowest for residents from the White ethnic group (5.9 %).

- **Disability:** The unemployment rate was higher for residents who are disabled under the Equality Act (11.0 %) than residents who are not disabled under the Equality Act (6.6. %).

- **Religion:** The unemployment rate was highest for Muslim residents (14.4 %) and lowest for Jewish residents (4.0 %).

- **Sexual Orientation:** The unemployment rate was highest for Bisexual residents (13.5 %), closely followed by residents who provided a sexual orientation which was different to the options specified ('all other sexual orientations') (13.3 %), and lowest for Straight or Heterosexual residents (6.8 %).

- **Gender Identity:** The unemployment rate was higher for residents whose gender identity is different from sex registered at birth (16.5 %) than residents whose gender identity is the same as sex registered at birth (7.0 %).

- **Marital and Civil Partnership Status:** The unemployment rate was highest for 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:** The unemployment rate was lower for residents who can speak Welsh (5.4 %) compared to those who cannot (7.3 %).

- **By Deprivation Fifth:** The unemployment rate was highest in Cardiff's most deprived communities (10.5 %) and lowest in Cardiff's least deprived communities (4.0 %).

- **CLAIMANT COUNT RATE:** The percentage of working aged (16-64) people claiming unemployment-related benefits in Cardiff was 3.8 % in September 2023. Further analysis of September 2023 Claimant Count data highlights the following:

  - **Age:** The claimant count rate was highest for those aged 25-49 (4.6 %) and lowest for those aged 50+ (2.8 %), closely followed by those aged 16-24 (3.0 %).

  - **Sex:** The claimant count rate was higher for males (4.5 %) than females (3.0 %).

  - **By Deprivation Fifth:** The claimant count rate was highest in Cardiff's most deprived communities (7.1 %) and lowest in Cardiff's least deprived communities (1.2 %).

  - **By Ward:** The claimant count rate in Splott, the Cardiff ward with the highest rate, was roughly 9 times higher than in Lisvane, the ward with the lowest rate (6.4 % v 0.7 %).

- **COST OF LIVING – IMPACTS:** Research undertaken by Public Health Wales highlights stark differences in how rising costs of living may be affecting different population groups, with the following groups noted as having increased risks of harms: young adults, low-income households, those who are economically inactive, those with children in the household, those whose day-to-day activity is limited, and ethnic minority groups.

- **FOOD POVERTY:** Affordability plays a major role in determining the food that people purchase. Prior to Covid-19, Cardiff's Food Strategy (2019) noted that the city had the second largest (Trussel Trust) food bank network per person in the UK. Following the Covid-19 pandemic, there has been a significant increase in the number of grassroots food banks and food pantries in Cardiff. According to the Good Food Strategy survey ethnic minority residents and residents who are disabled are the most likely to use a food bank in Cardiff.

  According to the 2022 Ask Cardiff Survey, respondents under the age of 35 were most likely to report that they had not be able to afford food in the last six months. There was also a correlation with those unable to afford food and level of deprivation - respondents living in the most deprived areas of the city were notably more likely to report having been impacted by not being able to afford food.

- **FUEL POVERTY:** According to the 2022 Ask Cardiff survey, older respondents (55+) were twice as likely than those under 35 to report that they had not taken any action (of those listed) with regard to coping with rising energy prices. Those living in the most deprived areas were also half as likely (30.3 %) as those living in the least deprived areas (62.4 %) to state they had not taken any action.

  Looking to the winter period, more than half of every demographic group analysed stated they would 'significantly cut down on heating'. Respondents identifying as disabled were most likely to report they would 'not use the heating' or that they would 'cut out other essentials such as food' and were least likely to feel they 'can afford the increase in energy cost.' Respondents aged 55 or over were almost twice as likely as those under the age of 35 to say they can afford the increase in energy cost, whilst younger respondents were notably more likely to borrow money or use a credit card to pay their energy bills. Those living in the most deprived areas of the city were most likely to not use the heating, cut out other essentials or borrow money to pay the bill. They were also least likely to feel they could afford the increase.

- **ACCESS TO GOOD QUALITY HOUSING:** According to the Ask Cardiff 2022 survey, those aged 55 or over (82.5%) were most likely to agree that they have access to good quality housing, whilst those under 35 were most likely to disagree, with a fifth (22.2%) stating they 'disagreed' or 'strongly disagreed'. Agreement with this statement was correlated with level of deprivation, with those living in the most deprived areas least likely to agree.

- **HOUSING AFFORDABILITY:** 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:** According to the 2021 Census, 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 (home ownership is particularly low amongst the Black, Black British, Black Welsh, Caribbean or African ethnic group).

  - 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.

- **RENTING:** The declining affordability of the rental housing market in Wales has become a significant issue in recent years, becoming ever more prevalent during the post-pandemic cost of living crisis. In February 2023, the median rent in the private rental market in Wales was £560 month – this ranged from £750 in Cardiff to £425 in Blaenau Gwent. In Wales, for people with the lowest income, low rents are above the ideal affordability threshold of 30% of their income (representing 31.9% of their income). 2021 Census data highlights that 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.

- **HOMELESSNESS:** Being without a home affects every aspect of a person's life, from their ability to hold down or find a job, to their health and their relationships. Wales-wide research indicates that certain groups – including Black, Asian and Minority Ethnic people, refugees and asylum seekers, LGBTQ+ people, those who have suffered domestic abuse, as well as those who are disabled or experience physical or mental ill health – experience additional risk of homelessness/ access to adequate housing. Additionally, Wales-wide evidence suggests that applicants that have been threatened with homelessness are more likely to be women, while applicants that are experiencing homelessness are more likely to be men. Single-parent households are also over-represented in homelessness cases.

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. Furthermore, 702 households were accommodated temporarily at the end of March 2023; 552 households were families with children. Waiting lists for temporary accommodation are at historically high levels, having increased by 150 % over the last two years. In October 2023, there were an estimated 43 rough sleepers in Cardiff.

In 2022/23, of those clients who presented to homelessness services in Cardiff as already homeless, overall, 35 % were of an ethnic minority background. In addition, of those who presented to the service as threatened with homelessness, 26 % were of an ethnic minority background. According to the 2021 Census, 21.2 % of Cardiff's residents belong to a Minority Ethnic group.

- **AWARENESS AND USE OF COUNCIL ADVICE AND SUPPORT SERVICES:** According to the 2022 Ask Cardiff survey, awareness of Council Advice and Support services – including money management, debt, benefits, Into Work and housing advice– is highest amongst females (64.0 %) and those identifying as disabled (61.0 %), and lowest amongst males (51.8 %). Awareness was also higher amongst those living in the more deprived areas of the city.

  Respondents identifying as disabled were most likely to have sought advice in the past (30.7 %) and were most likely to expect to do so in the future (34.0 %). Respondents living in the most deprived areas were also four times more likely than those in the least deprived areas to have sought advice/ support. They were also more likely to indicate that they may seek advice in the future.

Wellbeing Objective 4: Safe, Confident and Empowered Communities[22]

Everyone has a right to feel safe in their community and people interacting with the justice system have the right to be treated fairly. However, this is not always the case; there are certain population groups with greater chances of interacting with the justice system, being a victim of crime or not feeling safe in a community. This chapter therefore explores inequalities of outcome within the realms of community safety and the administration of justice.

Summary of Key Points

- **SATISFACTION WITH CARDIFF AS A PLACE TO LIVE:** According to the Ask Cardiff survey (2022), satisfaction with Cardiff as a place to live is highest amongst under 35s (81.8%) and respondents from a minority ethnicity (81.1%). It is lowest amongst respondents who identify as disabled (70.0%).

- **TACKLING ANTI-SOCIAL BEHAVIOUR AND CRIME:** Just a fifth (22.0%) of respondents to the 2022 Ask Cardiff survey agreed that enough was being done to tackle anti-social behaviour and crime in their local area. Respondents from a minority ethnicity were most likely to agree with the statement (32.5%), whilst the highest disagreement was seen amongst respondents living in the Southern Arc (63.3%). Furthermore, there was a clear correlation between disagreement with the statement and level of deprivation, with those in the most deprived areas most likely to disagree.

- **FEELING SAFE:** 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; they felt safer when cycling regardless of the time. 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).

- **OVERALL CRIME:** Compared to the Core Cities in England and Wales, Cardiff has the lowest Overall Crime rate (per 1000 population), as well as the lowest Violence Against the Person Crime rate (per 1000 population). Within Wales, however, Cardiff has the sixth highest Overall Crime rate (per 1,000 population) and the seventh lowest rate in respect of Violence Against the Person offences.

  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.

[22] Please note that Young People and Crime is considered in Wellbeing Objective 1: Cardiff is a Great Place to Grow Up, whilst Older People and Crime is considered in Wellbeing Objective 2: Cardiff is a Great Place to Grow Older.

- **THE JUSTICE SYSTEM:** Research published by Welsh Government (2021) highlights that the justice system presents inequalities for certain groups, with an over-representation of Black, Asian and Minority Ethnic Populations in prison. This corroborates with the findings of the Lammy Review (2017), which highlighted disproportionality in terms of the proportion of Black, Asian and Minority Ethnic Populations in the criminal justice system.

  Research undertaken by Cardiff University (2019) also highlights that there is a strong link between deprivation and imprisonment in Wales, with imprisonment itself also contributing to deprivation and social exclusion.

- **REOFFENDING:** The latest Ministry of Justice data highlights that Cardiff (at 34.8 %) has the highest rate of reoffending (combined rate for young people and adults) of the Core Cities in England and Wales, as well as Welsh Local Authorities. Further analysis reveals that:

  - The rate of reoffending is higher for adults (34.9 %) than for juveniles (30.8 %). The reoffending rate is highest for the 35-39 age group (41.5 %) compared to all other age groups, followed by 30-34 (38.3 %), 40-44 (35.8 %) and 45-49 (34.1 %).

  - The rate of reoffending is higher for males (35.4 %) than females (31.9 %)

  - The reoffending rate is highest for individuals from the White ethnic group (36.5 %), followed by individuals from the Black ethnic group (34.5 %), individuals from the Other ethnic group (22.0 %) and individuals from the Asian ethnic group (20.0 %).[23]

[23] Please note: ethnicity was not recorded in 16.7 % of cases.

- **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.

- **HATE CRIME:** Research published by Welsh Government (2021) highlights that certain communities are more likely to experience crime, harassment, and discrimination, such as Black, Asian and Ethnic Minority populations, LGBTQ+ people, disabled people, and people with mental health conditions. 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.

- **DOMESTIC ABUSE AND SEXUAL VIOLENCE:** UK-wide research indicates that women, LGBTQ+ individuals and disabled people are more likely to experience domestic abuse and sexual violence compared to the general population. The 'Is Wales Fairer?' (2023) report also highlights that Black or mixed ethnic groups were more likely to have experienced sexual assault in the past year than White, Asian or Other ethnic groups.

  Women aged 16-19 are more likely to be victims than women aged 25 years and over. Furthermore, domestic abuse often begins or escalates during pregnancy; 1 in 3 pregnant women experience domestic abuse.

Wellbeing Objective 5: A Capital City that Works for Wales

Cardiff's economy is central to creating jobs and attracting investment into Wales and as a host for major sporting and cultural events that put Wales on the world stage. Cardiff therefore delivers economic prosperity, not just for the residents of Cardiff but for the people of Wales; Cardiff accounts for 18% of Welsh GVA and the wider South-East Wales Capital City Region also creates over half the economic output of Wales.

Nonetheless, access to employment, as well as opportunities to develop skills, undertake apprenticeships and participate in cultural life is not equal across Cardiff. This chapter therefore provides an assessment of where there is disparity of access and therefore disparity of outcome across the city.

Summary of Key Points

- **INVOLVEMENT IN THE LABOUR MARKET:** Analysis of Cardiff's population (aged 16-64) reveals differences in economic activity status (with those who are economically active defined as either in work or actively looking for work) between protected characteristic groups. In Cardiff, in 2021:

  - **Age:** A lower percentage of those aged 16 to 24 years (42.6%) and those aged 55 to 64 (63.5%) were economically active.

  - **Sex:** 72.3% of males were economically active compared to 65.0% of females.

  - **Ethnicity:** Individuals from the White ethnic group were more likely to be economically active (71.3%) compared to other ethnic groups, with individuals from the Other ethnic group (48.0%) least likely to be economically active.

  - **Disability:** 43.9% of the Equality Act (EA) core or work-limiting disabled population were economically active compared to 73.8% of the not EA core or work-limiting disabled population.

  - **Religion:** Hindu residents (72.3%) were more likely to be economically active compared to other religious groups (including those with no religion). Muslim residents were the least likely to be economically active (52.8%) compared to other religious groups.

  - **Sexual Orientation:** 76.3% of Gay or Lesbian residents (aged 16+) noted that they were economically active – the highest percentage compared to other sexual orientation groups. This compares to 59.1% of Straight or Heterosexual residents, the lowest percentage compared to other sexual orientation groups.

  - **Gender Identity:** 59.5% of residents (aged 16+) whose gender identity is the same as the sex registered at birth were economically active. This compares to 50.5% of residents whose gender identity is different from the sex registered at birth.

  - **Marital and Civil Partnership Status:** 78.8% of married or registered civil partnership residents were economically active, compared to 54.6% of widowed or the surviving civil partnership residents.

The Ask Cardiff 2022 survey revealed that those living in the most deprived areas were most likely to report a decline in their employment situation over the last year. Those living in the most deprived areas were also twice as likely as those in the least deprived areas to feel 'very unconfident' about future job/ career prospects. Furthermore, almost a fifth of respondents who identify as disabled reported a decline in their employment situation. Confidence in future job/ career prospects was also lowest amongst those identifying as disabled.

- **DISCRIMINATION AT WORK:** UK-wide studies have revealed that recruitment and progression for some is still limited by discrimination and bias:

  - People from Black, Asian and Minority Ethnic backgrounds are still disadvantaged at work and face lower employment rates than white counterparts.

  - LGBT people still face discrimination, exclusion and barriers at work. In 2018, one in five LGBT people who were looking for work said they were discriminated against because of their sexual orientation and/ or gender identity while trying to get a job in the last year.

  - Disabled people are more likely than non-disabled people to say they have experienced some form of unfair treatment, discrimination, bullying or harassment at work, with disabled people across Britain also less likely to be in employment than non-disabled people.

- **OCCUPATIONS:** Wales-wide:

  - Women are more likely than men to work in occupations which tend to have low pay. However, similar proportions of women and men are in high-pay occupations (these trends are replicated at a Cardiff-level). Furthermore, childcare needs and caring responsibilities continue to be a significant barrier to gender equality in employment and education.

  - Those aged 35-44 and 45-55 are most likely to work in high-pay, secure occupations, with those aged 16-24 less likely to do so.

  - Non-disabled people are more likely to work in high-pay occupations than disabled people.

  - Ethnic minority workers are more likely to work in low paid, insecure occupations compared to White British workers.

  - Workers in Wales who have a different gender identity as their sex registered at birth are more likely to be in lower occupational classes and to do routine or semi-routine jobs than workers with the same gender identity as their sex registered at birth.

  - Religious minorities are more likely to be in insecure employment compared to those with no religious affiliation but are more likely to be in high-paid occupation.

  - Gay and lesbian workers in Wales are more likely than heterosexual workers to be in the highest two occupational classes.

UK-wide, a high proportion of workers from the Indian ethnic group are in 'professional jobs', whilst a low proportion of workers from the combined Pakistani and Bangladeshi group are in professional jobs. In 2021, 13.2% of black workers and 12.4% of workers from the white other ethnic group were in 'elementary' jobs, occupations associated with lower socio-economic circumstance.

Looking ahead, as noted within the Future Generations Commissioner for Wales' 'Inequality in a Future Wales' report, it is likely that Wales will shift to a digital economy, with the potential for 60,000 new 'green' jobs to be created. However, routes into green jobs are often through construction training - in 2019/2020, 95% of all construction apprentices in Wales were men. This contrasts with apprentices in the Healthcare and Public Services pathways, where women make up 84%. Furthermore, it is thought that, based on what is already known about existing inequalities for women, ethnic minorities and disabled people in the labour market, these inequalities will likely be replicated in the future unless action is taken.

- **IMPACT OF COVID-19 ON THE LABOUR MARKET:** The impact of Covid-19 on the labour market still needs to be recognised – those sectors – such as hospitality, retail, leisure, cultural and events – which were shut down for an extended period of time typically employ young people, women and people form an ethnic minority background.

- **AVERAGE EARNINGS:** Levels of household income vary across the city, remaining low in many parts. Almost one fifth, or 41 out of 214[24], 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, where over a third of LSOAs are ranked in the 10% most deprived in Wales.

- **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. Between 2018 and 2023, the gap did close by 1.3 percentage points, however.

- **ETHNICITY PAY GAP:** Data regarding ethnicity pay gaps indicates that, in the UK, 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.

  An employee's earnings can vary because of differences in their personal and work characteristics, such as their occupation or where their job is. After holding personal and work characteristics constant, to provide an adjusted pay gap based on a like-for-like comparison, it was found that UK-born White employees earn more on average than most ethnic minority employees.

[24] Based on 2011 Lower Super Output Areas (LSOAs).

- **DISABILITY PAY GAP:** At a UK level, the disability pay gap was 13.8 % in 2021 and 14.1 % in 2019 prior to the Covid-19 pandemic. In 2021, Wales had the narrowest gap of the four UK nations – with median pay for disabled employees living in Wales 11.6 % less than non-disabled employees. 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.

- **QUALIFICATIONS:** Analysis reveals differences in qualifications between protected characteristic groups. In Cardiff, in 2021:

  - **Age:** Those aged 25 to 35 were more likely to have a Level 4 qualification (degree level or equivalent) or above, whilst those aged 65 and over were more likely to have no qualifications.

  - **Sex:** Qualifications levels were split similarly for males and females.

  - **Ethnicity:** A high percentage of individuals from the Other ethnic group category had a Level 4 qualification or above, closely followed by residents from the Asian, Asian British or Asian Welsh ethnic group. However, residents from the Other ethnic group category also had a high percentage with no qualifications. Residents from the Mixed or Multiple ethnic groups had the lower percentage with a Level 4 qualification or above compared to other ethnic groups.

  - **Disability:** Individuals who are disabled under the Equality Act were more likely to have no qualifications compared to individuals who are not disabled.

  - **Religion:** Across religious groups, Hindu residents had the highest percentage with a Level 4 qualification or above, whilst Sikh residents had the lowest percentage with a Level 4 qualification or above. Muslim residents had the highest percentage of residents with no qualifications.

  - **Sexual Orientation:** Straight or Heterosexual residents had the lowest percentage with a Level 4 qualification or above, as well as the highest percentage with no qualifications.

  - **Gender Identity:** When considering qualifications by gender identity, residents who stated that their gender identity is different from sex registered at birth (but no specific identity given) had the lowest percentage with a Level 4 qualification or above, as well as the highest percentage with no qualifications.

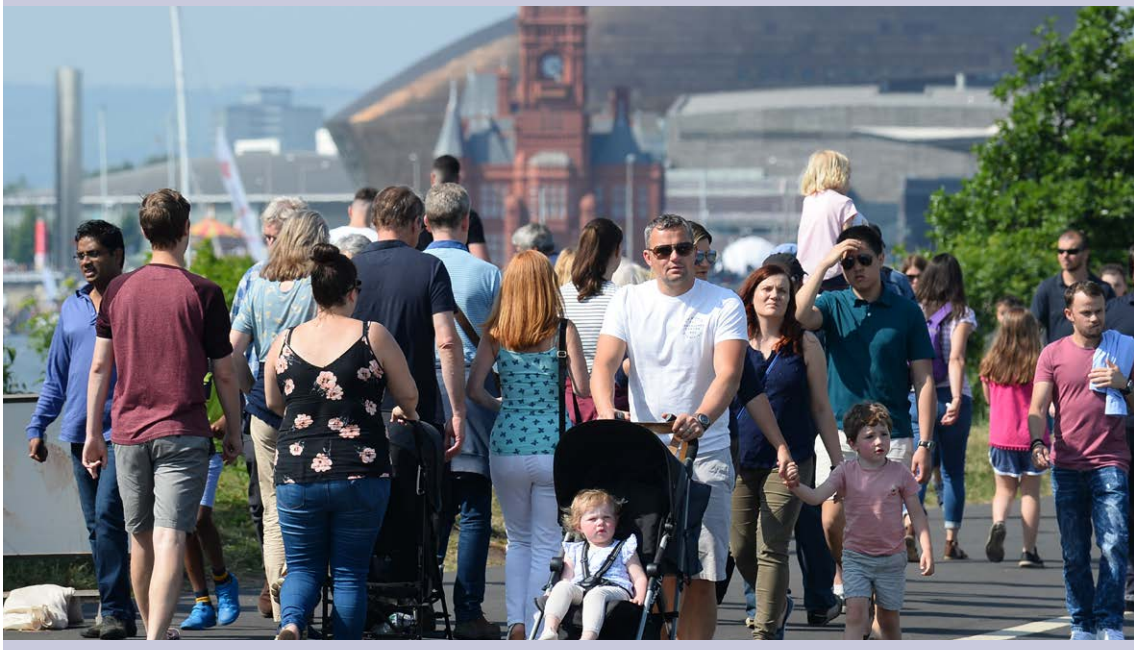
  - **Marital and Civil Partnership Status:** When considering qualifications by Marital and Civil Partnership status, residents in a registered civil partnership had the highest percentage with a Level 4 qualification or above. Residents who are widowed or a surviving partner from a civil partnership had the highest percentage with no qualifications.

- **APPRENTICESHIPS:** Across Wales, women outnumber men in apprenticeship starts (across all programmes), however, male students are spread across a broad range of apprenticeships than female counterparts and there is a clear gender distinction in subject choices between the sexes. Wales-wide, disabled people remain underrepresented in apprenticeships. These findings are reflected on a Cardiff-level. In 2021/22, there were 3,660 unique learners on apprenticeship programmes in Cardiff. Of these:

  - 42 % were male and 58 % were female.
  - 40 % were aged 24 and under, 41 % were aged 25-49 and 19 % were aged 40+.
  - 2 % identified a disability that affected their learning.[25]
  - In terms of ethnicity, 83 % identified as White, 5 % as Black, 6 % as Asian, 4 % as Mixed and 1 % as Other. [26]

  From a healthcare and public services perspective, in Cardiff, apprenticeships in these areas are largely undertaken by females. Of the 815 apprenticeships undertaken in 2021/22, 380 were undertaken by those aged 25-39.

- **PARTICIPATION IN CULTURAL LIFE:** Participation in culture is not equal across the city – respondents to the 2022 Ask Cardiff survey who identified as disabled were less likely to attend a cultural activity compared to the average respondent. Additionally, those living in the most deprived areas of the city were less likely to attend an event than the average respondent, with a 13.2 percentage point difference between the most and least deprived fifths of Cardiff's population.



25. In this instance, disability was based on the learner's own assessment of their health. Only learners who have a disability which impacts on their ability to learn and/or use facilities of a kind generally supplied by the learning provider were classed as having a disability. Any learners who were yet to nominate a specific disability were classed as not having a disability. Learning difficulties were not counted as disabilities in this report.

26. Please note that this breakdown includes instances where information on ethnicity was refused or not known.

- **WELSH LANGUAGE SPEAKING ABILITY:** According to the 2021 Census, 12.2 % of Cardiff's resident population (aged 3+) are able to speak Welsh. Further analysis reveals that, in 2021:

  - **Age:** Children and young people were more likely than adults to speak Welsh, with 26.2 % of those aged 15 years and under able to speak Welsh. This compares to 5.8 % of those aged 65 years and over.

  - **Sex:** A slightly higher proportion of females were able to speak Welsh (12.8 %) than males (11.5 %).

  - **Ethnicity:** 13.6 % of residents from the Mixed or Multiple ethnic groups were able to speak Welsh, closely followed by residents from the White ethnic group (13.5 %). This compares to:

    - 5.9 % of the Black, Black British, Black Welsh, Caribbean or African ethnic group

    - 5.8 % of the Asian, Asian British or Asian Welsh ethnic group

    - 5.0 % of the Other ethnic group

  - **Disability:** Residents who are disabled under the Equality Act were less likely to be able to speak Welsh (7.4 %) than residents who are not disabled under the Equality Act (13.3 %).

  - **Religion:** Residents with no religion were more likely to be able to speak Welsh (14.2 %) compared to other religious groups, closely followed by residents who were classified as belonging to an 'other religion' (13.9 %). Hindu residents were least likely to be able to speak Welsh (5.1 %) compared to other religious groups.

  - **Marital and Civil Partnership Status:** Residents who stated that they have never married and never registered a civil partnership were more likely to be able to speak Welsh (11.7 %) compared to other status groups. This compares to 4.8 % of residents who stated that they are widowed or the surviving partner from a civil partnership.

- **WHAT DO RESIDENTS THINK?** The proportion of residents who agree that Cardiff has a 'thriving and prosperous economy' has steadily declined over the last five years. Respondents – to the 2022 Ask Cardiff survey - under the age of 35 were most likely to agree with this statement, more than 13 percentage points higher than for those aged 55 or older. Respondents identifying as disabled were also least likely to agree with this statement.

Wellbeing Objective 6: One Planet Cardiff

Cardiff is committed to becoming a greener city, which takes a lead on responding to the climate emergency, celebrates and nurtures biodiversity, with high-quality open spaces within easy reach for rest and play, and which is connected by convenient, accessible, safe, and sustainable transport options.

Whilst work in this area is positive, inequality is still evident – for instance, the effects of climate change will likely be different for different parts of the population and, similarly, access to sustainable transport options and open spaces is not always equitable. This chapter therefore highlights inequalities of outcome within Cardiff in relation to climate change, air quality, transport, food, city spaces and cleanliness.

Summary of Key Points

- **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.

  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.

  Climate change also poses a risk to food security – this could see potential increases in food costs, which will particularly impact more deprived groups.

- **TRANSPORT DISADVANTAGE:** Access to transport is not always equitable. Wales-wide research shows that those most affected by transport poverty are those living in rural areas, as well as areas with higher levels of deprivation. However, the impact of transport poverty also affects some demographic groups disproportionately – those most affected are:
  - Women
  - Ethnic minority groups
  - Disabled people
  - Older people
  - Children and young people

- **PUBLIC TRANSPORT:** Barriers to public transport use are particularly experienced by older and disabled people. Wales-wide research highlights that older and disabled people face a broad range of barriers to travel, which varies between different modes of public transport. Wales-wide, 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:** There are barriers to active travel, with UK-wide research highlighting 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.

- **AIR QUALITY:** Cardiff has the highest NO2 and Particulate Matter (PM2.5 and PM10) 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.

- **NATURAL GREEN SPACE:** Accessibility to natural green space is unequal across the city – parts of South and East Cardiff do not currently have good access to urban space and demand is highest in the 'Southern Arc.' Proximity to accessible natural green space also varies across the city. Furthermore, in Cardiff, individuals identifying as disabled have highlighted low satisfaction with parks and open spaces.

- **OTHER PUBLIC SPACES:** UK-wide research indicates that blind, deaf, disabled people and older people can face barriers to getting around cities as a result of poorly positioned street furniture and clutter, shared surfaces without a clear boundary between vehicles and pedestrians, a lack of Blue Badge parking spaces and poor access to essential services, shops and homes. Many of these barriers also affect those with young children. Older people, especially those with physical or cognitive impairments like dementia, also face barriers that can affect their confidence and ability to access buildings, places and spaces, adding to feelings of social isolation.

- **CLEANLINESS:** Whilst Cardiff can be considered a clean city, individuals from the least deprived areas are more likely to agree that Cardiff has a clean environment compared to those from the most deprived.

Wellbeing Objective 7: Modernising and Integrating our Public Services

In response to rising demand and reducing budgets, Cardiff's public services are pursuing a programme of modernisation to improve efficiency, better support service delivery, and promote social and environmental change. Acknowledging the diversity of the city's local communities, it is crucial that within this programme – and more broadly - a focus continues to be placed on providing accessible and adaptable services for citizens, which are responsive to Cardiff's inequality gap. This includes ensuring that citizen voice is at the heart of all decision-making and that the Council's workforce reflects the great diversity of the city.

This chapter consider accessibility to public services, civic participation, and the structure of the Council's workforce.

Summary of Key Points

- **SATISFACTION WITH SERVICES:** Satisfaction with public services is broadly consistent across demographic groups, with the exemption of those identifying as disabled (44.1 % reported being 'very' or 'fairly' satisfied in 2022, with a similar proportion (40.9 %) describing 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:** 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. Barriers to accessing services or amenities include: 'physical disability'; 'some services are not available in my local neighbourhood'; 'poor parking facilities'; 'mental health and wellbeing'; 'local terrain'; 'not able to access services digitally'; and 'being housebound'.

  Those living in the most deprived areas are less likely to cite 'no barriers' than those in the least deprived areas.

  Furthermore, a key barrier to accessing services can often be presented through unmet language and communication needs; the needs of Welsh speakers and speakers of common minority languages, as well as people with sensory loss and people with speech and language difficulties need to be considered when designing services.

- **ACCESS TO DIGITAL SERVICES:** Wales-wide research indicates that digitally excluded people are likely to be:
  - Older adults
  - People with disabilities or long-term health conditions
  - Those with lower education attainment
  - Lower income individuals and families
  - People who are economically inactive
  - People in rural areas
  - Welsh speaking people and other who do not use English as their first language
  - Socially isolated and lonely people
  - Homeless people

  Barriers to digital services often involve issues with the accessibility of the digital services themselves. Choices in relation to output format, report structure and content, language, as well as choice of colours in diagrams, charts, and tables, can affect the accessibility of online information.

- **CONSULTATION AND ENGAGEMENT:** 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

- **CARDIFF COUNCILLORS:** 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 the Welsh capital's Council chambers.

- **VOTING:** Research indicates that, UK-wide:
  - Young people are less likely to vote
  - Black, Asian and minority ethnic voters are considerably more likely than white voters to have issues with satisfaction and confidence around voting.
  - There remains room for improvement in terms of addressing barriers to participation for disabled people, including physical access, availability of information in different formats and the ease of the voting process.

- **THE COUNCIL'S WORKFORCE – ETHNICITY:** The percentage of employees identifying with an ethnicity in a Racial Group other than White British is 12.19 %.[27] In 2023, the average (mean) hourly rate of white employees was £16.35, whilst for all other ethnicities it was £14.61, representing a 10.64 % pay gap. The median rate – the hourly rate paid to employees in the middle of the Council's pay structure - of white employees was £14.73, whilst for all other ethnicities it was £13.17, representing a 10.59 % pay gap.

- **THE COUNCIL'S WORKFORCE – SEX:** Females make up 69.49 % of the Council's overall workforce, whilst men make up 30.81 %. Females are more likely than males to work part-time. In terms of the gender pay gap, the average (mean) hourly rate paid to female employees in 2023 was £16.08 compared to £16.11 for male employees, representing a 0.19 % pay gap. The median rate was £14.44 for female employees and £14.78 for male employees, representing a 2.30 % pay gap.

- **THE COUNCIL'S WORKFORCE – AGE:** The age distribution of Council employees highlights that over 20 % of employees are aged 55 plus, whilst less than 5 % are aged 16-24.

[27] 92.72 % (13,302) of employees agreed to disclose their ethnicity to the Council.

STRONGER
FAIRER
GREENER

CARDIFF
CAERDYDD