

Cardiff Council

Strategic Equality Plan and Equality Objectives Annual Report 2020-22

**Mae'r ddogfen hon ar gael yn Gymraeg. Mae fformatau eraill ar gael ar gais.
This document is available in Welsh. Other formats are available on request.**

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Foreword by Cllr Julie Sangani, Cabinet Member for Tackling Poverty, Equality and Public Health

As the Cabinet Member with responsibility for Cardiff Council's Equalities portfolio, I am pleased to introduce the progress report on the Council's Strategic Equality Plan – the Equality & Inclusion Strategy 2020-24.

This report sets out the Council's Equality Objectives for this period and provides analysis on our actions to deliver them. This report covers the period from October 2020 to March 2022 and is the first annual report on our Equality & Inclusion Strategy 2020-24. At the end of this report, we also provide the Council's workforce profile alongside gender and ethnicity pay gaps for 2022.

Ordinarily, our annual report provides an update against a twelve-month period, however due to the Covid-19 pandemic, local authorities were given special dispensation to delay the production of their new Strategic Equality Plans by six months. We chose to take the opportunity to delay the production of our new Strategic Equality Objectives, which were published in September 2020.

Our Equality & Inclusion Strategy 2020-2024 evidences the pandemic's disproportionate impact on particular population groups, and we were keen to ensure that our new objectives were focused on, and responsive to, the impact of the pandemic and the recovery challenges it presented our city. As a result of this, we are reporting on an 18-month period from the period October 2020 until April 2022. The purpose of our Strategic Equality Plan is to set out our commitment and objectives to advance equality in our city, both through action focusing internally on our own organisation and our role as a major employer, but also in the broader sense of the Council's place-making role.

During this reporting period, public services faced unprecedented challenges in supporting the response to the Covid-19 pandemic. This report covers both pandemic and post-pandemic activity to deliver our objectives and response work to the pandemic. Councils have been at the forefront of pandemic response, moving at pace and using innovative approaches to support communities and keep services running. The Covid-19 pandemic has exposed the extent of structural inequality across Cardiff and Wales, and has led to a redoubling of our efforts to tackle the causes of inequality.

Our Equality & Inclusion Strategy 2020-24 takes our equality work further, integrating our Equality Objectives into the Council's priorities as set out in the Corporate Plan. This provides a robust framework for future delivery and will ensure relentless focus on the things which matter most in delivering meaningful change to create a more equal city.

Cllr Julie Sangani
Cabinet Member for Tackling Poverty, Equality & Public Health (Job Share)

Introduction

In September 2020, Cardiff Council published its Equality & Inclusion Strategy 2020-2024, identifying four Equality Objectives that the authority will measure itself against over the next four years. The objectives built on the work that had been delivered in previous Strategic Equality Plans.

This report on our Equality & Inclusion Strategy 2020-24 covers the period from October 2020 to March 2022.

The four Equality Objectives were developed following a programme of consultation and engagement events held with citizens and representatives from protected characteristic groups. Participants had the opportunity to provide their views and help shape the Equality Objectives we set for the four-year period.

Our four Equality Objectives are:

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

This report outlines the progress the Council has made in achieving these objectives during this reporting period, as required by the Specific Duties of the Equality Act 2010.

Appended to this report is our Employee Equality Monitoring Data for 2022, which helps to inform our representative workforce efforts and ensures transparency and accountability in meeting this objective.

For further information regarding any of the initiatives mentioned in this Annual Report, please email Equalityteam@cardiff.gov.uk

Progress Made Against Equality Objective 1: To develop and deliver services which are responsive to Cardiff's inequality gap

Housing

New Council Homes

Our programme to build 4,000 homes over a 10-year period delivered 683 of the first 1,000 homes. Progress is continuing to deliver new, low-carbon, energy efficient council housing that will transform neighbourhoods and provide quality homes.

Several schemes were designed and delivered to redevelop and regenerate local neighbourhoods:

- Work was carried out on the Lower Llanrumney, Roundwood and Pennsylvania estate regeneration schemes and has delivered safer, more attractive environments for local residents.
- The Maelfa redevelopment was completed and transformed the area by delivering a new and modern shopping centre, new infrastructure and environmental improvements and affordable new homes.
- Planning was approved for an £85 million scheme to redevelop Channel View. The scheme will deliver more than 350 low-carbon, energy efficient, sustainable homes for the existing Channel View residents.
- Our ground-breaking development on the former Eastern High School site in Rumney, has received a prestigious UK award for sustainability, climate resilience and low-carbon footprint. The site accommodates 214 new homes.
- Plans are being developed for Lincoln Court in Llanedeyrn and Trowbridge Green.
- The investment in the South Riverside Business Corridor regeneration project, supported by the Targeted Regeneration Investment Programme (TRIP) from the Welsh Government, has made good progress. More than £5 million has been invested in Tudor Street with improvements to the local business environment, transport infrastructure and the regeneration of 30 business properties.

Older Persons Housing Strategy

We progressed our refurbishment scheme across our Community Living schemes, enabling independent living and providing a diverse range of facilities and services for tenants.

Three new Community Living schemes were approved:

- Michaelston Wellbeing Village;
- Riverside Community Living scheme; and
- Bute Street Community Living Scheme.

The allocation of Community Living sits under Rehousing Solutions Unit, with a focus on the rehousing needs of immediate or urgent cases with complex needs; a data gathering exercise was undertaken to gain feedback from service users.

We have utilised modular extensions to improve the delivery of adaptations, equipment and technology. By using a pre-formed unit manufactured off-site, the unit can be put in place with minimal disruption, enabling an older person to regain their independence much more quickly than through traditional building methods.

Our Vision to End Homelessness

We have implemented a new Housing Support Programme Strategy, which provides a single strategic approach to homelessness prevention and housing support services. The strategy reflects the Council's vision that homelessness should be prevented where possible and any experience of homelessness should be for a short time and not repeated. The strategy aims to ensure everyone can access the right help and support when faced with homelessness.

Key elements of the strategy include:

- Provision of additional emergency accommodation – the Single Person Gateway Team monitor emergency accommodation to ensure sufficient availability.
- Creation of a Rapid Re-housing Plan – the Rapid Re-housing Plan is ongoing and will be reviewed before any changes are considered in line with the Allocations Policy.
- A reduction in time spent in temporary accommodation.
- The development of leasing schemes and move-on provision including working in partnership with the private sector.

Progress achieved:

- The expansion of the Multi-Disciplinary Team (MDT) to include 11 Key Workers, two Occupational Therapists, three Therapeutic Outreach Workers and two Counsellors.
- The MDT secured two Welsh Government funding streams for addressing complex needs (Mental Health and Substance Misuse).
- A family homeless centre was opened at Briardene.
- The first phase of the family homeless centre at the Gasworks has been completed.
- A third centre is to be developed during 2022/23 at Harrison Drive.
- Phase 1 of the Adams Court scheme has been completed.

A more tailored package of assistance to house people before they become homeless is now in place. For those who do become homeless, an assessment of need and rapid exit from homelessness and return to permanent housing is the focus of any intervention provided.

An Inclusive and Fair Economy

Into Work Advice Service

Our Into Work Advice Service was expanded to meet the increased demand for employment opportunities. Adult Learning For Work is now fully aligned within the Into Work Advice Service. This enables a seamless service for those looking for work or to improve their digital skills.

Provision of employment opportunities included:

- The creation of 183 opportunities for paid apprentices and trainees during 2021/22
- The appointment of 32 Kickstart corporate trainees
- Almost 4,660 council posts filled via placements from Cardiff Works

Provision of employment support includes:

- 1,241 clients supported into work.
- Assistance provided to 266 employers.
- 29 possible Bright Start placements secured for care-experienced young people.

The Into Work Advice Service also delivered a significant programme of outreach and engagement events specifically targeting Cardiff's ethnic minority communities. The service developed new training resources to respond to the specific employability support needs of some ethnic minority jobseekers which the service supports, such as recent arrivals to the UK who need support to prepare for entry to the UK labour market. The programme of activity included:

- Planning and delivering sector specific training packages for ethnic minority jobseekers, such as 'Get Into Construction'. Delivered at Butetown Pavilion, this includes onsite training, an opportunity to gain sector specific qualifications and work experience.
- Recruiting and appointing Community Champions to disseminate information, promote events and opportunities to ethnic minority jobseekers, using the Princes Trust 'Community Ambassador' model.
- Planning and delivering a comprehensive publicity campaign to promote training, volunteering, work placements and employment opportunities for ethnic minority jobseekers as well as targeting young people through Instagram, Twitter, and Facebook.

This work will continue with a focus in neighbourhoods with a diverse ethnic profile, where the evidence indicates further local support will support more residents to enter the labour market.

A great place to grow up for children of all backgrounds

Cardiff Commitment and supporting young people's transition into work

The Cardiff Commitment partnership was reviewed by Estyn, as part of the Education Service inspection. Estyn praised the work of the partnership, in particular the partnership arrangements between Economic Development and Education. Estyn acknowledged the initiative had produced considerable buy-in from both schools and employers as well as the provision of great education, employment and training opportunities.

Continuing its excellent work, the Cardiff Commitment also won the Business and Partner Award at the Cardiff and Vale College Annual Awards 2021, after being selected by a panel of judges for their support as a pivotal partner.

More than 200 employers have engaged with the Cardiff Commitment partnership. Projects delivered included:

- A second virtual Open Your Eyes Week in November 2021.
- Project Search – supported internships at Cardiff & Vale University Health Board for young people with additional learning needs.
- Continuing to develop the 'What's Next' post 16 platform.

Children Looked After and Care Leavers

The renewed Corporate Parenting Strategy developed with input from all relevant partners is now in place putting Children Looked After at the centre. The strategy has both strengthened corporate parenting in Cardiff and facilitated improved partnership working. The strategy makes clear that corporate parenting is a responsibility spanning the functions of the whole authority and its partners.

A Data Dashboard has been designed in conjunction with Children's Services providing quarterly reports around care leavers. A mandatory training programme around corporate safeguarding has been developed and promoted to all staff.

Work delivered on the renewed strategy has seen a decrease in care-experienced young people who are not in education, employment or training.

Mental Health Services for Young People

We achieved good progress in developing services for young people's mental health and wellbeing through new processes and numerous projects:

The Children and Young People's Mental Health Resilience Project has achieved the following:

- Education staff requested support for 181 children and young people, who received a professional consultation.
- 177 families have been supported through direct intervention (Resilience Project and through other health teams).
- 938 education staff including school nurses received training.
- 45 resources developed for educators, parents/ carers and children and young people.
- 13 YouTube resources produced that have been watched 2,468 times.
- 33% of children and young people receiving a consultation or formulation for the Resilience Project indicated a key theme of the request related to a developmental trauma.

The Youth Service successfully delivered a range of wellbeing projects following consultation with young people. Funding was received from the Youth Support Grant in conjunction with the Winter of Wellbeing, resulting in the following activities:

- Gaming club for socially-isolated young people to develop friendship and support networks identified via the Early Help Family Advice Service. This has been developed within each neighbourhood area.
- Inner strength programme working with young girls promoting emotional health and wellbeing through physical exercise in partnership with schools and Cardiff Metropolitan University.

- Education other than at school (EOTAS) emotional health support – individual grant-funded initiatives that enable the engagement of those identified as most vulnerable from the EOTAS cohort working with the Youth Justice Service (where appropriate), the Education Welfare Service and commissioned providers via education services.
- Fighting fit – Boxing engagement to support emotional health and support wellbeing alongside schools and hostels.
- 168 individual young people engaged.
- 134 young people sustaining attendance (six sessions).
- 119 young people with improved emotional health and wellbeing.
- 119 young people with improved resilience.
- 89% with improved emotional health and resilience.

Following the completion of a training needs analysis, three training sessions have been delivered by Primary Mental Health Specialists, two exploring Mental Health through an Adverse Childhood Experience (ACE) lens and one practical session looking at working with anxiety.

Cardiff Parenting and Barnardo's Family Wellbeing Service worked together to design and implement a joint referrals process which ensures consistent information for both parents and referrers.

We developed a Joint Recovery Service with partners including the Education Directorate and the University Health Board to respond to the rise in demand for mental health and wellbeing support for children and young people.

Schools have accessed training modules delivered via our Resilience Workers including a pilot 'group intervention' with the focus on Emotional Literacy, with the participation of four High Schools. The Resilience Workers aim to build the capacity of schools to address the numbers of children affected by multiple adverse childhood experiences.

Regular meetings have also been held between relevant partners to consider individual learner needs.

Work continues to embed support for young people's mental health and emotional wellbeing, with a person-centred, multi-agency approach that reflects a 'whole school' ethos.

The Primary Mental Health Specialists (PMHS) embedded into the Early Help model has worked well, including establishing pathways into specialist support for children and young people, where a need has been assessed.

The delivery of independent living skills to young people has been supported by the Youth Service, including YouTube sessions around healthy eating and eating on a budget as part of the Pupil Inclusion Project.

Progress so far includes:

- 121 young people engaged in ILS programmes (some blended learning delivery).

- 103 young people with improved emotional health & wellbeing.
- 79 young people with improved resilience.
- Digital content has been created to be accessed by learners and staff.

The Youth Service and Housing worked in partnership to create a Homelessness Prevention Officer role, to work one-to-one with young people identified or referred via the young people's gateway.

Youth Justice Service

The 'All Our Futures' Youth Justice Improvement Plan has had great success with the majority of actions completed. Any outstanding actions require multi-agency input and will be the focus of ongoing work in the following year.

Following an inspection in 2020 by HM Inspectorate of Probation, informal feedback received was positive and the improvements made over the last two years were acknowledged.

- Between 2020 and 2022, the rate of first-time entrants to the youth justice system in Cardiff decreased from 241 per 100,000 to 80. Over the same period the rate in England and Wales fell from 222 to 167.
- The re-offending rate in the city has dropped from 54.4% to 33.3% and is now below the overall rate across England and Wales.

Tackling Violence Against Women and Girls

In partnership with the Vale of Glamorgan work commenced to develop a regional commissioning strategy – 'It's in Our Hands'. The strategy sets high standards for services dealing with Violence Against Women Domestic Abuse and Sexual Violence (VAWDASV). The strategy places a strong focus on prevention so women who live, work or visit our region can live positive, independent lives free from fear of violence or abuse. Mandatory VAWDASV training has also been promoted to all staff.

Progress Made Against Equality Objective 2: To lead the way on equality and inclusion in Wales and beyond

Race Equality Taskforce

In July 2020, in response to the Black Lives Matter movement, Cabinet agreed to establish a Race Equality Taskforce to work with the Council and public sector partners to identify practical opportunities for change that would improve race equality in Cardiff and find new ways to improve outcomes for Ethnic Minority residents.

In preparation for the work of the Taskforce, a public consultation was launched to seek the views of Cardiff residents, particularly those from Black and Minority Ethnic backgrounds, on the Taskforce's strategic priorities. The Council wanted to understand what residents considered to be the biggest issues, and the greatest opportunities, for Black and Minority Ethnic residents. A bilingual online survey was developed and promoted on the Council's social media channels, through partner organisations, and sent to the Council's Citizen's Panel. The consultation closed on 10th October 2020. After data cleansing and validation, to remove blank and duplicated responses, 869 responses were included in the analysis.

The Leader of the Council invited the Ward Councillor for Butetown, Cllr Saeed Ebrahim, to chair the Race Equality Taskforce. Taskforce membership was made up of individuals with insight and interest in race, ethnicity, and human rights and with the ability, experience, opportunity and influence to make changes in their sector, industry, and institutions or organisations. Members were selected following a public appointment process that was openly advertised by the Council.

The first meeting of the Race Equality Taskforce took place on 1st December 2020 and the appointed Chair and membership confirmed their priority areas of work. The selection of these priorities was informed by comprehensive analysis of the available ethnic inequality data and the views of city residents, as captured by the Taskforce's consultation. The Taskforce confirmed three priority themes to be led and developed by the Council. Whilst the Council holds an important convening role across these themes of work, the Taskforce recognised that they also required broad partnership focus that reached beyond the Council itself and into other parts of the public, private and voluntary sector. As such, the sub-groups developing the work programme were multi-agency and benefited from broader expertise from the city and beyond:

- A) Employment and Representative Workforce
- B) Education and Young People
- C) Citizen's Voice

Responding to residents' views within the consultation that further areas of Taskforce focus should include Health and Criminal Justice, the Taskforce sought further collaboration with the Cardiff & Vale University Health Board, South Wales Police and Cardiff Community Safety Partnership to create and progress a programme of work against these two additional themes. These public sector bodies and partnerships offered their support to the objectives of the Taskforce Programme and two further thematic sub-groups were created:

- D) Health
- E) Criminal Justice

The Taskforce produced a report in March 2022, which made 28 recommendations across the five themes, all of which were accepted by Cardiff Council and, where appropriate, its Public Services Board partners. The recommendations include:

Employment and Representative Workforce

- Become a signatory to the Cardiff Community Jobs Compact.
- Increase participation of ethnic minority groups in the Into Work Advice Service.

Education and Young People

- Support the diversification of the teaching workforce through a teaching assistant 'Step into Teaching' Programme.

Citizen's Voice

- Improve data collection and analysis on civic participation.
- Cardiff Council's elected members should support the Welsh Local Government Association's Diverse Council Declaration, to support diversity in democracy and representation of ethnic minority groups in the capital city.

Health

- Improve ethnicity recording within the healthcare system, for both patients and staff.

Criminal Justice

- Develop new mechanisms to strengthen community engagement and voice in the work of the Community Safety Partnership.

The Race Equality Taskforce will be reconvened in 2023 to consider and report back on progress made by the Council and its partners.

A Child Friendly City

Cardiff is progressing to become a Child Friendly City where all children and young people have an equal chance to thrive and reach their potential.

Work continued to ensure Cardiff schools are designated as Rights Respecting Schools. 49 schools were awarded Bronze Rights Respecting Schools status, 24 awarded Silver, and 7 awarded Gold.

We worked closely with the Welsh Government, schools and community partners to deliver activities including the 'Summer of Smiles', 'Food and Fun' School Holiday Enrichment Programme (SHEP) and 'Winter of Wellbeing'.

We also worked in developing a Children's University in Cardiff, which encourages 5-14-year-olds to challenge themselves, to try new experiences, to develop new interests and acquire new skills. All participating children in the Children's University

by the end of their first year will have the opportunity to learn many new skills and enhance existing skills. The project will run for three years up until July 2024.

The Council has strengthened the influence and voice of children and young people through the aspiration to become a UNICEF Child Friendly City, including receiving over 6,500 responses to its recent Child Friendly City survey with response rates reflecting the diversity of the city's young population, the establishment of a new young person's citizens panel and through a programme of engagement with the Youth Council and other groups. In this work a particular focus has been placed on ensuring the wide diversity of voices of young people is being heard.

Enhancing Civic Participation

We carried out co-ordinated activity to support the Office for National Statistics on the delivery of the 2021 Census, including extensive outreach and engagement work to ensure the needs of groups who experience barriers to participation were reflected within the survey. These included migrant communities, Black Asian and Minority Ethnic communities, the homeless and traveller communities.

Whilst the social distancing restrictions in place during the Covid pandemic significantly impacted the Council's ability to conduct face-to-face community engagement, the Council continued to see high engagement using online surveys and consultations, with over 62,000 people responding to surveys and consultations during 2021. These were supplemented (when possible) with engagement work in communities, 37 various community engagement events were held during 2021/22, with 6,465 people participating.

The social distancing restrictions in place during the Covid pandemic also significantly impacted the ability to have face to face council meetings, we enabled citizens to participate and view meetings by broadcasting meetings via webcast. During 2021/22 the number of council and committee meetings broadcasted increased by 50% which built on a similar increase during 2020/21.

We continued to focus on enhancing our digital and social media footprint as the primary channel for communicating to citizens. This has been achieved by using our website and social media platforms such as Facebook, Instagram, and Twitter, to increase the number of followers we have and in doing enabling our citizens and service users to receive and interact with information we provide.

A priority for 2023 will be developing better approaches to ensure that the voice of seldom heard groups is heard in Council decision making, as part of the new statutory Participation Strategy.

A Living Wage City

We continued to deliver our ambition of Cardiff being a living wage city. We increased the number of Real Living Wage Employers in the city with 165 employers now being accredited as Real Living Wage employers within Cardiff. The Council worked successfully with third sector organisations and other major employers as part of the Cardiff Living Wage City Partnership to secure more jobs in the city that

pay the Real Living Wage and encourage employers to become accredited as Living Wage Employers. This has contributed to Cardiff having the lowest proportions of jobs (11.6%; 24,000 jobs) paying below the Real Living Wage among major cities in England and Wales in 2021, compared to 20.7% (42,000 jobs) in 2017. Cardiff University has calculated that since 2012 almost an additional £50 million has gone into the Cardiff economy as a result of these uplifts.

A cohesive and welcoming capital

The Council has continued to help EU citizens apply to the EU Settlement Scheme (EUSS), including Children Looked After and vulnerable adults. We carried out a programme of engagement and digital support to access the scheme online as a result of the support, 21,200 applications were made to the scheme as of 31 March 2021.

We responded to the Afghanistan Refugee Crisis by providing comprehensive reception support to Afghan evacuees in the autumn and winter of 2021/22 including access to health screenings, education, English and Welsh classes, employment support and a range of activities provided by partnership staff and volunteers.

We also provided highly effective educational support for refugees including learning opportunities and provision of school places for newly arrived children. This has been highlighted as an area of good practice in the February 2022 Estyn Inspection Report.

We continued to implement the Welsh Government's national Community Cohesion Strategy and delivery plan, including a range of activities to support residents from different backgrounds to meet through sports, culture and arts and promote the wellbeing of marginalised groups such as refugees and asylum seekers.

Ensuring and monitoring our progress

We developed an equalities data dashboard and made this available to all staff with responsible for policy development. We did this by reviewing data we currently collect, data that is available on a Wales-wide basis and data that is available on a UK-wide basis. This data will enable our policy officers to ensure that all our future policy development can be evidence-led.

Progress Made Against Equality Objective 3: Cardiff is accessible to everyone who is living, visiting, or working in the city

A connected and accessible city by design

Replacement Local Development Plan

The Replacement Local Development Plan (LDP) will help shape Cardiff for the next 15 years to 2036, ensuring the right development happens in the right place at the right time, benefitting communities and the economy, as well as setting out which areas need to be protected. Work to develop a new LDP over the past year has included extensive consultations on the LDP vision and objectives as well as the Strategic Growth Options. Despite Covid-19 social distancing requirements resulting in significant restrictions on engagement work, targeted activity with key groups has been undertaken across the city and this will continue throughout the process.

Transforming the City Centre

The ongoing transformation of the city centre has created a more accessible and attractive public space, balancing business, public health, wellbeing and ecological needs. The reopening of the Canal Quarter is just one part of the Council's wider goals; Phase 1 of the scheme is now on site, with works progressing well and due for completion in early 2023.

A Recovery and Renewal Strategy was launched in May 2021 which identified a series of interventions which were put in place to support businesses and make the city centre a safer and more attractive place for residents and visitors to access.

An access equality group has been established and meets regularly to discuss access issues within the city.

Making our public spaces more accessible for older people

Dementia Friendly City

A Dementia Friendly Cardiff website was launched in October 2020. The website signposts people affected by dementia to appropriate services, information and offers over 60 digital events each month that can help them to live better with the disease.

Over 3,000 members are Dementia Friends using the internal training module created with Alzheimer's Society's Programme Partnerships – with each staff member making a commitment to carry out a dementia friendly action.

We continued to work effectively and collaboratively with partners including the distribution of 'Read About Me' to every single resident in a care home within Cardiff. 'Read about Me' was created by Cardiff & Vale University Health Board as a simple, effective new way to assist people with a dementia or cognitive impairment who are receiving medical care. Providing person-centred information, it allows all staff with

whom they come into contact to have a better understanding of the patient, without the need for repetition of their personal story. This helps to ensure continuity of care for them throughout their journey.

Ageing Well Strategy

We produced a Cardiff Ageing Well Strategy 2022-27: This new strategy was approved by Cabinet in January 2022. It sets out a series of proposals with a focus on how services can work together closely to support older people to stay active, connected, and living independently at home through strengths-based preventative services, high-quality sustainable care and the modernisation of existing services.

Age Friendly City

In March 2022, Cardiff joined the World Health Organisation's Global Network for Age Friendly Cities and Communities. The city is the first Welsh member of the network, which was established in 2010 to connect cities, communities, and organisations worldwide with the common vision of making their communities accessible and a great place to grow older. The city's new membership status is a result of extensive collaboration with stakeholders across the city including Cardiff & Vale University Health Board, educational institutions and third sector organisations.

Community Hubs and Libraries

We continued with our Community Hub Programme with the aim of enabling Cardiff residents to access the services they need in their own local communities.

Hubs provide joined up services and closer working between Cardiff Council and its partners, with each Hub providing a range of core Council services and a number of specialist Council and partner services in the heart of community areas enabling service users greater access to services.

- Butetown Creative Hub has been opened to support young people into the creative sector.
- Community Hubs in Whitchurch and Rhydypennau have been refurbished, introducing additional and enhanced services to serve these communities.
- The Cardiff Royal Infirmary (CRI) Chapel partnership project providing health and well-being facilities for residents in the south and east of Cardiff has been completed. Progress is also being made on Health and Wellbeing Hubs for Maelfa in Llanedeyrn and Parkview in Ely in partnership with the Health Board. 97% of respondents in a recent customer survey agreed that the services provided by Hubs met their needs.
- The new website set up to improve access to Hub services – including Adult Learning, Into Work Services and the new Wellbeing Support Service – now has more than 3,000 users.

Reducing Social Isolation

A range of initiatives have been delivered by the Hubs and Libraries Service to address social isolation and loneliness among our older residents including:

- An inter-generational pen pal scheme between children from two primary schools and residents at three care homes which began in May 2021 during Dementia Action Week.
- The Cardiff Wellbeing Support Service which launched in July 2021 and aims to support individuals who feel socially isolated by providing short-term help from light-touch support to access events in the community, to intensive one-to-one mentoring.
- Hubs continue to offer many activities and classes aimed at older people such as walking football, tai chi, gardening clubs, singing, knit and natter, and friends and neighbours (FAN) events.

Improving Air Quality

Evidence suggests that nitrogen dioxide (NO₂) pollution and poor air quality, results in citizens suffering ill health. Evidence also illustrates that residents in some of the most deprived areas of Cardiff are subject to higher levels of air pollution, and that this disproportionate impacts on residents from Black and Minority Ethnic communities.

As part of the Clean Air Plan, 36 electric buses have been introduced to the city and the Bus Retrofitting Programme has been completed fitting 49 buses with technology that reduces Nitrogen Dioxide (NO₂) emissions by 90%. The Taxi Lease Scheme has also been launched. As a result, the city has seen significant improvements in its air quality performance – following the initial pedestrianisation and then limited vehicle access to Castle Street (the previously most polluted street in Cardiff), is now compliant for NO₂ pollution. Additionally, NO₂ concentrations in Air Quality Management Areas are well below both the Council’s internal targets and legal limits.

Enhancing local policy development for a fairer city

Access to information

Providing accessible information helps to improve access to services, promote social inclusion and enable people to make more informed choices about things that impact on their lives. The provision of accessible information aids communication with service users, supports effective engagement activity, and can reduce inequalities and barriers, helping people to achieve their full potential. In this reporting period, we developed a draft Accessible Information and Communication Policy.

Equality Impact Assessments

Cardiff Council uses Equality Impact Assessments (EIAs) as a way to evaluate our proposals to see whether they have the potential to affect people differently and support our decision-making process.

Their purpose is to identify and address any existing or potential inequalities to make what we do as fair as possible. We provide a robust training programme, awareness raising and one-to-one advice to all Council service areas to support them in

screening proposals and completing high quality Equality Impact Assessments where they are required.

We provided Equality Impact Assessment training and guidance throughout this reporting period to our employees. Our training and guidance seek to ensure that the Council's equality analysis:

- Is timely, relevant and used to inform decisions.
- Leads to clear actions and measures for success.
- Includes methodology for cumulative impact assessments and budget setting.
- Considers other relevant groups which are not explicitly protected by the Equality Act 2010

The Equality Team also provided advice and guidance on EIAs upon request from officers across all directorates.

Progress Made Against Equality Objective 4: Build an inclusive and representative organisation

Our Workforce Strategy 2018-21

Supporting the health and wellbeing of employees

In recognition of the work to create a positive, inclusive working environment, the Council was successful in its reassessment for the Silver Standard by Public Health Wales.

Council employees have access to Care first, a confidential, impartial advice and support resource that is available 24 hours a day, 365 days a year, in house councillors, Cognitive Behavioural Therapy and Occupational Health.

Regular health and wellbeing information and newsletters were circulated to employees.

Training and career progression

A range of equality training packages have been commissioned by the Council's Academy and are available to all employees. They include:

- British Sign Language (Levels 1-2)
- Deaf Awareness
- Disability and Equality
- Equality Awareness
- Equality Impact Assessment Training
- Sexual Orientation and Gender Identity Workshop
- Visual Impairment Awareness

We developed an Unconscious Bias e-learning module that is a mandatory prerequisite of our Recruitment & Selection training.

All the training is delivered regularly and evaluated to ensure that it is up-to-date and useful to employees.

Supporting and Collaborating with our Employee Equality Networks

Cardiff Council supports five employee-led networks which make a vital contribution to promoting equality and diversity in the workplace. The networks are Black, Asian and Minority Ethnic Network; Disability Network; LGBT+ Network; Women's Network; and Carers Network.

The Networks provide a vital and valuable resource which supports the Council to fulfil its duties under the Equality Act 2010 to promote equality, eliminate discrimination, harassment and victimisation and promote good relations between different groups. We worked with our networks to identify support needed for underrepresented groups to progress within the Council.

To raise the profile of the networks across the organisation, each was rebranded, with each appointing Senior Management Team Champions and developing 'Friends of the Networks' introduced. Additionally, a Joint Employee Network Survey has been developed to establish a benchmark of membership, as well as the lived experiences of employees.

Supporting young people to join the Council workforce

We attended events and careers fairs in schools, colleges and universities in order to promote the council as an employer with a variety of job roles over many different services. During these events, the various Employee Equality Networks were promoted as a way of indicating our commitment to equality and inclusiveness.

Specific events took place with equality groups at local universities led by the Chief Human Resources Officer including a talk which was broadcast internationally.

The Council takes on a number of young people through its apprenticeship and trainee schemes and the work and promotion of all Employee Equality Networks is provided at on-boarding sessions.

Our best practice accreditation

Race at Work Charter

We delivered on our commitments towards Business in the Community (BITC) Race at work Charter, this includes:

- Appointing an Executive Sponsor for race.
- Our two Senior Management Champions meet regularly with members of the Black Asian and Minority Ethnic Employee Network to discuss how the organisation can be improved.
- Capturing ethnicity data for reporting purposes and publicising this data annually together with progress on any initiatives. This data helps inform policy development and targeted initiatives and interventions.
- Cabinet and Senior Management have committed to a zero tolerance of harassment and bullying. This is included in the Council's Resolution Policy and in order to ensure that it is absolutely explicit to all. The Council is also developing a Dignity at Work Policy which will highlight this.
- Making clear that supporting equality in the workplace is the responsibility of all leaders and managers.
- Providing ongoing support, training, and information sharing for all leaders and managers.
- Working with the Black, Asian and Minority Ethnic Employee Network to listen to and understand the barriers faced in career progression and work on a leadership programme is taking place.

Disability Confident Employer

We delivered on our commitments towards being a Disability Confident Employer this includes:

- Ensuring we interview all applicants who identified as being disabled and who met the minimum essential criteria of a role.
- Providing an opportunity on a six-monthly basis through our personal review process for all employees to discuss with their manager what they can do together to develop themselves and use their abilities.
- Committing to providing reasonable adjustments for disabled employees
- Providing neurodiversity guidance for employees and managers.
- Providing disability awareness training sessions giving employees an opportunity to develop an appropriate level of disability awareness.
- Working with our Disability Network to raise awareness amongst all staff of disability issues.

Stonewall Gold Award

The Council achieved the prestigious Stonewall Gold Award in recognition of work to embed equality, value diversity and demonstrate lesbian, gay, bi and trans inclusion in the workplace, and in external engagement and service delivery.

Key achievements included:

- The introduction of unconscious bias training as part of the broad range of equality and diversity training for employees;
- Using gender neutral and inclusive language in Council policies; and
- Having a strong LGBT+ Employee Equality Network supported by new senior management champions.

The award also recognised:

- The Council's procurement approach which ensures that suppliers are LGBT+ inclusive;
- Progress made in LGBT+ equality in the services delivery such as the Foster Service; and
- Collaboration with other Welsh Local Authorities as part of Proud Councils.

Socially Responsible Procurement

Cardiff Council's Socially Responsible Procurement Policy works with our supply chain to ensure a commitment to equality, diversity and inclusion and aims to ensure that the Council maximises the social, economic, environmental and cultural wellbeing benefits that are delivered through our annual £430 million procurement spend. In order to ensure the policy was fit for purpose, a review of the policy was undertaken that will inform the development of a new strategy.

Visibly celebrating our city's diversity

Cardiff Council is rightly proud of Cardiff's reputation of being a diverse city where people from a wide range of backgrounds are welcomed and encouraged to be themselves. We believe it is right to celebrate diversity as a way of building community cohesion, creating cultural awareness, encouraging unity, eliminating, discrimination and overcoming stereotypes. In order to achieve this, we promoted a

number of events to employees via the Council's intranet pages and staff information emails. These included:

- International Women's Day
- LGBT+ History Month
- International Day Against Homophobia Biphobia and Transphobia (IDAHOBIT)
- Carers Day
- Holocaust Memorial Day
- Ramadan
- Black History Month
- Employee Equality Network Awareness Coffee Mornings
- White Ribbon Day (International Day to end Violence against Women)
- International Day of Disabled People

APPENDIX

Cardiff Council Employee Diversity Report 2022

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1. Introduction

Each year HR People Services (HRPS) develops an Employee Diversity Report based on the statutory requirement for provision of equality data. From analysis of the data, actions are developed for the following year.

Monitoring of progress on the actions is the responsibility of the Operational Manager, HRPS, actions progress and barriers are then submitted to the HRPS Management Team. This allows the Council to show due regard to the General Duty of the Equality Act 2010.

The Council recognise the pivotal role they play regarding the General Duties of the Equality Act 2010. As an example of this:

- We work to **eliminate discrimination, harassment and victimisation** through the employee policies and procedures that HRPS develop and review to ensure that every employee is treated with dignity and respect.
- We **advance equality of opportunity** through the recruitment and selection process. Training and promotional opportunities are advertised to all employees and a process is in place to support managers and employees to implement reasonable adjustments. The Single Status Collective Agreement has also ensured equal pay for equal work, closing the gender pay gap and encouraging a transparent system.
- We **foster good relations** by supporting five employee equality networks to raise awareness of equality matters and provide additional support and training to employees.

2. Data Collection Methods

The Council manages employee data through three operating systems:

- a) **DigiGov**, the main HR Database managing employee information
- b) **Talentlink**, the recruitment system
- c) **SAP**, the payroll system.

All employees who are paid by the Council have a record on DigiGov and which they can use to manage their own personal data, including their equality monitoring data. The Council can run reports from DigiGov, enabling HRPS to respond to the changing demands of the workforce.

The Talentlink recruitment system manages job applications and includes an equality monitoring form, helping HRPS manage the application process for vacant posts and ensure the process is fair and transparent. Data is taken from the Talentlink system to complete the employee monitoring section on applicants applying by protected characteristic groups. Talentlink has allowed HRPS to develop and record additional information to further enhance the Council's commitment to equal opportunities.

We continue to improve the ability of our systems to record equalities data. We also encourage employees to access their DigiGOV record to add additional equalities information to assist with the Council's monitoring

3. The Council's Workforce – Analysis by Ethnic and Racial Group

At as 31st March 2022, the Council employed 13,731 permanent/ temporary employees. 12,643 (92.08%) of our 13,731 permanent/ temporary employees have agreed to disclose their ethnicity to the Council, enabling the following analysis.

Overall Composition by Ethnic Group

The composition of these employees by the ethnicity categories used in the 2011 Census is as follows:

Ethnic Group	Number
Arab	7
Asian Bangladeshi	81
Asian British	113
Asian Indian	67
Asian Other	41
Asian Pakistani	99
Black African	109
Black British	106
Black Caribbean	31
Black Other	15
Chinese / Far East British	16
Chinese / Far East Chinese	15
Chinese / Far East Japanese	2
Chinese / Far East Korean	3
Chinese / Far East Other	14
Chinese / Far East Vietnamese	3
Mixed Other	82
Mixed Race White & Asian	45
Mixed Race White & Black African	49
Mixed Race White & Black Caribbean	81
Not Disclosed	991
Other Ethnicity	38
Prefer not to say	97
White British	10,260
White English	39
White European	186
White Gypsy/Traveller	3
White Irish	70
White Other	95
White Scottish	11
White Welsh	962
Total	13,731

Composition by Racial Group, and Comparison with 2011 Census

The table below combines the ethnic groups above into broader Racial Group.

The various Asian, Black, Mixed and Other ethnic groups are combined into individual overall Racial Group. However, due to the numerical significance of the various White ethnic groups, these have been displayed individually. The White British, White Welsh, White Scottish ethnic groups are combined into an overall White British category, while the White Irish, White European, White Gypsy/ Traveller and White Other categories are reported separately.

This allows us to display the ethnic group of all of our employees who do not identify with a White British ethnicity. The table below compares the composition of our workforce by Racial Group to the overall population of Cardiff and of Wales.

Racial Group	Employees		2011 Census %	
	%	No.	Cardiff	Wales
Asian	3.17%	401	8.00%	2.20%
Black	2.07%	261	2.40%	0.60%
Chinese / Far East	0.42%	53	1.20%	0.40%
Mixed Ethnicity	2.03%	257	2.90%	1.00%
Other Ethnicity	0.36%	45	2.00%	0.50%
White Gypsy/Traveller	0.02%	3	0.20%	0.10%
White Irish	0.55%	70	0.70%	0.50%
White Other	0.75%	95	3.50%	1.80%
White European	1.47%	186		
White British *	89.16%	11,272	80.00%	93.20%

* Includes White English, White Scottish and White Welsh

The table shows that the percentage of people identifying with an ethnicity in a Racial Group other than White British is 10.80%, this is an improvement from 10.26% at 31st March 2021.

For those who disclosed their ethnicity there was 7.28% increase of employees from the Black, Asian and Minority Ethnic in Cardiff Council's workforce in 2022 (1,371) compared to 2021 (1,278).

The 1,088 employees who have not disclosed their ethnicity work in the following Directorates:

Directorates	Total
ADULTS HOUSING & COMMUNITIES	75
CHILDRENS SERVICES	18
ECONOMIC DEVELOPMENT	152
EDUCATION & LIFELONG LEARNING - CENTRAL	49
EDUCATION & LIFELONG LEARNING - SCHOOLS	740
GOVERNANCE & LEGAL SERVICES	1
PLANNING TRANSPORT & ENVIRONMENT	26
RESOURCES	27
TOTAL	1,088

Ethnicity of Permanent/ Temporary Workforce by Directorate

The table below shows from an analysis undertaken on 31st March 2022 the variety in the composition of the permanent/ temporary employees identifying as “White British” and those who do not, within the Council’s seven organisational Directorates. (Education and Lifelong Learning is broken down into schools-based and centrally employed Directorate posts.)

Directorates	White British	Other Racial Group
ADULTS HOUSING & COMMUNITIES	85.50%	14.50%
CHILDRENS SERVICES	87.25%	12.75%
ECONOMIC DEVELOPMENT	88.15%	11.85%
EDUCATION & LIFELONG LEARNING - CENTRAL	87.74%	12.26%
EDUCATION & LIFELONG LEARNING - SCHOOLS	90.40%	9.60%
GOVERNANCE & LEGAL SERVICES	90.48%	9.52%
PERFORMANCE & PARTNERSHIPS	92.78%	7.22%
PLANNING TRANSPORT & ENVIRONMENT	92.78%	7.22%
RESOURCES	90.84%	9.16%

Note – based on total 12,643 permanent/ temporary employees who have disclosed their ethnicity.

Gender and Racial Group

The table below shows from an analysis undertaken in March 2021 the proportion of the employees in each racial group working for the Council, according to their gender.

Racial Group	Female		Male		Total
	No.	%	No.	%	
Asian	336	83.79%	65	16.21%	401
Black	163	62.45%	98	37.55%	261
Chinese / Far East	43	81.13%	10	18.87%	53
Mixed Ethnicity	173	67.32%	84	32.68%	257
Other Ethnicity	31	68.89%	14	31.11%	45
White British	7,786	69.07%	3,486	30.93%	11,272
White European	131	70.43%	55	29.57%	186
White Gypsy/Traveller	2	66.67%	1	33.33%	3
White Irish	51	72.86%	19	27.14%	70
White Other	64	67.37%	31	32.63%	95

Racial Group and Pay

The table below displays by Racial Group the grading of the Council's employees permanent/ temporary workforce (almost all employees excluding teachers and those in school settings who are not part of the Council's collective agreement) who have been graded in accordance with the Council's Job Evaluation scheme. Grade 1 is the lowest paid grade, and OM+ group (includes Operational Managers, Assistant Directors, and Directors).

Racial Groups	Grade																	
	GRADE 01	GRADE 02	GRADE 03	GRADE 04	GRADE 05	GRADE 06	GRADE 07	GRADE 08	GRADE 09	GRADE 10	JNC Y&C	OM+	SOULBURY	OTHER	SCHOOL LEADERSHIP SCALE	TEACHER UPPER PAY SCALE	TEACHER MAIN PAY SCALE	UNQUALIFIED TEACHER
Asian	28	79	98	55	36	33	17	8	2	3	2	4	1	0	0	18	17	0
Black	39	23	49	35	28	25	17	10	6	3	8	0	1	0	0	10	5	2
Chinese / Far East	3	11	11	11	6	2	3	2	2	0	0	0	0	0	0	0	2	0
Mixed Ethnicity	20	12	30	44	50	32	22	8	5	3	5	1	2	1	0	10	12	0
Other Ethnicity	3	3	9	7	6	3	1	2	0	0	0	0	0	1	0	8	2	0
White British	328	467	1454	1542	1645	1090	664	454	182	158	91	111	41	32	331	1843	807	32
White European	22	11	45	25	25	18	6	1	2	0	2	0	1	1	2	10	14	1
White Gypsy/Traveller	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
White Irish	0	0	6	6	10	3	5	4	3	0	2	1	1	0	4	13	11	1
White Other	5	7	11	8	16	13	7	5	1	1	0	2	1	1	0	9	6	2
Total	448	613	1715	1733	1822	1220	742	494	203	168	110	119	48	36	337	1921	876	38

Racial Groups	Grade																	
	GRADE 01	GRADE 02	GRADE 03	GRADE 04	GRADE 05	GRADE 06	GRADE 07	GRADE 08	GRADE 09	GRADE 10	JNC Y&C	OM+	SOULBURY	OTHER	SCHOOL LEADERSHIP SCALE	TEACHER UPPER PAY SCALE	TEACHER MAIN PAY SCALE	
Asian	6.25%	12.89%	5.71%	3.17%	1.98%	2.70%	2.29%	1.62%	0.99%	1.79%	1.82%	3.36%	2.08%	0.00%	0.00%	0.94%	1.94%	0.00%
Black	8.71%	3.75%	2.86%	2.02%	1.54%	2.05%	2.29%	2.02%	2.96%	1.79%	7.27%	0.00%	2.08%	0.00%	0.00%	0.52%	0.57%	5.26%
Chinese / Far East	0.67%	1.79%	0.64%	0.63%	0.33%	0.16%	0.40%	0.40%	0.99%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.23%	0.00%
Mixed Ethnicity	4.46%	1.96%	1.75%	2.54%	2.74%	2.62%	2.96%	1.62%	2.46%	1.79%	4.55%	0.84%	4.17%	2.78%	0.00%	0.52%	1.37%	0.00%
Other Ethnicity	0.67%	0.49%	0.52%	0.40%	0.33%	0.25%	0.13%	0.40%	0.00%	0.00%	0.00%	0.00%	0.00%	2.78%	0.00%	0.42%	0.23%	0.00%
White British	73.21%	76.18%	84.78%	88.98%	90.29%	89.34%	89.49%	91.90%	89.66%	94.05%	82.73%	93.28%	85.42%	88.89%	98.22%	95.94%	92.12%	84.21%
White European	4.91%	1.79%	2.62%	1.44%	1.37%	1.48%	0.81%	0.20%	0.99%	0.00%	1.82%	0.00%	2.08%	2.78%	0.59%	0.52%	1.60%	2.63%
White Gypsy/Traveller	0.00%	0.00%	0.12%	0.00%	0.00%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
White Irish	0.00%	0.00%	0.35%	0.35%	0.55%	0.25%	0.67%	0.81%	1.48%	0.00%	1.82%	0.84%	2.08%	0.00%	1.19%	0.68%	1.26%	2.63%
White Other	1.12%	1.14%	0.64%	0.46%	0.88%	1.07%	0.94%	1.01%	0.49%	0.60%	0.00%	1.68%	2.08%	2.78%	0.00%	0.47%	0.68%	5.26%

As some of the sample sizes in the chart above are small, for ease of analysis the two tables below display the same data (first by number and then by percentage), aggregating all of the Racial Group other than White British into “Other”:

Racial Groups	Grade																	
	GRADE 01	GRADE 02	GRADE 03	GRADE 04	GRADE 05	GRADE 06	GRADE 07	GRADE 08	GRADE 09	GRADE 10	JNC Y&C	OM+	SOULBURY	OTHER	SCHOOL LEADERSHIP SCALE	TEACHER UPPER PAY SCALE	TEACHER MAIN PAY SCALE	UNQUALIFIED TEACHER
Other	120	146	261	191	177	130	78	40	21	10	19	8	7	4	6	78	69	6
White British	328	467	1454	1542	1645	1090	664	454	182	158	91	111	41	32	331	1843	807	32
Total	448	613	1715	1733	1822	1220	742	494	203	168	110	119	48	36	337	1921	876	38

Racial Groups	Grade																	
	GRADE 01	GRADE 02	GRADE 03	GRADE 04	GRADE 05	GRADE 06	GRADE 07	GRADE 08	GRADE 09	GRADE 10	JNC Y&C	OM+	SOULBURY	OTHER	SCHOOL LEADERSHIP SCALE	TEACHER UPPER PAY SCALE	TEACHER MAIN PAY SCALE	UNQUALIFIED TEACHER
Other	26.79%	23.82%	15.22%	11.02%	9.71%	10.66%	10.51%	8.10%	10.34%	5.95%	17.27%	6.72%	14.58%	11.11%	1.78%	4.06%	7.88%	15.79%
White British	73.21%	76.18%	84.78%	88.98%	90.29%	89.34%	89.49%	91.90%	89.66%	94.05%	82.73%	93.28%	85.42%	88.89%	98.22%	95.94%	92.12%	84.21%

Racial Group and Length of Service

Racial Groups	Years					Total
	0-2	2-5	5-10	10-20	20 +	
Asian	100	88	70	115	28	401
Black	68	53	59	51	30	261
Chinese / Far East	13	5	12	20	3	53
Mixed Ethnicity	50	64	50	64	29	257
Other	14	10	7	12	2	45
White British	1,754	1,919	2,117	3,146	2,336	11,272
White European	50	47	33	43	13	186
White Gypsy/Traveller	2	0	0	1	0	3
White Irish	14	5	15	19	17	70
White Other	24	26	15	20	10	95
Total	2,089	2,217	2,378	3,491	2,468	12,643

4. The Council's Permanent/ Temporary Workforce – Analysis by Gender

Analysis of Full and Part-time Working by Gender

The overall composition of the Council's 13,731 strong permanent/ temporary workforce includes 9,450 women (69.48% of the overall workforce) and 4,191 men (30.52% of the overall workforce).

As a large organisation delivering a very large range of functions and services, the Council has complex and varied working patterns. If a definition of "full-time" is taken to mean an employee who works 37 hours per week, it is possible to distinguish full-time from part-time employees, but within the category of part-time employees there is a huge variety of working patterns. Part time employees work less than 37 hours per week, and includes those employees who work less than a 52 week year, for example, school term times.

The table below breaks down the total employees by Full Time Equivalent (where 100% = 37 hours over 52 weeks), indicating the number and the percentage of employees, further broken down by gender. The table shows 7,658 employees working Full Time, with 6,073 employees working Part-time, and ten Part-Time categories ranging by decile (ranges of 10% of full-time working, from 0 – 10%, to 90 – 99.99%).

FTE Range	Number of employees	% of overall workforce	Female		Male	
			No.	%	No.	%
100%	7,658	55.77%	4,243	55.41%	3,415	44.59%
90 - 99.99%	439	3.20%	361	82.23%	78	17.77%
80 - 89.99%	2,047	14.91%	1,761	86.03%	286	13.97%
70 - 79.99%	488	3.55%	417	85.45%	71	14.55%
60 - 69.99%	893	6.50%	761	85.22%	132	14.78%
50 - 59.99%	847	6.17%	765	90.32%	82	9.68%
40 - 49.99%	548	3.99%	498	90.88%	50	9.12%
30 - 39.99%	240	1.75%	208	86.67%	32	13.33%
20 - 29.99%	338	2.46%	306	90.53%	32	9.47%
10 - 19.99%	208	1.51%	202	97.12%	6	2.88%
0 - 9.99%	25	0.18%	18	72.00%	7	28.00%

Note Total based on 13,731 permanent/temporary workforce.

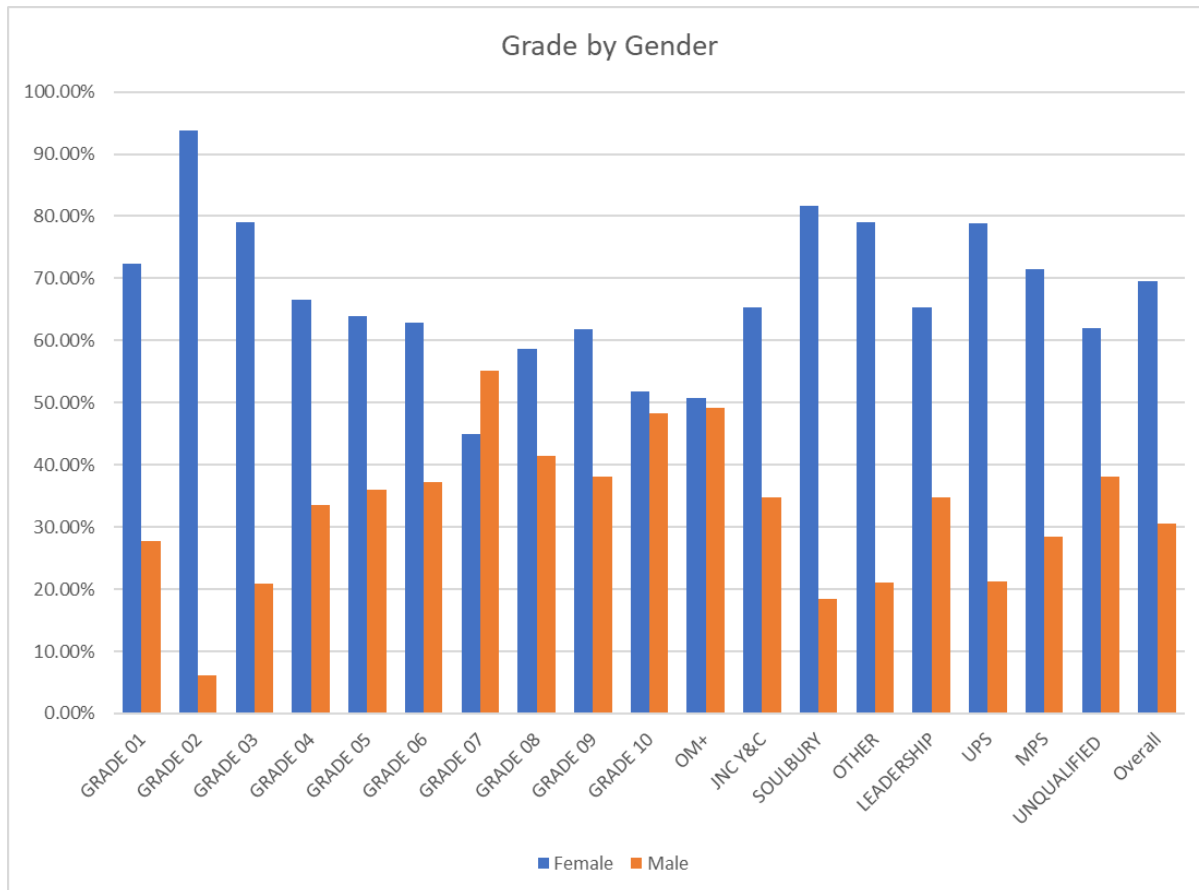
Grade Analysis by Gender

The overall composition of the Council's 13,731 strong permanent/ temporary workforce includes 9,450 women (69.48% of the overall workforce) and 4,191 men (30.52% of the overall workforce).

The table show these employees (almost all employees excluding teachers and those in school settings who are not part of the council's collective agreement) have been graded in accordance with the Council's Job Evaluation scheme, and the grades of these male and female employees are as follows:

GRADE	Number			Percentage	
	Female	Male	Total	Female	Male
GRADE 01	376	144	520	72.31%	27.69%
GRADE 02	634	42	676	93.79%	6.21%
GRADE 03	1,469	388	1,857	79.11%	20.89%
GRADE 04	1,268	638	1,906	66.53%	33.47%
GRADE 05	1,262	710	1,972	64.00%	36.00%
GRADE 06	810	479	1,289	62.84%	37.16%
GRADE 07	349	428	777	44.92%	55.08%
GRADE 08	299	211	510	58.63%	41.37%
GRADE 09	128	79	207	61.84%	38.16%
GRADE 10	88	82	170	51.76%	48.24%
OPERATIONAL MANAGERS AND ABOVE	62	60	122	50.82%	49.18%
JNC Y&C	77	41	118	65.25%	34.75%
SOULBURY	40	9	49	81.63%	18.37%
OTHER	30	8	38	78.95%	21.05%
SCHOOL LEADERSHIP SCALE	250	133	383	65.27%	34.73%
TEACHER UPPER PAY SCALE	1,714	461	2,175	78.80%	21.20%
TEACHER MAIN PAY SCALE	658	262	920	71.52%	28.48%
UNQUALIFIED TEACHER SCALE	26	16	42	61.90%	38.10%
Total	9,540	4,191	13,731	69.48%	30.52%

The graph below shows gender breakdown by grade at 31st March 2022. In all Grades, apart from Grade 07, the percentage of female employees is higher than male employees.



At the management tier of the organisation (the Council’s 122 Operational Managers, Heads of Service, Chief Officers, Assistant Directors, Directors and Chief Executive), the gender balance is:

GRADE	Number			Percentage	
	Female	Male	Total	Female	Male
OM+	62	60	122	50.82%	49.18%

Gross Pay Analysis by Gender

The table below shows the gross pay by male and female employees, in bands of £5,000 and £10,000. This analysis includes all Council employees, including those working in schools. The levels of take home pay reflect the fact that women are more represented amongst part-time employees. A key factor in this is the term time working arrangements for school support staff in that pay proportionate to the number of weeks and hours worked, plus annual leave and bank holiday entitlement, rather than being paid for 52 weeks of the year.

Gross Annual Earnings	Part Time				Total
	Female		Male		
	No	%	No	%	
£1 - £4,999	502	93.14%	37	6.86%	539
£5,000 - £9,999	791	88.08%	107	11.92%	898
£10,000 - £14,999	1,343	85.87%	221	14.13%	1,564
£15,000 - £19,999	1,366	87.28%	199	12.72%	1,565
£20,000 - £24,999	671	84.09%	127	15.91%	798
£25,000 - £29,999	327	86.28%	52	13.72%	379
£30,000 - £39,999	261	89.69%	30	10.31%	291
£40,000 - £49,999	34	94.44%	2	5.56%	36
£50,000 - £59,999	2	66.67%	1	33.33%	3
£60,000 - £69,999	0	0.00%	0	0.00%	0
£70,000 +	0	0.00%	0	0.00%	0

Gross Annual Earnings	Full Time				Total
	Female		Male		
	No	%	No	%	
£1 - £4,999	0	0.00%	0	0.00%	0
£5,000 - £9,999	0	0.00%	0	0.00%	0
£10,000 - £14,999	0	0.00%	0	0.00%	0
£15,000 - £19,999	192	60.38%	126	39.62%	318
£20,000 - £24,999	708	46.46%	816	53.54%	1,524
£25,000 - £29,999	788	55.14%	641	44.86%	1,429
£30,000 - £39,999	1,032	49.14%	1,068	50.86%	2,100
£40,000 - £49,999	1,123	68.52%	516	31.48%	1,639
£50,000 - £59,999	241	64.10%	135	35.90%	376
£60,000 - £69,999	82	0.00%	42	0.00%	124
£70,000 +	77	0.00%	71	0.00%	148

Note Total based on 13,731 permanent/temporary workforce.

5. The Council's Permanent/ Temporary Workforce – Analysis by Age

The table below shows the age distribution of the Council's employees across Directorates and for those employed in schools.

Age Group	Corporate (less schools)		School Employees		Total	
	No	%	No	%	No	%
16-24	229	34.91%	427	65.09%	656	4.78%
25-34	1,151	39.14%	1,790	60.86%	2,941	21.42%
35-44	1,582	45.72%	1,878	54.28%	3,460	25.20%
45-54	1,656	45.95%	1,948	54.05%	3,604	26.25%
55-64	1,577	59.15%	1,089	40.85%	2,666	19.42%
65+	253	62.62%	151	37.38%	404	2.94%

This table shows the age distribution by Directorates:

Directorates	Age Group											
	16-24		25-34		35-44		45-54		55-64		65+	
	No	%	No	%	No	%	No	%	No	%	No	%
ADULTS HOUSING & COMMUNITIES	97	0.71%	487	3.55%	559	4.07%	553	4.03%	536	3.90%	91	0.66%
CHILDRENS SERVICES	19	0.14%	148	1.08%	164	1.19%	98	0.71%	73	0.53%	10	0.07%
ECONOMIC DEVELOPMENT	32	0.23%	149	1.09%	275	2.00%	377	2.75%	453	3.30%	81	0.59%
EDUCATION & LIFELONG LEARNING - CENTRAL	20	0.15%	92	0.67%	188	1.37%	228	1.66%	182	1.33%	24	0.17%
EDUCATION & LIFELONG LEARNING - SCHOOLS	430	3.13%	1800	13.11%	1902	13.85%	1963	14.30%	1095	7.97%	153	1.11%
GOVERNANCE & LEGAL SERVICES	4	0.03%	19	0.14%	26	0.19%	25	0.18%	29	0.21%	3	0.02%
PERFORMANCE & PARTNERSHIPS	1	0.01%	11	0.08%	27	0.20%	23	0.17%	12	0.09%	1	0.01%
PLANNING TRANSPORT & ENVIRONMENT	16	0.12%	58	0.42%	105	0.76%	134	0.98%	128	0.93%	28	0.20%
RESOURCES	37	0.27%	177	1.29%	214	1.56%	203	1.48%	158	1.15%	13	0.09%

6. The Council’s Permanent/ Temporary Workforce – Analysis by Other Protected Characteristics

Disability

232 of the Council’s employees (1.69%) identified as being disabled. 5,784 employees (42.12%) identified as not being disabled, with the remaining 7,715 (56.19%) not disclosing this information.

Gender Reassignment

18 employees identified as having a Gender Identity other than that which they were assigned at birth. 5,559 employees identified as having the same Gender Identity that they were assigned at birth, 152 preferred not to say, and the remaining 8,002 did not identify their Gender Identity.

Marriage and Civil Partnership

Employees identified their Marital Status as follows:

Marital Status	No	%
Civil Partner	38	0.28%
Dissolved Partnership	1	0.01%
Divorced	286	2.08%
Married	2,644	19.26%
Not Disclosed	8,630	62.85%
Prefer not to say	91	0.66%
Separated	69	0.50%
Single	1,416	10.31%
Unmarried Partner	524	3.82%
Widowed	32	0.23%
Total	13731	100.00%

Pregnancy and Maternity

326 employees began Maternity Leave during the period 1st April 2021 to 31st March 2022, with 45 returning from Maternity Leave during the year. 10 employees resigned following Maternity Leave. 11 employees began Adoption Leave, and 112 took Maternity/ Paternity Support Leave. There was no Shared Parental Leave.

Religion or Belief (including lack of belief)

Employees identified their Religion or Belief (including Lack of Belief) as follows:

Belief	No	%
Buddhist	19	0.14%
Christian	2,104	15.32%
Hindu	27	0.20%
Jewish	0	0.00%
Muslim	158	1.15%
None	2,612	19.02%
Not Disclosed	8,009	58.33%
Other	430	3.13%
Prefer Not To Say	356	2.59%
Rastafarian	3	0.02%
Sikh	12	0.09%
Zoroastrian	1	0.01%
Total	13731	100.00%

Sexual Orientation

Employees identified their Sexual Orientation as follows:

Sexual Orientation	No	%
Bisexual	76	0.55%
Gay	107	0.78%
Heterosexual	4,444	32.36%
Lesbian	34	0.25%
Not Disclosed	8,678	63.20%
Other	36	0.26%
Prefer not to say	356	2.59%
Total	13,731	100.00%

7. Cardiff Works – Ethnicity of Temporary Workforce

Between 1st April 2021 and 31st March 2022, the Council employed 1,101 people through its temporary employment agency Cardiff Works. Of these, 1,024 (93.00%) disclosed their ethnic origin to the Council enabling the following analysis.

Ethnic Group	Number
Arab	5
Asian Bangladeshi	7
Asian British	13
Asian Indian	15
Asian Other	5
Asian Pakistani	10
Black African	24
Black British	13
Black Caribbean	4
Black Other	2
Chinese / Far East British	1
Chinese / Far East Chinese	1
Mixed Other	7
Mixed Race White & Asian	3
Mixed Race White & Black African	3
Mixed Race White & Black Caribbean	14
Not Disclosed	29
Other Ethnicity	14
Prefer not to say	48
White British	627
White English	4
White European	26
White Irish	3
White Northern Irish	1
White Other	14
White Scottish	4
White Welsh	204
Total	1,101

The information provided enables the table below to show the percentage of those employees identifying as White British (81.93%), or as another ethnicity (18.07%).

Racial Groups	No	%
Asian	50	4.88%
Black	43	4.20%
Chinese / Far East	2	0.20%
Mixed Ethnicity	27	2.64%
Other	19	1.86%
White British	839	81.93%
White European	26	2.54%
White Irish	3	0.29%
White Northern Irish	1	0.10%
White Other	14	1.37%
Total	1,024	100.00%

Gender and Racial Group

Racial Groups	Female		Male		Total
	No.	%	No	%	
Asian	38	76.00%	12	24.00%	50
Black	28	65.12%	15	34.88%	43
Chinese / Far East	2	100.00%	0	0.00%	2
Mixed Ethnicity	18	66.67%	9	33.33%	27
Other	16	84.21%	3	15.79%	19
White British	560	66.75%	279	33.25%	839
White European	14	53.85%	12	46.15%	26
White Irish	2	66.67%	1	33.33%	3
White Northern Irish	1	100.00%	0	0.00%	1
White Other	11	78.57%	3	21.43%	14
Total	690	67.38%	334	32.62%	1024

Racial Group and Pay

Racial Group	GRADE										
	GRADE 01	GRADE 02	GRADE 03	GRADE 04	GRADE 05	GRADE 06	GRADE 07	GRADE 08	GRADE 09	GRADE 10	OM +
Asian	25	2	6	9	4	1	3	0	0	0	0
Black	19	2	5	12	1	2	2	0	0	0	0
Chinese / Far East	1	0	0	1	0	0	0	0	0	0	0
Mixed Ethnicity	11	1	4	4	2	1	4	0	0	0	0
Other	6	0	3	5	0	2	3	0	0	0	0
White British	532	9	49	112	34	25	66	5	1	1	5
White European	19	0	1	3	2	0	1	0	0	0	0
White Irish	1	0	0	0	1	0	1	0	0	0	0
White Northern Irish	0	0	1	0	0	0	0	0	0	0	0
White Other	5	2	1	3	1	1	1	0	0	0	0
Total	619	16	70	149	45	32	81	5	1	1	5

Racial Group and Age

Racial Group	Age						Total
	16-24	25-34	35-44	45-54	55-64	65 +	
Asian	2	21	19	8	0	0	50
Black	9	12	9	10	3	0	43
Chinese / Far East	0	0	1	1	0	0	2
Mixed Ethnicity	10	11	3	1	2	0	27
Other	3	9	4	2	0	1	19
White British	123	265	127	147	149	28	839
White European	1	9	9	4	3	0	26
White Irish	0	2	1	0	0	0	3
White Northern Irish	0	1	0	0	0	0	1
White Other	3	3	2	6	0	0	14
Total	151	333	175	179	157	29	1024

8. “Applicants” to the Council by Protected Characteristics

For the period 1st April 2021 to 31st March 2022, Cardiff received 13,217 applications for vacancies. The information in the following tables excludes applicants for school vacancies. Applications processed directly by schools are not recorded.

Age	No	%
16-21	149	1.13%
22-26	804	6.08%
27-33	963	7.29%
34-40	710	5.37%
41-50	684	5.18%
50 +	611	4.62%
Not Disclosed	9,296	70.33%
Total	13,217	

Disability	No	%
No	7,717	58.39%
Not Disclosed	4,744	35.89%
Yes	756	5.72%
Total	13,217	

Racial Group	No.	%
Asian	623	4.71%
Black	440	3.33%
Chinese / Far East	52	0.39%
Mixed Ethnicity	342	2.59%
Not Disclosed	4,744	35.89%
Other	138	1.04%
Prefer not to say	81	0.61%
White	6,797	51.43%
Total	13,217	

Gender	No	%
Female	4,723	35.73%
Male	3,750	28.37%
Not Disclosed	4,744	35.89%
Total	13,217	

Religion or Belief/Non Belief	No.	%
Baha'i	3	0.02%
Buddhist	50	0.38%
Christian	2,338	17.69%
Hindu	122	0.92%
Jain	1	0.01%
Jewish	16	0.12%
Muslim	580	4.39%
None	4,538	34.33%
Not Disclosed	4,744	35.89%
Other	223	1.69%
Prefer not to say	567	4.29%
Sikh	32	0.24%
Zoroastrian	3	0.02%
Total	13,217	

Sexual Orientation	No.	%
Bisexual	317	2.40%
Gay	233	1.76%
Heterosexual	7,194	54.43%
Lesbian	91	0.69%
Not Disclosed	4,744	35.89%
Other	102	0.77%
Prefer not to say	536	
Total	13,217	

9. Training by Protected Characteristics

For the period 1st April 2021 to 31st March 2022, 11,902 training requests were submitted. The information in the following tables does not include school employees as training records are held by individual schools, not the Council.

By Age

Training	Age Range						Total
	16-24	25-34	35-44	45-54	55-64	65+	
All Training Requests	336	2,428	2,269	2,266	1,654	243	9,196
Approved	298	2,093	1,944	1,903	1,410	202	7,850

Training	Age Range						Total
	16-24	25-34	35-44	45-54	55-64	65+	
All Training Requests	3.65%	26.40%	24.67%	24.64%	17.99%	2.64%	100.00%
Approved	88.69%	86.20%	85.68%	83.98%	85.25%	83.13%	85.36%

By Gender

Training	Gender		
	Female	Male	Total
All Training Requests	6,402	2,794	9,196
Approved	5,391	2,459	7,850

Training	Gender	
	Female	Male
All Training Requests	69.62%	30.38%
Approved	84.21%	88.01%

By Racial Group

Training	Racial Group												Total
	Asian	Black	Chinese / Far East	Mixed Ethnicity	Not Disclosed	Other	Prefer not to say	White British	White European	White Gypsy/Irish Traveller	White Irish	White Other	
All Training Requests	226	304	26	233	172	37	90	7,742	173	1	65	127	9,196
Approved	195	274	26	203	155	35	74	6,590	131	1	53	113	7,850

Training	Racial Group												Total
	Asian	Black	Chinese / Far East	Mixed Ethnicity	Other	Prefer Not To Say	White British	White European	White Irish	White Other	Not Disclosed	White Other	
All Training Requests	2.46%	3.31%	0.28%	2.53%	1.87%	0.40%	0.98%	84.19%	1.88%	0.01%	0.71%	1.38%	100.00%
Approved	86.28%	90.13%	100.00%	87.12%	90.12%	94.59%	82.22%	85.12%	75.72%	100.00%	81.54%	88.98%	85.36%

10. Disciplinary Information by Protected Characteristics

The disciplinary information is for Council based employees and excludes school employees. The data is based on cases closed during the period 1st April 2021 to 31st March 2022.

By Age	Age Range						Total
	16-24	25-34	35-44	45-54	55-64	65+	
Disciplinary Outcome							
Informal	0	6	5	5	6	2	24
No Action	4	13	16	22	18	3	76
Verbal Warning	0	0	0	0	0	0	0
Written Warning	0	1	0	2	2	1	6
Final Written Warning	0	2	5	2	1	0	10
Dismissal - With Notice	0	0	0	0	0	0	0
Dismissal - Without Notice	0	1		1	4	1	7
Total	4	23	26	32	31	7	123
	3.25%	18.70%	21.14%	26.02%	25.20%	5.69%	

By Racial Group	Racial Groups					
	Asian	Black	Mixed Ethnicity	Not Disclosed	White British	White European
Disciplinary Outcome						
Informal	0	2	2	2	18	0
No Action	1	10	0	6	58	1
Verbal Warning	0	0	0	0	0	0
Written Warning	0	0	1	0	5	0
Final Written Warning	0	1	0	1	8	0
Dismissal - With Notice	0	0	0	0	0	0
Dismissal - Without Notice	0	1	0	0	6	0
Total	1	14	3	9	95	1
	0.81%	11.38%	2.44%	7.32%	77.24%	0.81%

By Gender	Gender		Total
	Female	Male	
Disciplinary Outcome			
Informal	8	16	24
No Action	28	48	76
Verbal Warning	0	0	0
Written Warning	3	3	6
Final Written Warning	3	7	10
Dismissal - With Notice	0	0	0
Dismissal - Without Notice	0	7	7
Total	42	81	123
	34.15%	65.85%	

Levels of data on disciplinary procedures by Disability, Marriage and Civil Partnership, Religion or Belief, or Sexual Orientation do not permit significant analysis.

11. Leaver Information by Protected Characteristics

For the period 1st April 2021 to 31st March 2022, there were 2,521 leavers. The information in the following tables includes all council leavers which includes schools.

By Age	Age Range						
Exit Reasons	16-24	25-34	35-44	45-54	55-64	65+	Total
Death in Service	1	0	3	5	8	3	20
End of Contract	139	174	102	78	63	14	570
Redundancy	0	2	3	10	11	1	27
Resignation	183	431	294	263	159	31	1,361
Retirement	0	1	0	8	118	65	192
Termination/Dismissal	18	36	32	51	55	19	211
TUPE Transfer	6	9	12	11	12	9	59
Voluntary Severance	0	2	5	9	44	21	81
Total	347	655	451	435	470	163	2,521
	13.76%	25.98%	17.89%	17.26%	18.64%	6.47%	

By Racial Group	Racial Group												
Exit Reasons	Asian	Black	Chinese / Far East	Mixed Ethnicity	Not Disclosed	Other	Prefer not to say	White British	White European	White Irish	White Northern Irish	White Other	Total
Death in Service	0	0	0	3	1	0	0	16	0	0	0	0	20
End of Contract	0	0	0	1	3	0	0	23	0	0	0	0	27
Redundancy	51	44	3	39	60	13	18	1,079	32	7	1	14	1,361
Resignation	0	2	0	0	22	0	0	163	2	2	0	1	192
Retirement	7	1	1	8	19	1	4	167	3	0	0	0	211
Termination/Dismissal	0	0	0	1	5	0	0	52	1	0	0	0	59
TUPE Transfer	1	0	0	2	10	0	0	66	1	0	0	1	81
Voluntary Severance	36	25	2	17	5	9	17	431	21	1	0	6	570
Total	95	72	6	71	125	23	39	1,997	60	10	1	22	2,521
	3.77%	2.86%	0.24%	2.82%	4.96%	0.91%	1.55%	79.21%	2.38%	0.40%	0.04%	0.87%	

By Gender	Gender		
Reason	Female	Male	Total
Death in Service	7	13	20
End of Contract	353	217	570
Redundancy	19	8	27
Resignation	982	379	1,361
Retirement	146	46	192
Termination/Dismissal	148	63	211
TUPE Transfer	25	34	59
Voluntary Severance	37	44	81
Total	1,717	804	2,521
	68.11%	31.89%	

Levels of leaver information by Disability, Marriage and Civil Partnership, Religion or Belief, or Sexual Orientation do not permit significant analysis.

12. Gender Pay Gap

The table below display the differences in the average pay between men and women as at 31st March 2022.

	Mean Hourly Rate	Median Hourly Rate
Male	15.37	13.71
Female	16.22	13.44
Pay Gap	-5.59%	1.97%

The mean average involves adding up all of the hourly rates and dividing the result by how many numbers were in the list.

The median average involved listing all of the hourly rates in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

The quartile table below shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts. If there are a number of employees on the exact same hourly rate of pay crossing two of the quartiles, males and females are split as evenly as possible across the quartiles.

Quartiles	No of Male	%	No of Female	%	Total
Q1 Lower hourly pay	664	35.30%	1,217	64.70%	1,881
Q2 Lower middle hourly pay	801	42.56%	1,081	57.44%	1,882
Q3 Upper middle hourly pay	849	45.11%	1,033	54.89%	1,882
Q4 Upper hourly pay	806	42.83%	1,076	57.17%	1,882
TOTAL	3,120	41.45%	4,407	58.55%	7,527

Note Total includes all Corporate council permanent/ temporary/ casual staff who were paid in March 2022.

13. Race Pay Gap

The table below display the differences in the average pay between white and all other ethnicities as at 31st March 2022.

Corporate	Mean Hourly Rate	Median Hourly Rate
White*	16.19	13.54
All other ethnicities	13.56	11.79
Pay Gap	16.24%	12.92%

Note Total includes all council permanent/ temporary/ casual staff who were paid in March 2022

The table below shows the pay group have decreased between 31st March 2021 and 31st March 2022.

	Mean Hourly Rate 31/03/2021	Mean Hourly Rate 31/03/2022		Median Hourly Rate 31/03/2021	Median Hourly Rate 31/03/2022
White*	15.87	16.19		13.47	13.54
All other ethnicities	13.52	13.56		11.96	11.79
Pay Gap	14.81%	16.24%		11.21%	12.92%