

Working Towards Equality, Diversity & Inclusion



Cardiff Public Service Equality Network Commitments 2025-26

Adopting Best Practice to Common Practice: Driving Equality, Diversity, and Inclusion Across Cardiff Public Services. Here's how:

Leadership and Culture. We will diversify the managerial leadership and support career progression of under-represented groups by:

Developing a Leadership Development Programme across our organisations for under-represented groups.

Establishing a reverse mentoring scheme to foster mutual learning, sharing diverse perspectives and promoting inclusion.

Committing all managerial leaders from across Public Service Partners to support the leadership programmes by attending to share their leadership journey.

Equality, Diversity & Inclusion Training. We will promote understanding and awareness by:

Adopting a mandatory equality, diversity & inclusion training.

Establishing oversight arrangements to monitor compliance with mandatory equality training.

Periodically reviewing the Equality, Diversity & Inclusion Training Offer to maintain its relevance and appropriateness.

Workforce Diversity. We will work to ensure that our workforce reflects the communities we serve by:

Publishing an Annual Diversity report which sets out the profile of the organisation's workforce.

Including a question on Equality, Diversity and Inclusion at interviews as part of the recruitment process, relevant and proportionate to the role, to formally test competence in this area.

Requiring all interview panel members to complete an unconscious bias, or similarly appropriate training, prior to participating in the recruitment and interviews process.

Inclusive and Informed Service Delivery. We will listen and understand the voices of our diverse communities by:

Contributing to the annual Cardiff Public Services Board "Citizen Voice" Report, setting out the views and experiences of stakeholders and service users as captured within any survey and engagement work undertaken, and include an assessment of the views of ethnically diverse respondents.

Ensuring Equality Impact Assessments are completed when necessary, to a high standard, and advance inclusive practices.

Social Value. We will seek to maximise the impact of the public purse in Cardiff by:

Exploring and, where possible, adopting measures to strengthen social value in commissioning and procurement processes.

Who we are

