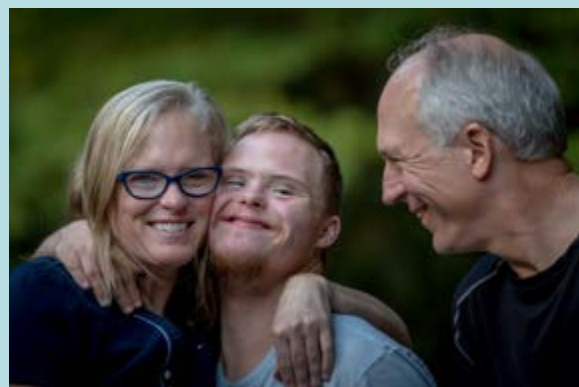


Equality, Diversity & Inclusion Strategy 2024-28

Annual Progress Review 2024-25



If you require the document in an alternative format such as large print, please contact equalityteam@cardiff.gov.uk

Mae'r ddogfen hon ar gael yn Gymraeg
This document is available in Welsh



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Foreword

The Council is committed to a 'Stronger, Fairer, Greener' Cardiff and delivering the commitments in our Equality, Diversity and Inclusion strategy is a fundamental component of delivering our aspiration. It sets out what we will do to tackle inequality in all its forms, how we will work together to remove barriers and create opportunities for everyone in the city. In doing so, our approach will be based on understanding, inclusion and compassion.

Last year, the Council published the revised Equality, Diversity & Inclusion Strategy for the next four years, setting out updated strategic equality objectives and a clear framework of action to address inequality and promote inclusion across the city. The Strategy continues to focus on achieving better outcomes for those who experience disadvantage, whether that stems from protected characteristics or wider social and economic inequalities.

In completing this annual progress review, the Council is not only discharging its legal duty, but also making good on our commitment to monitoring the progress we are making. This review allows us to reflect on progress, evaluate the early impact of the strategy, identify areas for improvement and ensure that our priorities remain aligned with the needs and aspirations of our communities.

Over the past year, the Council has worked closely with public sector and voluntary organisations, and local communities to ensure our work is shaped by the lived experience of Cardiff's residents. We know that many residents continue to face barriers to services and opportunities, and this review reinforces the importance of targeted action to create a city that works for everyone.

Across the Council, all service areas are working hard to understand the needs of their diverse service users and ensure those needs can be met effectively. Key achievements over the past year include the introduction of a new mandatory corporate equality training module for all staff, strengthened Equality Impact Assessment arrangements supported by a rolling programme of briefings with the Council's Senior Managers, and the delivery of community cohesion fund projects during 2024/25 that have reached over 27,374 residents. These actions reflect our commitment to embedding equality, diversity and inclusion into the Council's daily operations and making a tangible difference across the city.

Thank you to everyone who has contributed to this work over the past year. Your insight and collaboration continue to support the development of a city where everyone is respected, included, and able to participate fully in society.



Councillor Julie Sangani

Cabinet Member for Adult Services and Public Health & Equality
(Cabinet Member Job Share)



Statutory Equality Requirements

The Council has a legal responsibility to monitor and report on progress in advancing equality. This is primarily guided by the Public Sector Equality Duty under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, which place a number of key responsibilities on public bodies.

This marks the first annual progress review following the publication of the revised Equality, Diversity & Inclusion (ED&I) Strategy 2024-28 in Autumn 2024. Through this review, the Council is fulfilling its legal responsibilities to comply with statutory duties, while also monitoring delivery against the agreed Equality Objectives.

Tracking progress against the identified steps and KPIs enables us to assess achievements to date, highlight areas requiring further focus, and consider the challenges and risks that may impact delivery of the strategic equality objectives. The annual review also provides service areas with an important opportunity to demonstrate how equality considerations are being embedded into the planning, delivery, and evaluation of services, ensuring that the principles of fairness and inclusion continue to underpin all aspects of the Council's work.

Appendix A provides an update on the progress made against the KPI's by Equality Objective.

Background and Context

A comprehensive [Equality Needs Assessment](#) was undertaken as part of the development of the new Equality, Diversity & Inclusion Strategy 2024-28. Using both information held by the Council and other sources, this assessment reviewed a range of available data sets, reports and research to identify how inequality manifested itself in Cardiff, with a focus on identifying the specific issues facing people with different protected characteristics, as well as certain other characteristics, such as being a Welsh speaker or a carer. Among other methods, information was gathered by assessing available data sets and reviewing local and national action plans.

A formal six-week public consultation was undertaken from 3 June to 14 July 2024. The consultation was widely promoted with a focus on seldom heard groups identified through the Council's [Participation Strategy](#). The consultation was promoted online through the Council's website and social media platform and hard copies were available across the Council's network of Hubs, Libraries and through partners across the city. The survey was translated into the city's most commonly spoken community languages - Welsh, Polish, Bengali, and Arabic and shared directly with over 6,000 residents who form part of the Council's Citizens Panel. Engagement also included discussions with the five Council Employee Networks and 94 stakeholder organisations representing various protected characteristic groups, with views invited from advocacy groups. The consultation received high response rates, with increased participation from under-represented groups; 20 % of respondents identified as disabled, 36 % as from ethnically diverse backgrounds, and 6 % as LGBTQ+. A full analysis is available in the published [Consultation & Engagement Report](#).

The Equality Needs Assessment was attached as an appendix to the [decision papers](#) published for formal consideration by Cabinet. An [Equality Needs Assessment - Executive Summary](#) was created to be accessible to the public, and has been published on the Council webpage alongside the [Equality, Diversity & Inclusion Strategy 2024-28](#).

The Council's [Employee Diversity Report 2025](#), which includes the Council's employee equality data, has been published alongside this Annual Review 2024-25, both of which can be accessed on the Council's [webpage](#).

Equality Objectives 2024-28

In developing the [Equality, Diversity & Inclusion Strategy 2024-28](#), the Council undertook an extensive process of engagement and evidence-gathering to determine the structure and Council's strategic equality objectives, the steps it would take to achieve them, and the key performance indicators (KPIs) used for monitoring progress. As a result, the Strategy adopted a clear framework which included:

- **Strategic Equality Objectives:** Outcome focused objectives, limited in number to reflect their strategic nature.
- **Steps:** SMART steps which are measurable, time-bound with clear accountability.
- **KPIs:** Quantifiable measures for tracking progress.

The strategic equality objectives are, therefore, by design, high-level in order to reflect their strategic nature and capture the breadth of activity required to address inequality in the city. These will be delivered through a number of SMART steps, alongside associated KPIs, providing a transparent mechanism for monitoring progress.

These are the Equality Objectives:

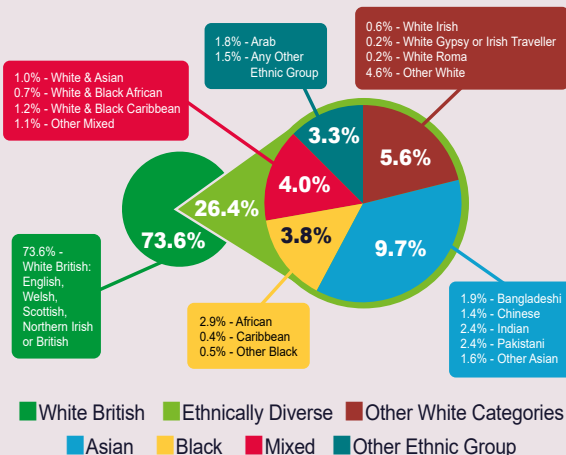
1. **A Fairer Cardiff:** We will reduce inequality and support everyone in Cardiff to fulfil their potential.
2. **An Accessible Cardiff:** We will work to ensure everyone can take part in all Cardiff has to offer, regardless of background or circumstance.
3. **An Inclusive Cardiff:** We will make Cardiff a city where differences are understood and celebrated, and where all communities feel like they belong.
4. **A Council that reflects its communities:** We will make Cardiff Council a more inclusive organisation which reflects the diversity of the people we serve, and where employees are confident to be themselves and are empowered to progress.
5. **Equality, Diversity and Inclusion at the heart of the organisation:** We will ensure that Cardiff Council's core processes support Equality, Diversity and Inclusion.

THIS IS CARDIFF

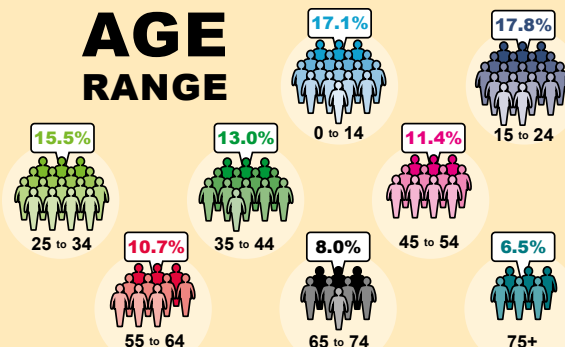


POPULATION
362,300

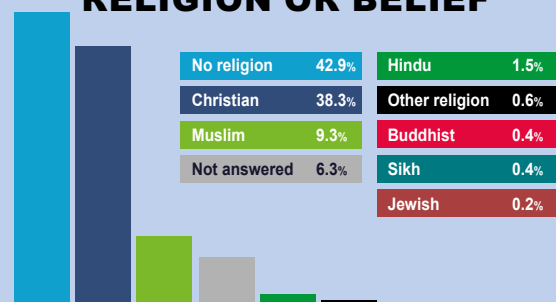
ETHNICITY BREAKDOWN



AGE RANGE



RELIGION OR BELIEF



DISABILITY

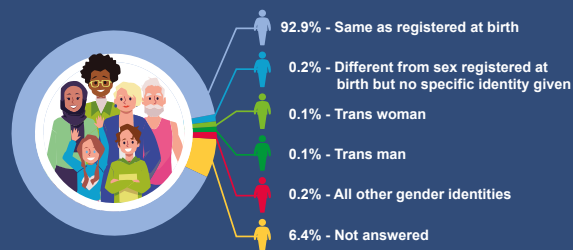
81.4%
Not Disabled

18.6%
Disabled

Under the Equality Act

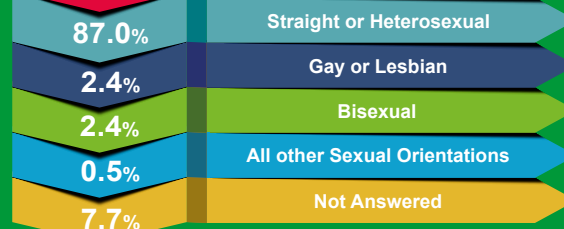
GENDER IDENTITY

Residents aged 16 and over.



SEXUAL ORIENTATION

Residents aged 16 and over



WELSH LANGUAGE

Residents aged 3 and over.

Non Welsh Speakers
87.8%

Welsh Speakers
12.2%

MARRIAGE AND CIVIL PARTNERSHIP

Residents aged 16 and over.



Source: 2021 Census

N.B. We recognise that there is 'Intersectionality' between the Protected Characteristics.

Mae'r ddogfen hon ar gael yn Gymraeg



**STRONGER
FAIRER
GREENER**



EQUALITY OBJECTIVE 1

A FAIRER CARDIFF:

We will reduce inequality and support everyone in Cardiff to fulfil their potential.



Overall Assessment

The first phase of delivering the strategy have focused on building the foundations for long-term impact. Important steps have been taken to embed inclusive practices, strengthen cross-sector collaboration and align service delivery to support more equal access to education, employment, housing, and health opportunities.

Progress to date reflects a strong multi-agency approach to tackling inequality, with advances in educational inclusion, youth engagement, housing innovation, and public health. Collaborative initiatives - from the Cardiff Commitment and targeted employability programmes to the integration of services such as the Family Advice, Support and Protection Hub are widening opportunity and supporting those most at risk of disadvantage. Work to embed sustainability and food equity into policy and practice has also begun, underpinned by engagement across sectors and communities.

However, challenges remain. Limited specialist provision, workforce capacity pressures, and reliance on short-term funding risk slowing momentum and constraining long-term change. Continued focus on prevention, partnership working, and targeted investment will be essential to sustain progress and realise the ambition of a fairer Cardiff for all.

Areas of Progress

- Expansion of Supported Internships for Additional Learning Needs (ALN) pupils, including flexible supported employment pathways.
- Successful delivery of Industry Evenings and job fairs engaging young people with local employers and growth sectors.
- Increased provision of overnight stays for children with disabilities, improving short break options and local care packages.
- Strengthened early intervention for Adverse Childhood Experiences (ACEs) through integrated hubs like the Family Advice, Support and Protection Hub.
- Continued development and delivery of multi-agency safeguarding arrangements across children and adult services, including the SAFE model.
- Ongoing partnership working on regional safeguarding priorities, including the CSA Working Group and new multi-agency contextual safeguarding networks.
- Improved immunisation outreach with Cardiff & Vale UHB, including multi-lingual promotion and targeted health events in under-served communities.

- Community profiling initiated with Cardiff's Chinese community to address barriers to health engagement.
- Rollout of Blood Pressure Monitor Loan Scheme to improve cardiovascular health awareness.
- Transition from Move More, Eat Well Strategy to the inclusive Good Food and Movement Framework with targeted investment in deprived communities.
- Advancements in sustainable food governance and policy development, including social value in procurement and restrictions on unhealthy food advertising.

Areas of Challenge and Risk

- Workforce capacity constraints across multiple services, for example, The **Cardiff Commitment** programme noted challenges **around team capacity** that may impact the ability to sustain activity levels in the next academic year and ongoing **shortages of specialist staff** to meet the needs of learners with **complex Additional Learning Needs (ALN)** and **emotional wellbeing challenges**, particularly at Key Stage 3.
- Shortage of specialist provision for young people with complex ALN and neurodivergent needs, increasing pressure on out of area placements.
- Resource limitations and dependency on short-term funding streams impacting long-term programme sustainability.
- Rising venue and operational costs challenging delivery of inclusive health and wellbeing initiatives.
- Gaps in data quality limiting evaluation and evidence-based service planning for food equity and public health interventions.
- Systemic barriers in aligning local and national food policy, requiring stronger central government engagement.



Reduce Inequality and Advance Opportunity for Children and Young People

Work has progressed to reduce inequality and advance opportunity for children and young people, with improvements in inclusive education, safeguarding and targeted support for those facing the greatest barriers. With regards to education, the Additional Learning Needs (ALN) Code is now well embedded, specialist provision has expanded, and tailored programmes are in place for groups such as EOTAS learners, Gypsy, Roma and Traveller pupils, and children looked after. The Cardiff Commitment continues to connect young people, especially those with ALN or care experience, to meaningful career pathways and learning opportunities, while anti-bullying, anti-racism, and equality initiatives are strengthening inclusive practice in schools. Safeguarding has been enhanced through multi-agency approaches such as the SAFE model, early intervention via the new Family Advice, Support and Protection Hub (FASPH), and targeted work to address Adverse Childhood Experiences. In addition, youth justice services have maintained low levels of first-time entrants and reoffending, supported by preventative, trauma-informed programmes.

Despite these advances, however, challenges remain for some groups of learners. Outcomes for EOTAS learners have fallen to 65 %, well below the city's target and continuing a downward trend over recent years, and persistent attendance and engagement issues continue to affect some of the most vulnerable pupils. In addition, demand for ALN places continues to exceed supply. Looking ahead, sustaining early help and specialist support will be critical to ensuring all children and young people in Cardiff are safe, supported and able to succeed.

Reduce Health Inequities Across the City

Good progress has been made in tackling health inequalities across Cardiff, with strengthened community outreach, targeted prevention work, and closer partnership with health services helping to improve access, engagement, and outcomes for residents. Cardiff's Hubs and Libraries have expanded their role as health and wellbeing hubs, delivering inclusive activities, health checks, and targeted outreach in underserved areas. Partnership work with Cardiff & Vale University Health Board has brought vaccination services directly into communities through mobile units, multilingual campaigns, and the Vaccine Champions programme, while smoking prevention and cessation support has been embedded in schools, youth services, and community settings. The new Good Food and Movement Framework has embedded a stronger equity focus on tackling diet and physical inactivity, with targeted investment in the most deprived communities, culturally appropriate early years support, and universal free school meals. Efforts to improve access to health services for marginalised groups - including refugees, asylum seekers, Gypsy, Roma and Traveller communities, and people experiencing homelessness - have advanced through in-reach services and outreach events.

However, persistent health inequalities remain. The most recent data (2018–20) shows a significant gap in healthy life expectancy between the most and least deprived communities - 13.7 years for men and 18.5 years for women.

Vaccination uptake, while improving, remains well below the public health target of 95 %, with marked variation between GP clusters in parts of the city. While the proportion of healthy weight children has reached its highest recorded level, one in five remains overweight or obese, and physical activity levels among young people from less affluent families remain low.

Mental health inequalities are also evident, with disabled people and residents in the most deprived areas reporting the lowest levels of good mental health. Furthermore, within the Good Food and Movement system, progress is being made but delivery is affected by resource and capacity pressures, data quality gaps, rising venue costs and reliance on short-term funding. Looking ahead, the Council will continue to focus on prevention, early intervention, and equitable access to services, working with partners to reduce long-standing health gaps and improve wellbeing for all communities.



Support People Into Work

Good progress has been made in supporting people into work, with targeted engagement, tailored training, and financial advice services helping more residents to access employment and improve their economic wellbeing. The Into Work Service has strengthened outreach to underrepresented groups, delivering quarterly engagement events in Cardiff South and expanding digital provision. As a result, over half of participants engaging with the service in 2024/25 identified as being from an ethnically diverse background, continuing year-on-year improvement. Support for over-50s has been enhanced through the “Employable Me” and Career Preparation courses, digital inclusion initiatives, and bespoke employment mentoring to help overcome barriers such as health conditions or caring responsibilities. The Council has continued to champion fair work through the Living Wage City Action Plan, securing 25 new accreditations despite a challenging economic climate, and maintained comprehensive financial advice services via a hybrid model that improves accessibility both in-person and online.

However, challenges remain. Cardiff’s claimant count rate, while below the UK average, has risen over the past year, to 4.0 %, and remains above the Wales rate (3.4 %) ¹, with unemployment in the most deprived areas (8.2 %) more than five times higher than in the least deprived (1.5 %). Ask Cardiff Survey data shows that while most residents’ employment situations are stable, the proportion reporting a decline continues to grow (up from 11.0 % in 2022 and 12.8 % in 2023, to 16.6 % in 2024), with respondents from ethnically diverse backgrounds most affected. The loss of some accredited Living Wage employers due to business closures and ongoing cost-of-living pressures underline the need for sustained, targeted support. Looking ahead, the Council will work with employers, training providers, and community partners to widen access to quality jobs, promote fair pay, and ensure residents have the skills, confidence, and support to thrive in the labour market.

1 - Accurate as at May 2025.

Deliver Sustainable Housing Solutions

Significant steps have been taken in delivering sustainable housing solutions, with targeted action to address overcrowding, under-occupation, fuel poverty, and barriers to accessing suitable homes. Innovative schemes such as structural alterations to relieve overcrowding, a new matching service to connect underoccupied and overcrowded tenants, and the development of the Older Person's Specialist Accommodation Gateway are helping to improve housing options for residents with specific needs. Energy efficiency work through the Energy Company Obligation and Great British Insulation Scheme has delivered over 200 measures in private, fuel-poor households, alongside upgrades to council housing, generating significant annual bill savings. Access to the private rented sector has been widened through the Landlord Enquiry and Tenancy Service and the Welsh Government Leasing Scheme, while a new Gypsy & Traveller Allocation Policy is set to prioritise households with the greatest needs and guide planned site improvements. Specialist accommodation and pathways for prison leavers, refugees, and those leaving hospital have also been strengthened through new processes, partnership housing schemes, and dedicated support for people with complex needs.

Challenges remain, however, with demand for adapted properties, family-sized homes, and specialist provision continuing to outstrip supply, and housing pressures remaining high for groups such as prison leavers and refugees. Looking ahead, the Council will continue to expand innovative housing options, improve energy efficiency, and strengthen targeted support so that all residents, regardless of background or circumstance, can access safe, secure, and sustainable homes.



Tackle Homelessness

Meaningful progress has been made in tackling homelessness, with a strong emphasis on prevention, early intervention, and targeted support for people with complex needs. The Housing Advice Team now resolves over 90 % of calls at first contact, supported by full case audits, refresher training, and a restructure that has strengthened links between prevention and private rented sector services. Waiting times for homelessness prevention appointments have reduced significantly, averaging eight days compared to a peak of 39 in 2022, with targets met in three of the four quarters. Youth homelessness prevention has been strengthened through culturally responsive transition support in schools, specialist mediation, and additional supported accommodation, including May Street for young people with complex needs. Work to meet the needs of diverse groups has progressed through managed housing schemes with on-site support, achieving positive outcomes and preventing repeat homelessness.

Despite this progress, challenges remain in meeting prevention targets, with the 77 % of households successfully prevented from becoming homeless below the 80 % target. 37 % of first-time presentations is occurring on the day homelessness began. Delays to schemes such as the Citadel site, continued demand for supported housing, and the need to adapt services to meet the needs of a wide range of residents highlight the importance of sustained investment and service design informed by lived experience. Looking ahead, the Council will continue to prioritise prevention, expand tailored accommodation and support, and work with partners to ensure homelessness in Cardiff is rare, brief, and non-recurrent.

Work towards a Just Transition to a Carbon Neutral City

Important foundations have been laid to support a just transition to a carbon neutral Cardiff, with work this year focused on deepening the city's understanding of climate risks and vulnerabilities. Cardiff Council has led the Public Services Board in commissioning a Climate Change Risk Assessment for the city, drawing on national evidence and tailored local projections. This work will help shape future collaborative action to reduce climate impacts and build resilience across communities. Looking ahead, the Council and partners will use the findings to inform inclusive adaptation planning, ensuring that climate action supports both environmental goals and social equity.

EQUALITY OBJECTIVE 2

AN ACCESSIBLE CARDIFF:

We will work to ensure everyone can take part in all the city has to offer, regardless of background or circumstance.



Overall Assessment

Cardiff is making clear progress towards becoming a welcoming and inclusive city where everyone can participate fully, regardless of background or circumstances. Advances have been made across multiple strands, with particular improvements in support for children and young people, older people, neurodivergent individuals, and unpaid carers. The continued delivery of child rights education, the embedding of age and dementia-friendly planning, and strengthened community engagement through city-wide programmes illustrate a broad and coordinated approach to inclusion. Sustaining momentum will require ongoing collaboration, effective prioritisation, and targeted investment to ensure improvements are felt by all communities across the city.

Areas of Progress

- Delivery of child rights education in schools and youth services across the city.
- Continued rollout of the “Passport to the City” initiative, helping children access cultural and sporting opportunities.
- Publication of the Age-Friendly Cardiff Action Plan 2024/28, with clear strategic goals.
- Distribution of dementia prevention materials and hosting of awareness-raising events.
- Ongoing work with local groups to support neurodivergent individuals and promote autism-friendly environments.
- Increased visibility and appreciation of unpaid carers through a successful Carers Week and targeted events.
- Development of an Intersectional Women and Girls Health and Wellbeing Plan, aligned with CEDAW principles.
- Improvements in accessibility audits and inclusive design measures across city infrastructure.

Areas of Challenge and Risk

- Distribution of dementia resources not reaching all intended communities.
- Suspension of the Learning Network initiative due to staff shortages, affecting knowledge sharing and momentum.
- Delays in implementing actions to support neurodivergent communities due to coordination and resource constraints.
- Risk of under-representation in city-wide planning and engagement, particularly from seldom-heard groups.

Continue to be a Child Friendly City

Significant progress has been made towards maintaining and strengthening Cardiff's status as a Child Friendly City, with the 2024-2027 Sustainability Plan continuing to be implemented to embed children's rights across services and ensure the city is accessible and inclusive for all young people. Over 80 % of schools are now engaged in the Rights Respecting Schools Award, with 59 % achieving silver or gold status, and compliance with children's rights training among Education and Lifelong Learning staff has risen from 39 % to 56 %. In addition, new training on Children's Rights Impact Assessments now incorporates intersectional data to better reflect diverse experiences with training compliance rates demonstrating that over 80 % of all Council staff have completed the Child Rights Training.

Youth participation has been a particular strength, with young people actively influencing decisions on budget setting, leadership recruitment, and the Local Development Plan through community mapping, consultation events, and advisory roles. The Passport to the City programme has continued to grow, deepening partnerships with Cardiff University and expanding collaboration to Cardiff Metropolitan University and the University of South Wales. This has broadened the range of subject-based experiences available, particularly for children looked after and other underrepresented groups. The upcoming launch of the Passport to the City app will further empower families and young people to access opportunities.

While progress is clear, children's rights training rates are slightly below the 85 % target, and the many examples of good engagement practices must become common practice. Building on the momentum to date, the Council and its partners will continue to strengthen participation opportunities, widen access to city resources, and use the Sustainability Plan as a framework to deliver long-term benefits for all children and young people in Cardiff.

Drive Forward an Age Friendly City

Good progress has been made in driving forward Cardiff's ambition to be an Age Friendly City, with the 2024-28 Age-Friendly Cardiff Action Plan now published and well received by partners and older people. Seven examples of best practice from Cardiff are now published on the World Health Organisation's Age-Friendly World website, reflecting the city's growing reputation for innovation in supporting older residents. Work to promote the Age Friendly Employer Pledge has continued, supported by newsletters, social media, and partner engagement to encourage age-inclusive employment practices.

Community connection remains a central focus, with the Hubs for All programme now fully embedded and attendance increasing by 95% year-on-year, alongside initiatives such as the Caring Friends project and seasonal resources like the Winter Booklet. Volunteer engagement is rising, and collaborative activity through Wellbeing Hub meetings is strengthening local networks. Engagement with older citizens has been sustained through a mix of targeted events, advice sessions, and direct feedback activity, alongside ongoing work to improve the accessibility of services and digital content.

Looking ahead, there is an opportunity to build on this strong foundation by further strengthening engagement and ensuring the voices of older people continue to shape services. The planned rebranding and restructuring of the Independent Living Wellbeing Service in 2025/26 will support these aims, helping to deliver the action plan in full and ensure Cardiff is a city where people can age well, stay connected, and live independently for as long as possible.



Work Towards a Dementia Friendly City

Good progress has been made towards Cardiff's ambition to be a Dementia Friendly City, with outreach, prevention, and personalised care central to delivery. Dementia prevention booklets are now available in hundreds of community locations, supported by 261 pledges from local businesses, and the use of new digital tools has strengthened monitoring and evaluation. Over 1,100 people, including many from underrepresented groups, have attended "Opening Doors to Brain Workout" events, while Memory Assessment Clinics have enabled earlier diagnoses for 62 % of those assessed. Furthermore, social care support has been enhanced through improved data systems, increased social work capacity, and targeted reviews to ensure more personalised care.

Challenges remain in recruiting Dementia Friendly Ambassadors and in re-engaging providers with the paused Learning Network, but plans are in place to relaunch this in 2025/26, aligned with new care categories to encourage participation. Looking ahead, the focus will be on widening community engagement, supporting early diagnosis, and ensuring equitable access to personalised support across the city, so that people with dementia can live well, stay connected, and maintain independence for as long as possible.

Take Steps Towards a Neurodivergent Friendly City

Progress is being made towards Cardiff's ambition to become a Neurodivergent Friendly City, with the draft strategy approved by Cabinet for public consultation in July 2025. Developed in collaboration with partners and stakeholders, the public consultation will be vital in shaping the final strategy. The Neurodivergent Friendly Cardiff website has been launched as a key consultation platform, while the ND Friendly Hubs project is advancing with enhanced sensory facilities, over 40 trained champions, and inclusive activities now in place across the city.

Work to improve services for autistic people and the wider neurodivergent community continues, with Council staff training programmes aligned to the National Autism Training Framework and expanded to include neurodiversity, trauma, and ADHD awareness. The Council's Neurodiversity Service is undergoing a full review and relaunch, now planned during 2025, with recruitment challenges and high demand contributing to the delay. Alongside this, work is underway to establish a regional Neurodiversity Board in partnership with Cardiff & Vale University Health Board and the Vale of Glamorgan Council to drive service improvements and workforce development. Dedicated project management support has been allocated to maintain momentum, with the focus moving forward on delivering the strategy, embedding inclusive practice across services, and ensuring timely, equitable access to assessment, diagnosis, and ongoing support.

Support and Value Unpaid Carers

Significant steps have been taken to support and value unpaid carers, with strong co-production helping to shape services, improve respite provision, and enhance access to advice. Feedback from the Carers Assembly has informed updates to the Carers Assessment process, and work is underway to co-produce new inclusive self-identification materials. Respite options have been strengthened through the launch of the Caring Friends befriending service and a remodelled sitting service, while the Care'diff newsletter and Carers Corners in community hubs and libraries have expanded the reach of information and signposting. Over 160 council staff have been trained to identify and support unpaid carers, supported by an updated website, new online referral form, and a customer satisfaction process to capture carers' voices.

Engagement, information, and targeted support have all grown, with further work planned to complete updated materials, roll out system improvements, and fully embed self-identification and feedback mechanisms. Looking ahead, the Council will continue to work with partners to ensure unpaid carers are recognised, supported, and able to access the advice, respite, and opportunities they need to maintain their own wellbeing while caring for others.

Become a City that Reflects the Principles of the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)

Action has been taken to embed the principles of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) into city-wide practice. Bilingual materials outlining the principles of CEDAW have been distributed across all 21 hubs and libraries in Cardiff, supported by bespoke Ask and Act training for frontline staff on identifying and responding to violence against women and girls. The Council continues to support the Period Dignity initiative, providing free eco-friendly and reusable period products in schools and community settings, with bespoke arrangements for those with specific needs. In addition, work to address gender inequality is ongoing in education, with targeted programmes engaging boys to prevent domestic violence, building practitioner skills, and fostering a community of practice.

The delivery of the Violence Against Women, Domestic Abuse and Sexual Violence Strategy 2023-28 is progressing, although some workstreams, such as the Female Genital Mutilation strategy, have experienced delays.

The Council has also been successful in securing support from the Carter Foundation through the “inform women, transform” lives campaign. Through the programme, additional resources will be made available to the Council and its partners to support women by better promoting and supporting access to existing services.

Ask Cardiff Survey results continue to show that women feel less safe than men after dark in a range of situations - including at home, walking in their local area and travelling by bus - underlining the importance of sustained action to improve safety in public spaces. Initiatives including Safe Spaces in hubs and libraries, safety improvements in parks and green spaces are being enhanced, alongside targeted resources for the night-time economy and partnership projects such as the Student Safety Bus, Safe Places scheme, and Women’s Safety Charter.

Looking ahead, the Council will continue to work with partners to address safety concerns, deliver on outstanding workstreams, and ensure women and girls can participate fully and confidently in every aspect of Cardiff life.

Enhance the Accessibility of Services and City Spaces

Significant progress has been made in improving the accessibility of services and spaces, with advances in digital inclusion, community engagement, and inclusive city planning. The new Digital Strategy, currently in development and scheduled to go to Cabinet in 2025, will place “Citizens and Communities” at its core, proposing a digital engagement plan, user testing panel, improved accessibility compliance, and delivery against the Digital Inclusion Charter. Findings from the 2024 Ask Cardiff survey highlighted the importance of this work, with two in five residents (43.9%) agreeing that contacting the Council is simple, with lower satisfaction reported among disabled people and older residents, often linked to issues with phone access, digital channels, and response times.

Community engagement has been strengthened through the Cardiff Community Alcohol Partnership’s microgrants scheme for alcohol-free activities, which contributed to Cardiff being named Community Alcohol Partnership of the Year in 2024. Access to public facilities is being expanded through the Community Focused Schools approach, with operational arrangements being finalised and new schemes commissioned for delivery. Accessibility is also being embedded in the city’s physical environment through the continued development of the Replacement Local Development Plan, which has been shaped by targeted engagement - including child-friendly materials and outreach to underrepresented groups - and incorporates inclusive and gender-sensitive design principles. The Plan will be examined by the independent Planning Inspector in 2025/26. Public transport improvements are being progressed through the Bus Priority Strategy and Cardiff Crossrail, though challenges remain around future funding and integration of Metro schemes.

Looking ahead, the focus will be on finalising and delivering the Digital Strategy, further embedding inclusive design, widening accessible engagement, and addressing the barriers identified through resident feedback to ensure Cardiff’s services and spaces are welcoming and usable for all.



EQUALITY OBJECTIVE 3

AN INCLUSIVE CARDIFF:

We will make Cardiff a city where differences are understood and celebrated, and where all communities feel like they belong.

Overall Assessment

Cardiff continues to make meaningful progress towards becoming a city where people from all communities feel welcome, included, and valued. Over the past year, work to promote community cohesion, tackle hate crime, support refugees and asylum seekers, and celebrate diversity has been strengthened through city-wide partnerships. These collaborations have delivered awareness campaigns, community funding, and tailored support services, helping to bring people together and improve understanding between different groups.

Challenges remain, particularly in meeting demand for housing and services for refugees, managing high staff workloads, and sustaining provision in the face of short-term funding. Addressing these issues will be critical to maintaining momentum. Looking ahead, continued investment and closer coordination between services will help ensure that progress is not only sustained but deepened, creating a more cohesive, inclusive, and resilient city for all.

Areas of Progress

- Launch of the 2024/25 Community Cohesion Fund to support grassroots community projects.
- Support for Hate Crime Awareness Week and related campaigns to raise awareness about hate crime and how to report it.
- Funding of events that highlighted Black History and anti-racism, encouraging education and inclusion, including the Betty Campbell Lecture.
- Holding a community conference with around 90 attendees to promote inclusion and belonging.
- Active participation in Inclusive Cities work for refugees and asylum seekers.
- Strengthened LGBTQ+ representation through staff networks and awareness campaigns.
- Promoting bilingualism through signage and service delivery improvements.



Areas of Challenge and Risk

- Ongoing pressure on refugee resettlement schemes due to limited housing and resources.
- Case management demands remain high, particularly for complex asylum seeker support.
- Changes in national policy (e.g. asylum legislation or funding cuts) could disrupt local delivery.
- Language barriers, especially for new arrivals, can prevent people from fully taking part in city life.
- A lack of long-term funding makes it harder to plan and deliver ongoing community support projects.

Promote Community Cohesion

Progress has been made in promoting community cohesion through a combination of grant funding, awareness campaigns, events, and partnership work. In 2024/25, the Cohesion Fund attracted over 100 applications from grassroots organisations, with 23 projects selected to strengthen relationships and connections across communities. High-profile initiatives such as Hate Crime Awareness Week and the Month of Cohesion brought partners together to raise awareness, deliver training, and respond to trends identified through weekly hate crime monitoring. The Betty Campbell Lecture expanded into a wider programme of educational and community events, strengthening international links and dialogue on equality, diversity, and social justice. Furthermore, partnership events such as the Great Get Together and More in Common continued to foster meaningful connections, with local activities showcased nationally. In total, cohesion activities engaged over 27,000 people across the city.

The Ask Cardiff survey, however, shows that perceptions of neighbourhood cohesion have fluctuated since 2020, when 67.2% of residents agreed their neighbourhood is a place where people get on well together and help each other. Following a sharp fall in 2022, levels have partially recovered but remain below pre-pandemic, standing at 59.7% in 2024. The gap between communities also remains significant, with 43.2% agreement in the most deprived areas compared with 73.2% in the least deprived. Looking ahead, the focus will be on sustaining momentum by building on successful grassroots projects, addressing persistent inequalities in perceptions of community cohesion, and continuing to work with partners to tackle hate crime and promote inclusive, connected neighbourhoods across the city.

Support Refugees and Asylum Seekers

Continued progress has been made in delivering a coordinated, city-wide approach to supporting refugees and asylum seekers, with services focused on housing, education, health, and community integration. The Refugee Support Team continues to assist resettled Syrian and Afghan nationals, prepare for new Afghan households under the Afghan Resettlement Programme, and respond to policy changes affecting Ukrainian arrivals, such as the introduction of digital e-visas and reduced sponsor payments. The Asylum Support Team has strengthened relationships with landlords to help newly granted refugees, particularly single clients, move from temporary accommodation into the private rental sector, though demand for housing remains high. Tailored case management for Unaccompanied Asylum-Seeking Children (UASC) supports access to legal advice, healthcare, and education, with targeted foster carer recruitment to meet specific cultural and language needs. In addition, the Schools of Sanctuary network now includes over 50 settings either recognised or working towards recognition, supported by strong links with community groups and bespoke education provision for UASC.

However, pressures on housing supply, the impact of national policy changes, and the challenge of sustaining consistent service capacity risk slowing progress. Furthermore, delays in expanding the Libraries of Sanctuary initiative mean this strand of work has yet to progress towards city-wide accreditation. Looking ahead, the focus will be on securing additional housing pathways, embedding the Schools of Sanctuary model more widely, developing the Libraries of Sanctuary network, and ensuring refugees and asylum seekers receive timely, coordinated support to rebuild their lives and participate fully in the life of the city.

Become an Anti-Racist Cardiff

Progress continues towards strengthening Cardiff's position as an anti-racist city, with actions delivered in line with the anti-racism commitments set out in the Council's Equality, Diversity & Inclusion (EDI) Strategy 2024-28. In 2024, the Race Equality Taskforce reconvened to review the 2023/24 Year-End Progress Report, assessing the actions taken by public service partners in response to its recommendations. The Taskforce welcomed the progress made, the dedication of officers, and the integration of anti-racism priorities into the Council's policy Framework. Taskforce Chair acknowledged the excellent progress made but also highlighted the need to focus on four key priorities, along with several practical suggestions, to further strengthen race equality in Cardiff, of which have been embedded into this strategy.

Work is also progressing on sensitive heritage matters, including the future of the Sir Thomas Picton statue, with ongoing discussions between the Council and Cadw to ensure any decisions are informed by national guidance, heritage assessments, and meaningful community engagement. Looking ahead, the priority will be to maintain momentum by delivering the anti-racism actions in full, strengthening partnership working, and continuing open dialogue with communities to ensure Cardiff's approach to race equality is both accountable and transformative.

Improve Outcomes for LGBTQ+ People

The Council has maintained its Stonewall Gold Status and position as a Stonewall Top 100 Employer by strengthening inclusive policies, expanding staff training and awareness, empowering the LGBTQ+ Staff Network, and sustaining strong leadership support for LGBTQ+ equality.

The Council has supported Pride Cymru in both 2024 and 2025, promoting equality and diversity through staff participation, public engagement, and campaigns to raise awareness around sexuality in later life.

Partnership work has continued through Fast Track Cardiff & Vale to eliminate new HIV infections, reduce HIV-related stigma, and improve the lives of people living with HIV. Over the past year, this has included introducing accessible STI test kits and free condoms in Hubs and Libraries, delivering targeted campaigns such as HIV Testing Week and 'Are You PrEPped?', and launching the monthly 'Living with It' peer support group at Cardiff Central Library Hub.

Become a Bilingual Cardiff

Progress continues in delivering the Bilingual Cardiff Strategy 2022-27 and contributing to the Welsh Government's Cymraeg 2050 vision. Bilingual Cardiff's Cymraeg i Bawb initiative has helped raise awareness of Welsh-medium education through targeted campaigns, including outreach to ethnic minority communities, information on Additional Learning Needs provision, and city-wide advertising. The success of the pilot has led to Welsh Government funding to roll the approach out nationally, recognising its impact in increasing understanding and uptake. In support of these efforts, 1,417 members of staff completed Welsh language courses in 2024/25, bringing the total to 4,775 since 2022. This represents 59 % of the current workforce - significantly exceeding the original target set in the Bilingual Cardiff Strategy to increase the proportion of staff who have received Welsh language training to 50 % by 2027.

In June 2025, the Gyrfa Gymraeg Welsh language careers fair brought together Year 12 pupils from across South Wales with employers, colleges, and universities to showcase education, training, and employment opportunities using Welsh. Recent National Survey for Wales data indicates that 11.7 % of Cardiff residents aged 16+ can speak Welsh, underlining the importance of sustained action to promote and grow the language locally. Looking ahead, work will focus on sustaining delivery of the Bilingual Cardiff Strategy, expanding Cymraeg i Bawb, and ensuring Welsh language skills remain visible, valued, and accessible to all.



EQUALITY OBJECTIVE 4

A COUNCIL THAT REFLECTS ITS COMMUNITIES:

We will make Cardiff Council a more inclusive organisation which reflects the diversity of the people we serve, and where employees are confident to be themselves and are empowered to progress.

Overall Assessment

Cardiff Council is making demonstrable progress in creating an organisation that reflects the communities it serves, fostering an inclusive, supportive environment for all employees. The latest Employee Diversity Report 2025 shows that 14.76 % of the workforce identify with an ethnicity other than White British, up from 13.61 % in 2024, while women represent 69.26 % of the workforce and have higher representation than men across most grades. However, younger workers (5.86 % aged 16-24) and disabled employees (2.75 %)² remain underrepresented, highlighting the need for further and ongoing action.

The Council's latest staff survey, completed in September 2024, reflected an engaged and motivated workforce. The survey results revealed that Cardiff Council staff had high levels of pride in their work, were clear about their individual contributions to organisational objectives and had strong satisfaction levels with the wellbeing support offered. Notably, women, LGBTQ+ employees, ethnically diverse staff, and disabled employees reported above-average positive views. This is supported by the findings of the Panel Performance Assessment, which commended the Council's *"well-established culture of staff involvement, underpinned by a robust framework of employee networks."* These networks play a central role in promoting inclusion, representing the voices of different staff groups, and shaping targeted actions across the organisation.

To ensure the Council is an open employer which benefits from the talents of everyone in the city, targeted recruitment, outreach, and career pathway development continue to focus on Cardiff's diverse communities and priority areas such as schools and social care, supported by programmes like CardiffWorks 4 U. However, further progress is required to diversify the senior management and leadership cohort, building on the work to develop a pipeline of future leaders. Looking ahead, the focus will remain on embedding inclusive recruitment and progression practices, addressing representation gaps, and maintaining strong engagement with Cardiff's diverse communities.

2 - Please note, however, that 36.15 % of employees did not disclose whether they had a disability in the 2025 Employee Diversity Report

Areas of Progress

- The Council has launched its second leadership development programme to support the professional development of the workforce, with a focus on supporting the Council's Employee Networks.
- Cardiff Council continues to perform well against other Local Authorities and Welsh organisations in relation to the Gender and pay gap.
- The staff survey has revealed good culture amongst the workforce with clear actions identified within Directorate Delivery Plans to respond to issues identified within the staff survey.
- Workforce data indicates that 18.82% of the corporate workforce has Welsh language skills, an increase from 14.5% in 2022. If the current trajectory continues, the proportion of staff with Welsh language skills is projected to reach 21.7% by 2027.
- The Council has continued to support its existing Employee Equality Networks, as well as develop new support groups, to diversify the offer available to staff, including a neurodiversity steering group and a cancer support group. Work has also included ways to improve practice and processes to support those from underrepresented groups.
- 'Equity, Diversity & Inclusion' governor role launched in 2024. As a result, 72 governing bodies representing 78 schools have appointed a governor with responsibility for Equality, Diversity and Inclusion, demonstrating positive progress in strengthening governance around equalities.
- Work to support the establishment of diverse recruitment panels is being supported.
- 46% of monthly applicants from ethnically diverse backgrounds into Cardiff Works.

Areas of Challenge and Risk

- The Corporate Apprentice Scheme successfully met its targets for creating new placements, highlighting its continued strength. By the end of March 2025, there were 153 apprentices and trainees working across the Council, exceeding the overall target of 150.
- Financial pressures, however, limited the number of new apprenticeship and trainee placements the Council was able to create during the year. Across the Council as a whole, only 64 new placements were created against a target of 100, with the shortfall reflecting that individual directorate-level targets were not fully achieved

- Oversight arrangements for school's Strategic Equality Plans need to be strengthened to ensure compliance with the Public Sector Equality Duty.
- Whilst the direction of travel is positive the diversity of the council and teaching workforce does not reflect the demographics of the city or the pupil population.
- Uncertainty relating to the continuation of Shared Prosperity Funding may impact the delivery of effective and highly valued employment services, including the activities of the into-work teams.

Become an Employer of Choice for All Residents

Cardiff Council is taking forward targeted action to strengthen its position as an inclusive employer and ensure the workforce better reflects the city it serves. Recruitment and outreach efforts have focused on priority areas, particularly schools and social care, where there is a clear benefit to broadening representation and improving retention. In schools, 70 have now appointed an Equality, Diversity and Inclusion governor, with training and guidance supporting good recruitment practice and highlighting the importance of broadening community representation on governing bodies. In social care, staff survey insights have shaped targeted actions to improve recruitment and retention, including tailored support for ethnically diverse social workers, a framework for integrating overseas-qualified staff, and cultural competence training to enhance services for diverse communities.

Work to attract and develop talent from underrepresented groups has been broadened through both targeted recruitment activities and new entry routes. Cardiff Works, the Council's in-house recruitment service, has launched CardiffWorks 4 U to create subsidised placement opportunities for underrepresented groups, while wider community engagement is helping to attract ethnically diverse candidates into roles, particularly in social care. The Council's latest Employee Diversity Report (2025) shows that 14.76 % of the workforce identify with an ethnicity other than White British, up from 13.6 % in 2024. Representation of younger workers (5.86 % aged 16-24) and disabled employees (2.75 %)³ also remains low, highlighting the need to broaden attraction strategies and remove barrier entry for these groups.

Challenges remain in sustaining recruitment momentum in a competitive labour market, making it essential to embed these approaches, address persistent diversity gaps, and maintain long-term engagement with communities to ensure Cardiff Council remains an employer of choice for all.

3 - Please note, however, that 36.15 % of employees did not disclose whether they had a disability in the 2025 Employee Diversity Report



Support the Progression of a More Diverse Workforce

Cardiff Council is continuing to strengthen career development pathways and remove barriers to progression for underrepresented groups across its workforce. Key programmes include a new leadership development offer for existing and aspiring managers, with targeted support for under-represented groups of staff, a pilot Reverse Mentoring scheme. Feedback is now being collected to inform a wider roll-out in 2025/26. Employee engagement remains a priority, with action planning following staff survey feedback and consultation on refreshed organisational values and behaviours. ESOL provision and conversational English courses are also helping staff overcome language barriers to career progression.

Progress is also being made in monitoring and addressing pay disparities and building Welsh language capacity. The percentage of staff with Welsh language skills has increased from 14.5 % in 2022 to 18.82 % in 2024/25, with the Council on track to meet its 20 % target by 2027. Annual gender and race pay gap reporting shows Cardiff Council continues to perform well against other Welsh local authorities, though mean and median pay gaps between white employees and employees of other ethnicities remain at 18.70 % and 15.07 % respectively.

Challenges also remain in increasing the proportion of ethnically diverse staff in senior grades - currently 10.56 % at Grade 8-10 and 6.84 % at OM+ - and in sustaining the momentum of new initiatives through to full implementation. The focus will remain on embedding leadership development, widening access to skills training, and addressing representation gaps at the highest levels of the organisation.

Support our Employee Networks

Cardiff Council continues to strengthen and diversify its Employee Networks, ensuring they remain a key driver of inclusion and staff engagement. Over the past year, membership opportunities have been expanded through the launch of new groups, including a neurodiversity steering group and a cancer support group, complementing the existing offer. Networks have promoted dedicated events across the organisation, creating safe spaces for employees to share experiences, connect with colleagues, and bring their whole selves to work.

Ongoing collaboration between the Council's HR, Organisational Development team and the networks is helping to embed inclusive practice across the organisation. Monthly engagement sessions are used to identify opportunities to improve recruitment and retention of underrepresented groups, while guides and policies are developed and updated with inclusion as a central principle. Looking ahead, the focus will remain on growing membership, diversifying the range of support available, and ensuring the networks play an active role in shaping a workplace culture where all employees feel valued and supported.

EQUALITY OBJECTIVE 5

EQUALITY, DIVERSITY AND INCLUSION AT THE HEART OF THE ORGANISATION:

We will ensure that Cardiff Council's core processes support Equality, Diversity and Inclusion.



Overall Assessment

In the first year of the strategy, the Council has made significant progress in strengthening the core processes that underpin equality, diversity, and inclusion. Updated guidance, a refreshed training framework, and the introduction of new mandatory training modules on Equality, Diversity & Inclusion for all staff, and Equality Impact Assessments for operational managers (with 96.69 % compliance) have reinforced organisational values and understanding of statutory duties. Enhanced oversight arrangements now help ensure that Equality Impact Assessments, Child Rights Impact Assessments, and Welsh Language Impact Assessments are completed when required and inform decision-making. Maintaining the timeliness and quality of these assessments, through enhanced monitoring and a strengthened programme of training, will be essential to embedding equality considerations at every stage of policy development.

The Participation Strategy has improved engagement with seldom heard groups and strengthened demographic monitoring in major consultations. Work to improve the collection, analysis, and reporting of service user equality data is at an early stage and remains a longer-term priority, with future improvements key to identifying gaps and shaping more inclusive services. The approval of the new Socially Responsible Procurement Policy in July 2025 also marked a significant step in embedding fair work, ethical employment, and community well-being benefits within commissioning and procurement processes.

Together, these developments provide a stronger foundation for ensuring that the impact of policy choices on different groups is systematically considered. Continued focus on timely, high-quality impact assessments, better service user data, and full implementation of the new procurement policy will be key to sustaining momentum in the years ahead.

Areas of Progress

- Impact Assessment processes have been reviewed and updated, with a Single Impact Assessment form introduced and new guidance published
- Enhanced oversight arrangements have been introduced to ensure Impact Assessments are completed where required
- The Council has introduced a new ED&I Training Framework to more effectively coordinate and oversee the Council's EDI Training Offer.
- A new rolling programme of impact assessment review has been introduced to provide constructive feedback to Directorates on their compliance with core equality processes.

- The completion rates for key ED&I training modules are high, including mandatory EIA Training for Managers (96.69 % compliance) and Child Right Training (85 % compliance)
- The Public Service Equality Network has been established in response to the recommendations of the Race Equality Task Force and all public sector organisations in Cardiff are progressing programme of work to ensure good practice in key areas becomes common practice.
- Improved response rate to Council surveys from seldom heard groups.
- Enhanced links between the outcome of Impact Assessments and the focus of the Council's consultation and engagement activity.

Areas of Challenge and Risk

- Continue to place an emphasis on ensuring that Impact Assessments are completed in a timely manner, to a good standard and help inform decision making.
- Embedding inclusive commissioning consistently across supply chains.
- Sustaining engagement momentum with seldom-heard communities.
- Strengthen the collection and analysis of demographic data to better evidence community wellbeing benefits and ensure contractor accountability.

Strengthen the Council's Approach to Policy Development and Decision-Making

Good progress has been made in embedding equality considerations at the heart of policy and decision-making. The revised Single Impact Assessment (SIA) form, which incorporates equality, child's rights, Welsh language, and other impact considerations in a single integrated process, has been promoted across the Council, with updated guidance helping to drive quality and consistency. Over the past year, particular focus has been placed on ensuring equality, Welsh language, and child's rights considerations are applied more consistently and effectively, supported by the creation of a dedicated Impact Assessment Officer post. All Equality Impact Assessments (EIAs) now require Operational Manager sign-off, providing an additional layer of quality assurance, and 96.69 % of Operational Managers have completed training on the EIA process. The introduction of a Corporate Impact Assessment Tracker provides clear overview of impact assessment activity and a rolling three-month review programme by directorate is in place to provide critical friend support for directorates.

Links between impact assessments and engagement activity have also been reinforced, while collaboration through the Public Services Board Equality Network is enabling shared learning and alignment of best practice across public services in Cardiff.

Looking ahead, continued focus on embedding timely and good quality integrated impact assessments into decision-making fora will help sustain progress.

Enhance the Council's Equality, Diversity and Inclusion Training Offer

Steady progress has been made in strengthening the Council's equality, diversity and inclusion (ED&I) training offer, with a more structured and comprehensive approach now in place. An ED&I Training Board has been established to oversee and review provision, resulting in the creation of a mandatory corporate equality training module for all staff and a dedicated Equality Impact Assessment (EIA) training module for Operational Managers. Additional content has been introduced or is in development, including training on unconscious bias, microaggressions, and neurodiversity, alongside the integration of CEDAW principles across training materials.

Monitoring of uptake is now in place, with 96.69 % of Operational Managers completing EIA training. Specialist sessions have also been delivered, with 122 staff attending unconscious bias training and 17 completing micro behaviour sessions. While these developments mark an important step in embedding equality and inclusion into organisational culture, increasing completion rates for the mandatory training will be a key focus for the year ahead to ensure consistent understanding and application of ED&I principles across the workforce.



Amplify Citizen Voice

The Council has continued to make strong progress in delivering its Participation Strategy, with a notable increase in engagement from seldom-heard groups in consultations and decision-making processes. The Strategy, which aims to promote public involvement in local democracy and ensure that engagement is accessible, transparent, and representative, sets out targeted actions to strengthen participation among underrepresented groups.

Recent applications of the Participation Strategy, such as the 2025/26 Budget Consultation and the 2024 Ask Cardiff Survey, demonstrate a strengthened approach to inclusive engagement, improved methodology, and closer alignment with Equality Impact Assessments. Early implementation has already delivered positive results, with participation from underrepresented groups, increasing significantly across key Council consultations:

	Ask Cardiff		Budget		Cardiff Population aged 16+ (2021 Census)	
	2018	2024	2019-20	2025-26		
	%	%	%	%	No.	%
Minority Ethnic Groups	8.2	18.3	7.6	17.0	72,074	24.3
75+	2.3	6.9	3.7	7.5	23,623	8.0
Disabled	8.3	12.3	9.0	11.1	63,560	21.5
Total Respondents	4,587	2,620	2,048	3,011	296,311	-

Looking ahead, the continued implementation of the Participation Strategy, alongside stronger integration between engagement activity and decision-making, will remain central to ensuring that all residents have a voice in shaping Cardiff's future.

Targeted initiatives are also encouraging wider participation in civic life. The "Take Your Place" leadership programme, developed with Commonwealth Theatre, is supporting young people from ethnically diverse backgrounds to engage in local politics, following a successful pilot. Within the Community Safety Partnership, engagement methods are being reviewed to ensure diverse community voices are represented, building on activity through "South Wales Listens" and bespoke engagement projects.

Improve Our Understanding of Our Service Users and Workforce

In this first year of the strategy, work to strengthen the collection, analysis, and reporting of service user equality data has been at an early stage and remains a longer-term priority. Establishing robust systems for capturing this information will be key to ensuring services meet the needs of Cardiff's diverse communities.

For workforce data, targeted engagement has continued to encourage staff to confidentially update their personal records via the Working for Cardiff app, with efforts focused on explaining how the information is used. A review of the exit questionnaire and interview process is also underway, with changes planned for 2025/26 to better understand employee departures. Strengthening the evidence base for both service users and workforce will be central to identifying gaps, addressing inequalities, and informing more inclusive service design in future years.

Adopt Inclusive Commissioning and Procurement Practices

Cardiff Council has continued to embed equality, fair work, and safeguarding principles within its commissioning and procurement processes. Requirements from the Code of Practice: Ethical Employment in Supply Chains are fully integrated into procurement procedures, and safeguarding expectations are embedded at each stage of the tender and contract management cycle. This includes the use of the Procurement Safeguarding Assessment tool at pre-tender stage, clear communication of the Council's Safeguarding Policy to all suppliers, and ongoing monitoring through performance review schedules, RAG ratings, and dashboard reporting to senior management.

A significant milestone in 2024/25 was the approval of the new Socially Responsible Procurement Policy by Cabinet in July 2025. Built around eight well-being objectives, the Policy reaffirms the Council's commitment to fair work, ethical employment, and securing community well-being benefits through contracts. It sets out clear expectations for suppliers and provides a framework for maximising the social, economic, environmental, and cultural value of procurement activity. This work will be key to ensuring that commissioned services and contracted suppliers contribute positively to Cardiff's equality, diversity, and inclusion ambitions. Works will continue to strengthen demographic data to evidence impact and ensure accountability on contractors.



APPENDIX A: DETAILED PROGRESS MADE AGAINST THE KPIS

Equality Objective 1:

A Fairer Cardiff: We will reduce inequality and support everyone in Cardiff to fulfil their potential.

Reduce Inequality and Advance Opportunity for Children and Young People

KPI Ref	KPI	Data Holder	Update 2024/25
EQK1.01	The percentage of EOTAS learners leaving Year 11 making a successful transition from statutory schooling to education, employment or training (2024/25 target: 92 %)	Education & Lifelong Learning	2023/24 – 65 % 2024/25 - Data not available
EQK1.02	The percentage of children looked after leaving Year 11 making a successful transition from statutory schooling to education, employment or training (2024/25 target: 92 %)	Education & Lifelong Learning	2023/24 – 98.2 % 2024/25 - Data not available
EQK1.03	The number of added formal ALN places delivered across the city (2024/25 target: 132)	Education & Lifelong Learning	2023/24 – 120 places 2024/25 - Data not available
EQK1.04	The number of Schools in Cardiff adhering to the 'Rights, Respect, Equality – Challenging Bullying, Hate Crime and Hate Incidents' anti-bullying strategy for Cardiff.	Education & Lifelong Learning	- Number of schools recording bullying incidents on My Concern 32 % - Number of schools recording hate crime/hate incidents/ harassment/racist incidents on My Concern 46 %
EQK1.05	The number of schools participating in the Anti-Racism 'Promote Equality' Training.	Education & Lifelong Learning	To support the implementation of the Welsh Government's updated Anti-Racist Wales Action Plan (ArWAP) in schools, the Ethnic Minority and Traveller Achievement Service is developing a new local action plan. This plan will include a revised Key Performance Indicator to ensure alignment with the national framework and strengthen accountability in delivering anti-racist education objectives.
EQK1.06	The number of schools with a Governor who is responsible for 'Equality, Diversity and Inclusion'.	Education & Lifelong Learning, and Resources	78 schools with ED&I appointed governors.
EQK1.07	The number of first-time entrants into the Youth Justice System (2024/25 target: 60)	Children's Services	41 first-time entrants to the Youth Justice System.
EQK1.08	The percentage of children re-offending within six months of their previous offence (2024/25 target: 40 %)	Children's Services	Quarter 3, 2024/25 - 16.67 %.
EQK1.09	The percentage of school exclusions and attendance by ethnicity group.	Education & Lifelong Learning	New KPI - data not available yet

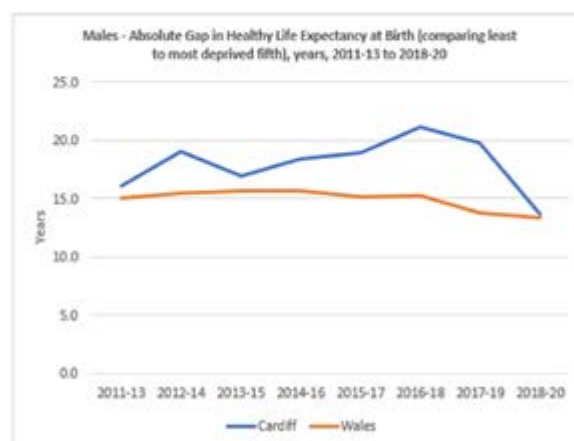
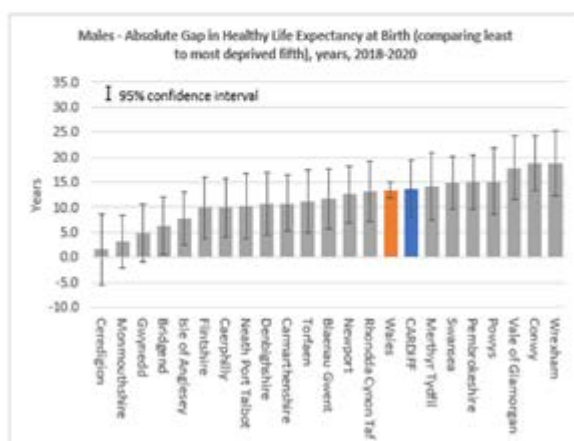
Reduce Health Inequities Across the City

EQK1.10 - Healthy life expectancy at birth (male & female) including the gap between the least and most deprived

Healthy Life Expectancy at Birth: Deprivation Gap (Male)

Key Points:

- For 2018-20, male healthy life expectancy (HLE) at birth differed by 13.7 years between the least and most deprived areas in Cardiff, the 8th highest figure across the Welsh LAs.
- Cardiff's deprivation gap has consistently exceeded that of Wales since 2011-13 although in 2018-20 it was only slightly above the Wales figure (13.3 years).
- The deprivation gap in Cardiff increased between 2013-15 and 2016-18, reaching a high of 21.1 years. However, since this time the figure has declined causing it to almost match the Welsh average.

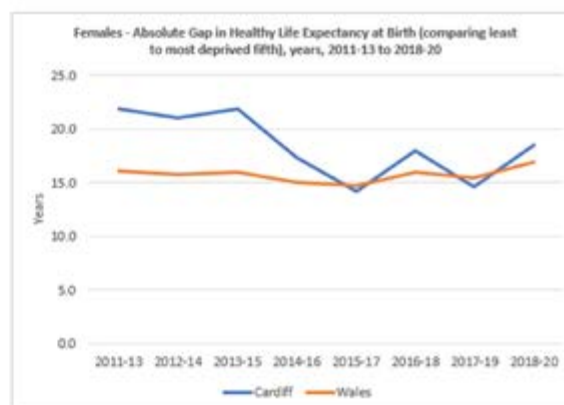
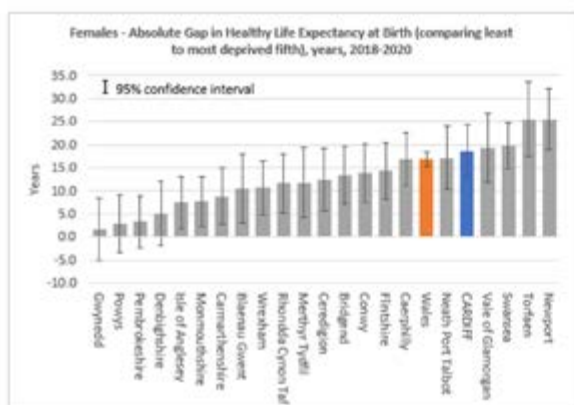


Source: Produced by Public Health Wales Observatory, using APS, 2011 Census, PHM, MYE (ONS) & WIMD 2019 (WG)

Healthy Life Expectancy at Birth: Deprivation Gap (Female)

Key Points:

- For 2018-20, female healthy life expectancy (HLE) at birth differed by 18.5 years between the least and most deprived areas in Cardiff, the 5th highest figure across the Welsh LAs and above that of Wales as a whole (16.9 years).
- Cardiff's deprivation gap declined sharply between 2013-15 and 2015-17, causing it to drop below the figure for Wales as a whole. Since this time, it has fluctuated around the Welsh average and in 2018-20 had the higher of the two figures.



Source: Produced by Public Health Wales Observatory, using APS, 2011 Census, PHM, MYE (ONS) & WIMD 2019 (WG)

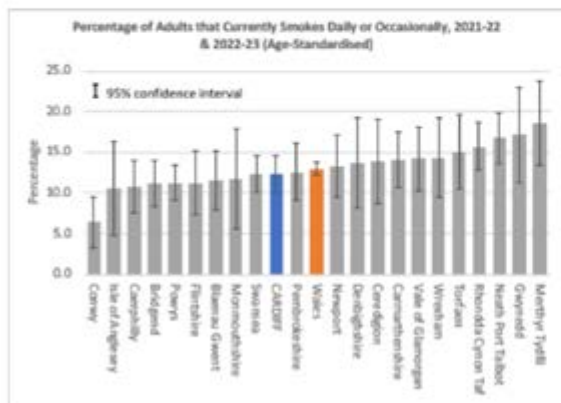
EQK1.13 - Percentage of adults who are current smokers By GP cluster

Percentage of Adults who are Current Smokers

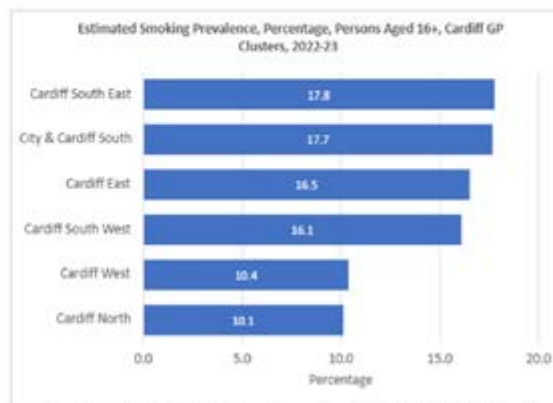
Key Points:

- Combined figures from the 2021-22 and 2022-23 National Survey for Wales show that over a tenth (12.3% - ages standardised) of adults in Cardiff are smokers. This makes it a mid-level performer across the Welsh LAs but is below the Welsh average (13.0%).
- In 2022-23, across Cardiff's GP Clusters, smoking is most prevalent in Cardiff South East and City & Cardiff South, and least prevalent in Cardiff West and Cardiff North.

[NB. Data from the National Survey for Wales for 2020-21 onwards is not comparable with previous years due to pandemic-related changes to the methodology.]



Source: National Survey for Wales



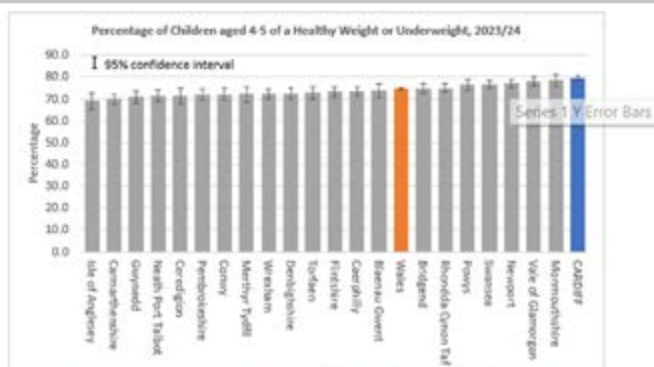
Produced by Public Health Wales Observatory, using HSW (WG), WDS (DHCW) and WIMD 2019 (WG)

EQK1.14 -Percentage of children aged 4 to 5 who are a healthy weight By deprivation fifth

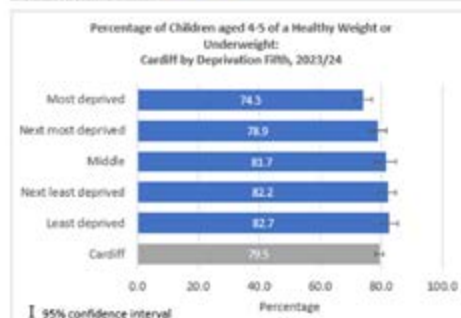
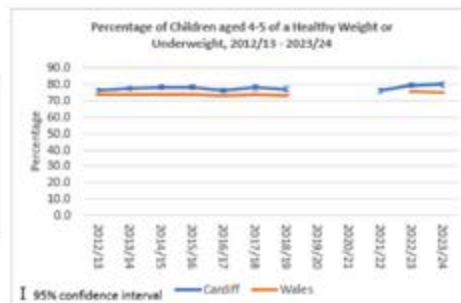
Percentage of Children Aged 4 to 5 who are a Healthy Weight

Key Points:

- In 2023/24, almost four-fifths (79.5%) of children aged 4-5 in Cardiff were of a healthy weight or underweight – its highest proportion since records began in 2012/13 and the highest in Wales. The Cardiff figure has also consistently exceeded that of Wales as a whole since 2012/13.
- However, this still left over a fifth (20.5%) of children aged 4 or 5 in Cardiff that are overweight or obese.
- There is also an 8.4 percentage point difference when comparing Cardiff's least/most deprived communities. However, this gap is down from 12.4 percentage points in the previous year (2022/23) and is the lowest since these figures were first produced in 2016/17.



NB. There was no official statistics release for 2019/20 due to the Covid-19 pandemic and the impact on data collection. Due to the impact of the pandemic on, for example, participation levels, Cardiff figures are not available for 2020/21, while national figures for Wales are not available for 2020/21 or 2021/22.



Source: Public Health Wales - Child Measurement Programme for Wales

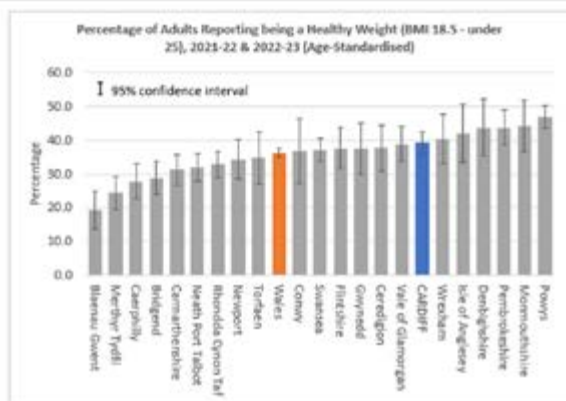
EQK1.15 - Percentage of adults reporting being a healthy weight by deprivation

Percentage of Adults Reporting being a Healthy Weight by Deprivation (Obesity by Deprivation Fifth)

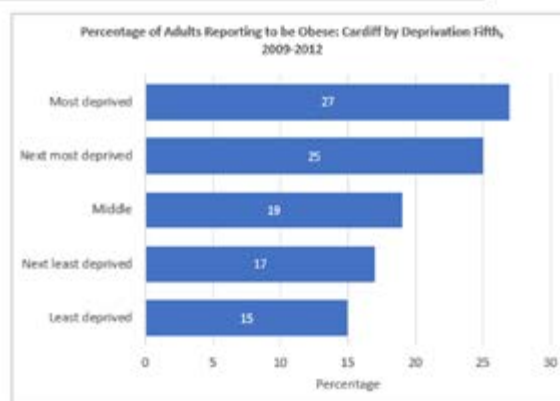
Key Points:

- Combined figures from the 2021-22 and 2022-23 National Survey for Wales show that around two-fifths (39.3% - ages standardised) of adults in Cardiff were of a healthy weight. This was the seventh highest proportion across the Welsh LAs and exceeded the Welsh average (36.3%).
- Figures for 2009-2012 indicate that adult obesity is linked to deprivation with levels in the most deprived areas in Cardiff almost double those in the least deprived areas.

[NB. Data from the National Survey for Wales for 2020-21 onwards is not comparable with previous years due to pandemic-related changes to the methodology.]



Source: National Survey for Wales



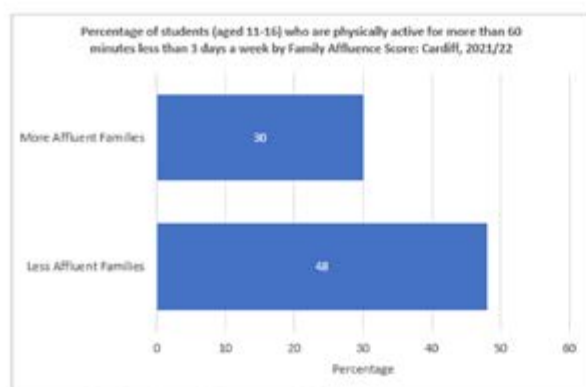
Source: Public Health Wales

EQK1.16 - Percentage of students (aged 11-16) who are physically active for more than 60 minutes, less than 3 days a week by family affluence score

Percentage of Students (aged 11-16) who are Physically Active for more than 60 minutes, less than 3 days a week by Family Affluence Score

Key Points:

- In 2021/22, almost half (48%) of students (aged 11-16) from less affluent families in Cardiff were physically active for more than 60 minutes less than three days a week. This was well above the comparative figure for more affluent families (30%).



Source: Students' Health & Wellbeing Report, School Health Research Network, Public Health Wales

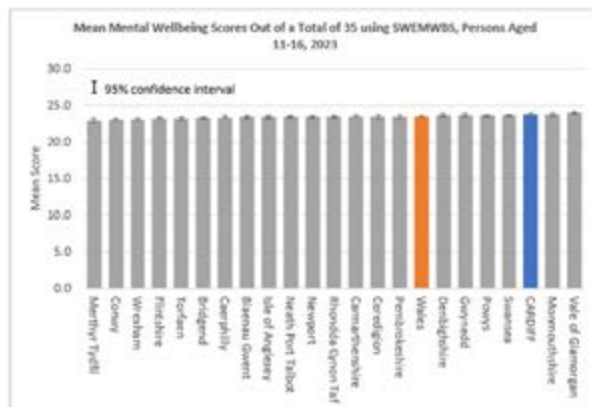
The HBSC Family Affluence Scale (FAS) has been employed to estimate young people's socio-economic status, based on a set of questions which measure the material conditions of the household in which young people live. A binary affluence score result (low scoring between 0 and 7, with high scoring between 8 and 10) has been used in place of the usual high, mid and low standard scoring system, due to one of the six questions making up the scale result no longer being an appropriate measure as a result of pandemic restrictions (Has your family travelled outside of Wales on holiday?). Those who did not provide a response to all of the questions which make up the score were not given a high or low result; meaning they have been excluded from FAS breakdowns.

EQK1.17 - Mental wellbeing: children & young adults and adults

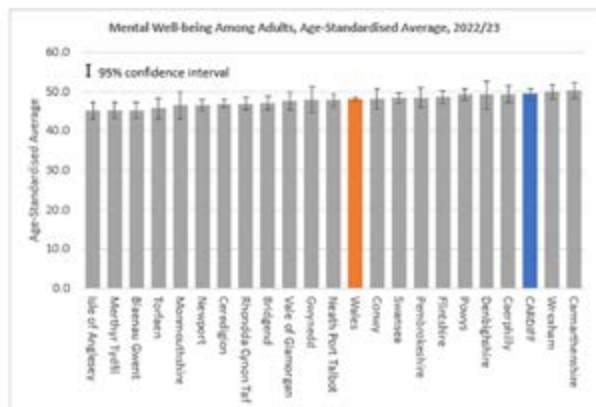
Mental Well-being: Children & Young Adults and Adults

Key Points:

- In 2023, Cardiff had the joint-second highest mean mental wellbeing score for children aged 11-16 and exceeded the Welsh average.
- In 2022/23, adult mental well-being (age-standardised average) in Cardiff was the joint-third highest across the Welsh LAs and was above the Welsh average.



Source: Produced by Public Health Wales Observatory, using SHRN data



Source: Produced by Public Health Wales using *NsFW* (WG)

EQK1.18 - Percentage of adults who describe their mental health as good

By Age, Sex, Ethnicity, Disability, Sexual Orientation, Welsh Language Speaking Ability, Deprivation Fifth, Ward

Description	Very Good	Good	Neither	Poor	Very Poor
55+ (Base: 904)	26.7	42.1	18.8	9.3	3.1
Welsh speaker (Base: 178)	28.1	38.2	16.9	15.2	1.7
Male (Base: 798)	23.6	40.7	18.2	13.3	4.3
Ethnically Diverse (Base: 375)	18.9	44.5	12.5	19.5	4.5
Female (Base: 929)	20.6	42.1	17.7	16.0	3.7
All respondents (Base: 2025)	21.3	41.1	18.5	14.8	4.2
Children in household (Base: 410)	17.6	43.7	15.4	18.0	5.4
Southern Arc (Base: 606)	17.2	37.5	20.8	18.3	6.3
Under 35 (Base: 269)	15.2	37.5	16.7	22.3	8.2
LGBTQ+ (Base: 217)	15.2	36.9	18.4	23.5	6.0
Identify as disabled (Base: 294)	9.9	29.9	21.8	28.6	9.9
Most Deprived (Base: 216)	13.0	33.3	19.0	23.6	11.1
Next Most Deprived (Base: 292)	17.1	38.4	19.5	22.9	2.1
Middle (Base: 286)	22.4	44.4	17.5	12.9	2.8
Next Least Deprived (Base: 324)	23.1	38.3	22.5	11.7	4.3
Least Deprived (Base: 369)	26.8	45.8	14.6	10.3	2.4
All Respondents (Base: 2025)	21.3	41.1	18.5	14.8	4.2

KPI Ref	KPI	Data Holder	Update 2024/25
EQK1.19	The number of individuals with learning disabilities who have been supported to step down to greater independence	Adult Services, Housing & Communities	14 individuals with learning disabilities have been supported to step down to greater independence.

Support People Into Work

EQK1.20 - Claimant Count Rate (percentage of people claiming unemployment related benefits in Cardiff as a proportion of the population aged 16-64)

By Age, Sex, Deprivation Fifth, Ward

Age	Claimant Count Rates (%)
Aged 16-24	2.9
Aged 25-49	4.7
Aged 50+	3.3
Gender	Claimant Count Rates (%)
Male	4.7
Female	3.2
Deprivation Fifth 2019 (2011 LSOAs)	Claimant Count Rates (%)
Most Deprived	7.8
Next Most Deprived	5.1
Middle	2.7
Next Least Deprived	2.3
Least Deprived	1.5
2021 Electoral Ward	Claimant Count Rates (%)
Adamsdown	7.2
Butetown	4.8
Caerau	6.1
Canton	2.9
Cathays	2.0
Creigiau/St. Fagans	2.3
Cyncoed	1.4
Ely	7.2
Fairwater	4.2
Gabalfa	2.3
Grangetown	5.8
Heath	1.8
Lisvane	2.1
Llandaff	1.1
Llandaff North	4.4
Llanishen	2.7
Llanrumney	5.5
Pentwyn	5.9
Pentyrch	2.4

2021 Electoral Ward	Claimant Count Rates (%)
Penylan	2.4
Plasnewydd	4.6
Pontprennau/Old St. Mellons	2.6
Radyr	1.4
Rhiwbina	1.3
Riverside	6.9
Rumney	4.4
Splott	7.5
Trowbridge	6.1
Whitchurch and Tongwynlais	2.5

Source: ONS Claimant Count/Mid 2024 Population Estimates/WIMD 2019 (Welsh Government)

NB. Rate for those aged 16-24 calculated using the population aged 16-24. Rate for those aged 25-49 calculated using the population aged 25-49. Rate for those aged 50+ calculated using the population aged 50-64. All other rates calculated using the population aged 16-64.

EQK1.21 - Percentage whose employment situation improved over the last 12 months

By Age, Sex, Ethnicity, Disability, Sexual Orientation, Welsh Language Speaking Ability, Deprivation Fifth, Ward

Description	Improved	Remained the same	Declined
Under 35 (Base: 240)	21.3	58.3	20.4
LGBTQ+ (Base: 178)	19.1	64.0	16.9
Ethnically Diverse (Base: 296)	17.2	58.1	24.7
Welsh speaker (Base: 139)	12.9	71.9	15.1
Identify as disabled (Base: 186)	12.4	66.1	2.5
Female (Base: 683)	12.0	70.6	17.4
Southern Arc (Base: 460)	11.7	68.7	19.6
Children in household (Base: 365)	11.5	73.7	14.8
All respondents (Base: 1462)	11.3	72.2	16.6
Male (Base: 551)	9.3	74.6	16.2
55+ (Base: 476)	5.0	78.4	16.6
Most Deprived (Base: 173)	15.6	64.2	20.2
Next Most Deprived (Base: 228)	11.0	68.0	21.4
Middle (Base: 212)	16.0	64.2	19.8
Next Least Deprived (Base: 225)	8.4	79.1	12.4
Least Deprived (Base: 235)	6.4	81.7	11.9
All Respondents (Base: 1462)	11.3	72.2	16.6

KPI Ref	KPI	Data Holder	Update 2024/25
EQK1.22	The percentage of Into Work clients who identify as being from a Black, Asian or Minority Ethnic background	Adult Services, Housing & Communities	53.6 % of Into Work clients identify as being from a Black, Asian or Minority Ethnic background.
EQK1.23	The number of individuals who have attended the designated courses for those aged 50+ delivered by the Into Work Advice Service (2024/25 target: 80)	Adult Services, Housing & Communities	118 individuals aged 50+ have attended designated Into Work courses.

Deliver Sustainable Housing Solutions

EQK1.24 - Percentage reporting that they have access to good-quality housing

By Age, Sex, Ethnicity, Disability, Sexual Orientation, Welsh Language Speaking Ability, Deprivation Fifth, Ward

Description	Strongly agree	Agree	Neither	Disagree	Strongly Disagree
Welsh speaker (Base: 157)	28.7	48.4	10.8	8.3	3.8
55+ (Base: 810)	37.8	39.1	12.6	5.9	4.6
Male (Base: 731)	31.2	41.5	12.4	7.3	7.7
All respondents (Base: 1833)	29.7	41.0	13.3	8.2	7.8
Female (Base: 824)	30.3	40.0	12.1	9.0	8.5
LGBTQ+ (Base: 204)	27.9	40.7	12.7	9.3	9.3
Children in household (Base: 365)	26.8	39.5	12.6	11.0	10.1
Identify as disabled (Base: 285)	26.7	37.9	16.8	9.5	9.1
Under 35 (Base: 255)	18.8	44.3	11.4	11.0	14.5
Southern Arc (Base: 550)	21.8	39.3	16.7	11.5	10.7
Ethnically Diverse (Base: 350)	24.6	30.6	16.6	14.6	1.7
Most Deprived (Base: 203)	15.3	35.5	17.7	14.8	16.7
Next Most Deprived (Base: 251)	20.3	43.0	14.7	12.4	9.6
Middle (Base: 260)	28.1	46.2	11.5	6.5	7.7
Next Least Deprived (Base: 292)	35.3	41.1	12.0	5.5	6.2
Least Deprived (Base: 338)	44.4	41.7	7.4	3.6	2.9
All Respondents (Base: 1833)	29.7	41.0	13.3	8.2	7.8

Tackle Homelessness

KPI Ref	KPI	Data Holder	Update 2024/25
EQK1.25	The percentage of households threatened with homelessness successfully prevented from becoming homeless (2024/25 overall target: 80 %)	Adult Services, Housing & Communities	77 % of households threatened with homelessness were successfully prevented from becoming homeless.
EQK1.26	The percentage of people presenting to the homelessness service who are homeless on the day, without previously seeking prevention help (2024/25 overall target: <40 %)	Adult Services, Housing & Communities	37 % of people presenting to the homelessness service were homeless on the day.

Equality Objective 2:

An Accessible Cardiff: We will work to ensure everyone can take part in all the city has to offer, regardless of background or circumstance.

Continue to be a Child Friendly City

KPI Ref	KPI	Data Holder	Update 2024/25
EQK2.01	The percentage of Cardiff schools which are bronze, silver or gold Rights Respecting Schools (2024/25 target: 85 %)	SHRN (School Health Research Network)	81 % of Cardiff schools are accredited as Bronze, Silver or Gold Rights Respecting Schools.
EQK2.02	The number of children looked after engaging with Passport to the City (2024/25 target: 50)	Education & Lifelong Learning	221 children looked after are engaging with Passport to the City.

Drive Forward an Age Friendly City

KPI Ref	KPI	Data Holder	Update 2024/25
EQK2.03	The number of events held to support people to keep active and stay mobile (2024/25 target: 500)	Adult Services, Housing & Communities	504 events were held.
EQK2.04	The number of participants at events held to support people to keep active and stay mobile (2024/25 target: 8,000)	Adult Services, Housing & Communities	14,713 participants attended the events.
EQK2.05	The number of events held to support people to remain connected and stay social (2024/25 target: 1,400)	Adult Services, Housing & Communities	1,500 events were held.
EQK2.06	The number of participants at events held to support people to remain connected and stay social (2024/25 target: 15,000)	Adult Services, Housing & Communities	15,735 participants attended the events.

Enhance the Accessibility of Services and City Spaces

EQK2.09 - The percentage of people who agree that contacting the Council is simple

By Age, Sex, Ethnicity, Disability, Sexual Orientation, Welsh Language Speaking Ability, Deprivation Fifth, Ward

Description	Strongly agree	Agree	Neither	Disagree	Strongly Disagree
Ethnically Diverse (Base: 352)	13.9	38.1	18.8	19.0	10.2
LGBTQ+ (Base:)	10.1	41.1	18.4	19.8	10.6
Under 35 (Base: 247)	8.9	41.3	18.2	20.6	10.9
Children in household (Base: 392)	10.2	39.5	18.1	19.1	13.0
Welsh speaker (Base: 172)	8.1	39.5	23.3	21.5	7.6
Male (Base: 786)	10.1	36.4	20.4	21.2	12.0
Female (Base: 892)	7.1	39.1	20.3	21.9	11.7
Southern Arc (Base: 602)	10.1	34.7	19.8	24.4	11.0
All respondents (Base: 2093)	7.8	36.1	21.4	22.2	12.6
55+ (Base: 903)	6.9	35.8	22.1	23.1	12.1
Identify as Disabled (Base: 300)	7.0	32.0	17.7	27.3	16.0
Most Deprived (Base: 228)	12.7	29.4	19.3	24.6	14.0
Next Most Deprived (Base: 287)	7.0	38.7	17.8	23.7	12.9
Middle (Base: 278)	9.0	43.2	21.6	19.4	6.8
Next Least Deprived (Base: 308)	8.1	35.7	21.4	22.4	12.3
Least Deprived (Base: 356)	5.3	38.2	21.6	22.8	12.1
All Respondents (Base: 2093)	7.8	36.1	21.4	22.2	12.5

Equality Objective 3:

An Inclusive Cardiff: We will make Cardiff a city where differences are understood and celebrated, and where all communities feel like they belong.

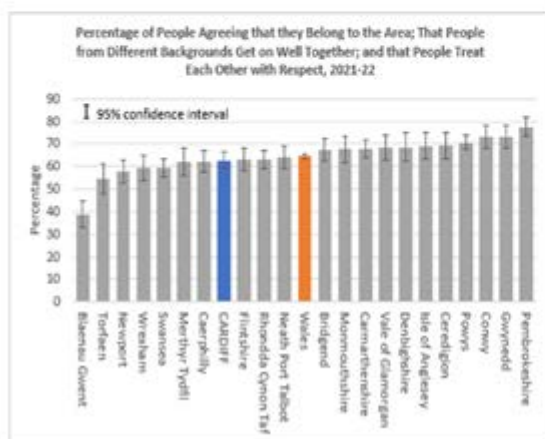
Promote Community Cohesion

EQK3.01 - The percentage of people who agree that their neighbourhood is a place where people get on well together and help each other

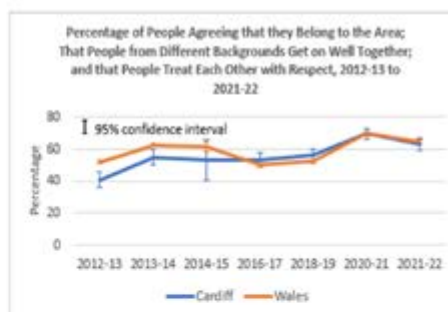
Percentage of People Agreeing that they Belong to the Area; that People from Different Backgrounds get on Well Together; and that People Treat Each Other with Respect

Key Points:

- In 2021-22, community cohesion in Cardiff was just below the Welsh average – 63% agreed that they belong to the area; that people from different backgrounds get on well together; and that people treat each other with respect (Wales 64%).
- This was down from 69% in 2020-21 but up from 41% in 2012-13.
- According to the 2024 Ask Cardiff Survey, almost three-quarters (73.2%) of those living in Cardiff's least deprived areas agreed that their neighbourhood was a place where people get on well together and help each other, compared with just over two-fifths (43.2%) of those in the most deprived areas.



Source: National Survey for Wales



Source: National Survey for Wales



Source: Ask Cardiff Survey, Cardiff Council

KPI Ref	KPI	Data Holder	Update 2024/25
EQK3.02	The number of people attending community cohesion events	Performance & Partnerships	In total these events - reached 27,374+ people

Support Refugees and Asylum Seekers

KPI Ref	KPI	Data Holder	Update 2024/25
EQK3.03	The number of Schools of Sanctuary in Cardiff	Education & Lifelong Learning	28 schools have been formally recognised as Schools of Sanctuary - Whilst a further 24 are working towards recognition.
EQK3.04	The number of Libraries of Sanctuary in Cardiff	Adult Services, Housing & Communities	New KPI – data not available

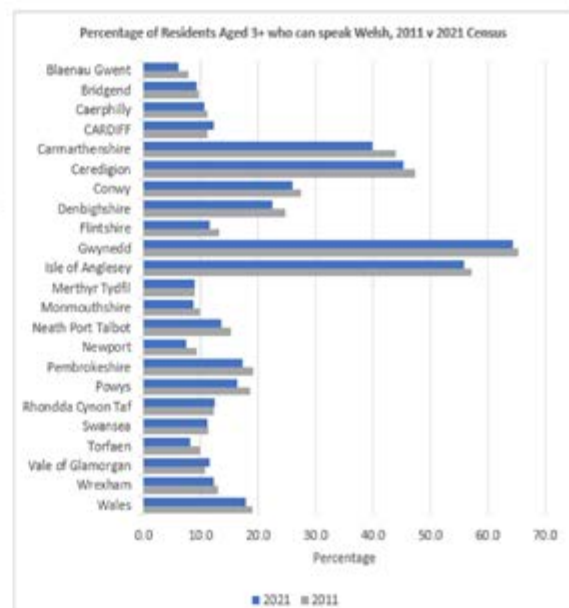
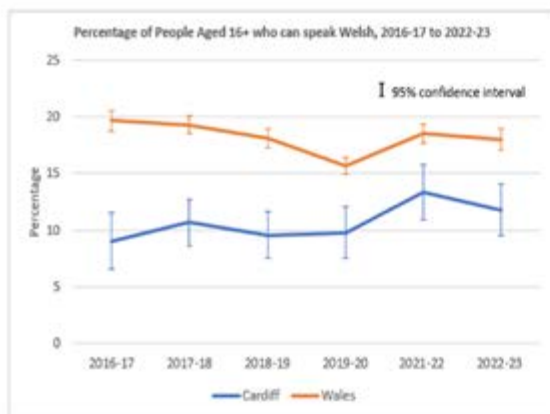
Become a Bilingual Cardiff

EQK3.05 - Percentage who speak Welsh

Percentage of People Aged 16+ who can Speak Welsh

Key Points:

- According to the National Survey for Wales, in 2022/23, 12% of people aged 16+ in Cardiff could speak Welsh, up from 9% in 2016-17. This proportion has consistently been below the Welsh average which, in 2022/23, stood at 18%.
- Figures from the 2021 Census showed that Cardiff was one of only four LAs in Wales to see an increase in the number of Welsh speakers (aged 3+) since 2011.
- Overall, Wales saw its number of Welsh speakers decline by nearly 24k (-4.2%) between the 2011 and 2021 Censuses, whereas Cardiff saw an increase of over 6k (+16.4%) – the largest numerical and percentage increase across the Welsh LAs.
- In 2021, 12.2% of Cardiff residents (aged 3+) spoke Welsh, up from 11.1% in 2011. For Wales, this figure fell from 19.0% to 17.8% over the same period.



Equality Objective 4:

A Council that reflects its communities: We will make Cardiff Council a more inclusive organisation which reflects the diversity of the people we serve, and where employees are confident to be themselves and are empowered to progress.

Become an Employer of Choice for All Residents

EQK4.01 - Number of monthly applicants from ethnic minority backgrounds into Cardiff Works

Cardiff Works	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	YTD
Number of Total Applications	72	60	92	111	53	55	57	48	38	83	65	54	788
Ethnically Diverse Applications %	40%	57%	53%	37%	53%	42%	51%	44%	47%	39%	49%	35%	46%

KPI Ref	KPI	Data Holder	Update 2024/25
EQK4.02	The number of schools that have published a Strategic Equality Plan in Cardiff	Education & Lifelong Learning	New KPI – data not available
EQK4.03	Number of people from an ethnic minority background in leadership positions in Cardiff schools	Education & Lifelong Learning and Resources	Leadership Role: • 2024 – 1.50 % • 2025 – 2.05 % • White British – 98 % • Ethnic Groups – 2 %
EQK4.04	Number of new local authority governor appointments from ethnic minority backgrounds	Education & Lifelong Learning	10 new local authority governor appointments from ethnic minority backgrounds
EQK4.05	Percentage of teaching workforce from an ethnic minority background in Cardiff schools	Resources	Teaching Assistants: • 2024 – 14.40 % • 2025 – 17.95 % • White British – 82 % • Ethnic Groups – 18 % Teachers: • 2022 – 1.50 % • 2024 – 5.50 % • 2025 – 6.11 % • White British – 94 % • Ethnic Groups – 6 %

Support the Progression of a More Diverse Workforce

EQK4.09 - Difference in the average pay between white Council employees and employees of all other ethnicities

KPI Ref	KPI	Data Holder	Update 2024/25
EQK4.06	Number of ethnic minority staff at senior grades (G8-10) and OM+ of the Council	Resources	Percentage of Ethnically Diverse staff at G8 – 10: • 2022 – 8.21 % • 2023 – 8.97 % • 2024 – 9.87 % • 2025 – 10.58 % Percentage of Ethnically Diverse staff at OM+: • 2022 – 6.72 % • 2023 – 7.38 % • 2024 – 9.16 % • 2025 – 6.84 %
EQK4.07	Number of Improving Conversational English (ICE) courses delivered and attendees	Adult Services, Housing & Communities	2023/24: • Courses delivered:50 • Number of attendees: 503 2024/25: • Courses delivered:46 • Number of attendees: 102
EQK4.08	Number of referrals to Cardiff & Vale Learning Partnership for ESOL courses, including staff	Adult Services, Housing & Communities	2024/25: • Number of ESOL-based courses: 41 • Number of participants: 381 • Number of participants gaining certification: 102

EQK4.09 - Difference in the average pay between white Council employees and employees of all other ethnicities

Race Pay Gap - The table below display the differences in the average pay between white and all other ethnicities as at 31st March 2024.

Corporate	Mean Hourly Rate	Median Hourly Rate
White*	17.91	15.00
All other ethnicities	14.56	12.74
Pay Gap	18.70%	15.07%

* Total includes all council permanent/temporary/casual staff who were paid in March 2024 The table below shows the pay gap have increased between 31st March 2023 and 31st March 2024.

Race 2023 and 2024 comparison for mean and median - The table below shows the pay gap have increased between 31st March 2023 and 31st March 2024.

	Mean Hourly Rate 31/03/2023	Mean Hourly Rate 31/03/2024	Median Hourly Rate 31/03/2023	Median Hourly Rate 31/03/2024
White*	17.91	19.08	15.00	16.26
All other ethnicities	14.56	15.51	12.74	13.47
Pay Gap	18.70%	18.71%	15.07%	17.16%

EQK4.10 - Difference in the average pay between male and female Council employees

Gender Pay Gap - The table below display the differences in the average pay between men and women as at 31st March 2024. The data for 2025 will be released later in the year in line with the Cardiff Council Pay policy schedule.

Corporate	Mean Hourly Rate	Median Hourly Rate
Male	17.50	16.26
Female	17.43	15.70
Pay Gap	0.40%	3.44%

Gender 2023 and 2024 comparison for mean and median - The table below shows the pay gap have increased between 31st March 2023 and 31st March 2024 for both mean and median.

	Mean Hourly Rate 31/03/2023	Mean Hourly Rate 31/03/2024	Median Hourly Rate 31/03/2023	Median Hourly Rate 31/03/2024
Male	16.11	17.50	14.78	16.26
Female	16.08	17.43	14.44	15.70
Pay Gap	0.19%	0.40%	2.30%	3.44%

KPI Ref	KPI	Data Holder	Update 2024/25
EQK4.11	EQK4.11 - Increase the number of Council staff with Welsh language skills to 20 % of the workforce by 2027	Performance & Partnerships	1,480 staff have Welsh language skills.
EQK4.12	Increase the number of Council staff who have received training in Welsh to 50 % of the workforce by 2027	Performance & Partnerships	4,775 staff have received Welsh language training.

Equality Objective 5:

Equality, Diversity and Inclusion at the heart of the organisation: We will ensure that Cardiff Council's core processes support Equality, Diversity and Inclusion.

Strengthen the Council's Approach to Policy Development and Decision-Making

KPI Ref	KPI	Data Holder	Update 2024/25
EQK5.01	Percentage of Equality Impact Assessments identified as being required for Cabinet Decisions that are completed.	Performance & Partnerships	100 % of required Equality Impact Assessments for Cabinet decisions have been completed (36/36).

Enhance the Council's Equality, Diversity and Inclusion Training Offer

KPI Ref	KPI	Data Holder	Update 2024/25
EQK5.02	The percentage of Council staff completing equalities training.	Performance & Partnerships	New KPI – data not available Mandatory equalities eLearning module launched in Quarter 1 2025/26.
EQK5.03	The percentage of Council operational managers completing Equality Impact Assessment training	Performance & Partnerships	96.69 % of Council operational managers have completed Equality Impact Assessment training.

EQK5.04 - Number of staff completing Unconscious Bias and Microaggression training

Unconscious Bias		Micro Behaviours	
Active Staff Having Completed the Training in 2022 - 23	37	Active Staff Having Completed the Training in 2022 - 23	229
Active Staff Having Completed the Training in 2023 - 24	196	Active Staff Having Completed the Training in 2023 - 24	46
Active Staff Having Completed the Training in 2024 - 25	122	Active Staff Having Completed the Training in 2024 - 25	17

KPI Ref	KPI	Data Holder	Update 2024/25
EQK5.05	Number of schools participating in the Anti-Racism 'Promote Equality' Training pilot	Education & Lifelong Learning	2 schools participated in the Anti Racism 'Promote Equality' training pilot.

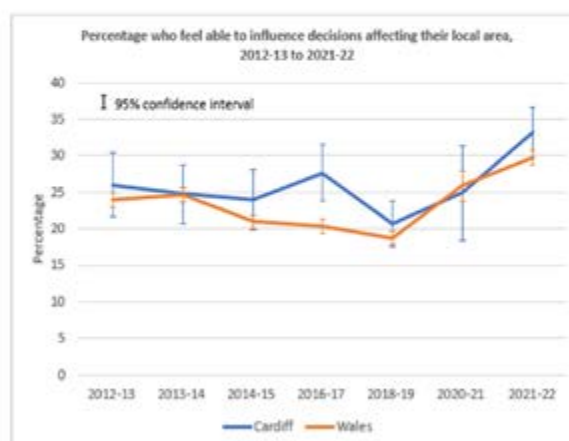
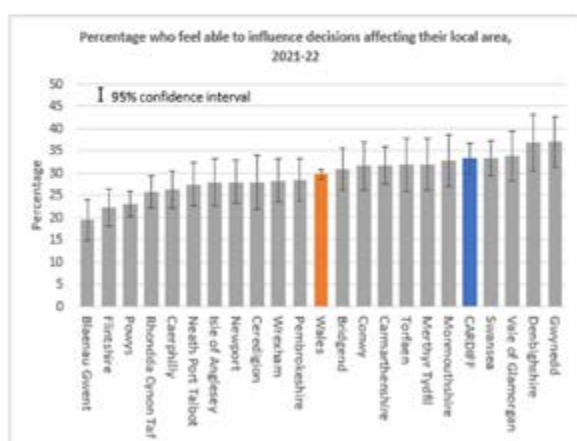
Amplify Citizen Voice

EQK5.06 - Percentage able to influence decisions affecting their local area

Percentage who feel able to influence decisions affecting their local area

Key Points:

- In 2021-22, a third (33%) of people in Cardiff felt able to influence decisions affecting their local area – the joint-fourth highest figure across the Welsh LAs and above the Welsh average (30%).
- The Cardiff proportion fell to a low of 21% in 2018-19 but since this time has recovered to reach its highest level since the question was first asked in 2012-13.
- Between 2012-13 and 2018-19 it has predominantly exceeded the comparative figure for Wales as a whole.



Source: National Survey for Wales

Adopt Inclusive Commissioning and Procurement Practices

KPI Ref	KPI	Data Holder	Update 2024/25
EQK5.07	Percentage of full-time equivalent employees (FTE) from disadvantaged groups employed on Cardiff Council tendered contracts.	Resources	Data not yet available
EQK5.08	Percentage of Black, Asian and Minority Ethnic employees employed on Cardiff Council tendered contracts.	Resources	Data not yet available

