

Cardiff Council

Equality & Inclusion Strategy 2020-24

Annual Review 2022/23

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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Introduction

In September 2020, Cardiff Council published the [Equality & Inclusion Strategy 2020-24](#), identifying four Equality Objectives which the Council will measure progress against over the next four years. The objectives built on the work that had been delivered in previous Strategic Equality Plans.

This report on the Equality & Inclusion Strategy 2020-24 covers the period from April 2022 to March 2023.

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 set for the four-year period.

The four Equality Objectives are:

- 1. To develop and deliver services which are responsive to Cardiff's inequality gap**
- 2. To lead the way on equality and inclusion in Wales and beyond**
- 3. Cardiff is accessible to everyone who is living, visiting, or working in the city**
- 4. To 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 Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

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 house-building programme, [Cardiff Living](#), has completed and delivered new homes despite the effects of the recent pandemic, increasing costs of energy and materials, and a number of well-established contractors ceasing to trade. Development continues to deliver our goal of 4,000 new homes over a 10-year period. Cardiff Living has delivered 822 new homes with a further 385 currently under development.

The Council continues to explore all options to maximise the number of affordable, energy-efficient and low-carbon properties in the city. The Council is looking at increasing the number of properties we purchase and has expanded the modular builds on the Gasworks site to increase supply.

In a joint enterprise with the Welsh Government, the Council is working on a Net Zero pilot housing scheme in Llanedeyrn to deliver 50 new, zero carbon Council homes.

Older Persons' Housing

The Council is progressing its development and delivery of older persons' housing through the [Older Persons' Housing Strategy 2019-23](#). Provision of a diverse range of facilities and services for tenants has enabled people to live in their homes independently and for longer.

Work to develop 44 Care-Ready apartments at Addison House in Rumney is underway with completion due in November 2023.

The development of 101 Care-Ready apartments at the Maelfa and St Mellons has commenced.

Contracts have been exchanged for the development of 41 apartments at the Leckwith Road Community Living scheme, with completion due in in early 2025.

Masterplanning is underway on the proposed Michaelston Wellbeing Village to deliver 250 new homes. Combined with this scheme will be a number of public buildings which will provide a range of amenities for residents and the local community. Subject to planning, work is anticipated to commence on the Michaelston Wellbeing Village facilities in late summer 2024.

A planning application has been submitted to develop older persons housing at Moorland Road, and an invitation to tender has been issued for the proposed development of 44 older person apartments in Bute Street.

Our Vision to End Homelessness

There has been a considerable increase in the number of people and families presenting as homeless which has placed severe pressure across the housing system, particularly the lack of affordable housing.

A review of the prevention element of the [Housing Support Programme Strategy 2022-26](#) was undertaken to ensure every avenue to prevent homelessness was explored, so people are supported from an early stage, and before they reach crisis point. The Prevention Team is now fully aligned within the Advice Service alongside the Housing Solutions Team. This service can be accessed via the Housing Helpline or local Community Hubs – the service also provides home visits.

A Landlord Enquiry and Tenancy Service (LETS) was introduced to actively work with private landlords to augment the availability of settled accommodation. Working with landlords across the city, LETS provides incentives to them to encourage more access to the private rented sector to those in greatest housing need. A dedicated landlord landline is in place and advertising of the LETS scheme continues utilising numerous platforms including bus stops and social media.

Under the Welsh Government Leasing Scheme, the Council has exceeded our target of 20 properties by securing 22.

The Council's Rapid Rehousing Transition Plan has been finalised and is with Welsh Government for review.

An Inclusive and Fair Economy

The Council's Into Work Advice Service made great strides in increasing the number of offers of external placements to young people, including the Wales Millennium Centre, Adferiad Mental Health Team and Sound Progression.

A review of the Bright Futures project resulted in a reduction of duplication of services and increased provision in several areas to support care-experienced young people. Our Employer Liaison Team worked closely with employers to identify suitable placements for care-experienced young people.

A new delivery model has been rolled out. Adult Learning and Cardiff Works successfully delivered 'Get into Admin' courses, providing an introduction to all aspects of administration work. Courses are also delivered from community locations with plans to utilise schools as local venues underway.

A successful bid for funding from the Department for Work and Pensions (DWP) enabled the development of a three-year Supported Employment Programme aimed at individuals with learning difficulties and autism.

A Social Value Officer has been appointed to help create pathways for individuals to ensure they are able to access all employment opportunities.

A Great Place To Grow Up For Children Of All Backgrounds

Children Looked After and Care Leavers

The Corporate Parenting Operational Group contributed to the priorities set out in the [Corporate Parenting Strategy 2021-24](#), including providing specific career development opportunities for care-experienced young people.

Young people developed their own version of the Corporate Parenting Strategy with members of the Youth Service and the Bright Sparks Group. A video was produced and was included in Practice Development Week during October 2022 as an example of co-production.

Elected Members received online training sessions which included sharing the views and wishes of children and young people in respect of what they would like from Councillors as Corporate Parents.

A new Elected Members Visits Programme has been developed and will provide the Corporate Parenting Advisory Committee with an opportunity to meet staff delivering services which support care-experienced young people. The visits also provide an opportunity for Members to hear directly from children and young people.

A Care Leaver Consultation Group has been launched to support care leavers to influence decisions and play an active role in service development.

Children's Services and the Child Friendly City Team worked together to deliver a one-day summer festival for care-experienced young people, families and other under-represented groups. More than 200 people attended and the feedback received from the event was positive.

Youth Justice Service

In recognition of the progress made by the Cardiff Youth Justice Service, the Service was de-escalated from its previous priority status. The de-escalation is a demonstration of the confidence the Youth Justice Board has in the operational management and senior leadership in Cardiff in delivering improvements and positive outcomes for children and young people.

A grant received from the Ministry of Justice has enabled a three-year programme, named 'Turnaround', to assist with voluntary prevention and intervention work. Turnaround seeks to expand the prevention remit to include all pre-court intervention work, including a re-launch and re-branding of the Prevention Team under the banner 'Crossroads'. The name Crossroads was chosen by young people to represent the point in their life when they come to the attention of the Police resulting in initial referrals to Cardiff Youth Justice Service.

A new Breach and Encouragement process has been agreed, ensuring a robust process to address issues when a young person does not comply with their Order. The 'All Our Futures' Youth Justice Strategy has been updated and delivery of the action plan is underway.

Mental Health Services for Young People

Three schools of secondary-aged learners have piloted the first phase of a self-assessment tool as part of the Whole School Approach to Emotional and Mental Well-being (WSAEMW). A further 32 schools attended a WSAEMW briefing to introduce documentation and plans for the roll-out of the second phase.

A successful bid to National Lottery funding by Llamau and Cardiff Council enabled provision of Upstream Cymru screening and support for two more high schools.

A significant area of concern has been around permanent exclusions, largely due to the fall-out from the Covid-19 pandemic/ lockdowns, resulting in an increase in social, emotional and community issues for children and families. Two members of the Emotional Health & Wellbeing specialist team undertook THRIVE Trainer training, qualifying as THRIVE trainers and able to deliver training for up to 24 staff at primary and secondary level.

Cardiff was accepted onto the accredited pilot scheme for the North Yorkshire model 'No Wrong Door' which is a non-traditional way of working with young people experiencing complex journeys, with an innovative residential 'Hub' at the heart of the service to provide short-term residential placements and outreach support. Through an independent review, this model was shown to result in improved outcomes for children and young people, including a reduction in the number of children looked after along with significant financial savings. The model was implemented in Cardiff as 'The Right Place Strategy' and was approved by Cabinet as part of the over-arching Children's Services Strategy in January 2023.

Cardiff Commitment and Supporting Young People's Transition Into Work

The Business Forum approach continues to embody the aspirations of the Cardiff Commitment in schools, with many establishing a particular focus on the potential of partnership. Two of our schools are now seeking to embed this work across different areas of learning, which is a significant step forward in utilising the expertise of industry to realise the curriculum in Wales.

The Cardiff Commitment is working with the Schools Organisation Planning Team on design principles to support schools proactively, including the consideration of learning pathways.

The Specialist Setting Business Forum is progressing its key priorities to develop careers and work-related experiences for pupils with Additional Learning Needs.

Several employers, including BBC Wales, the Civil Service, Celsa Steel, Admiral Insurance, BAM, Tilbury Douglas and Welsh Government, met with Cardiff Commitment to explore developing supported employment pathways for young people with learning disabilities and autism.

Tackling Violence Against Women and Girls

Work was ongoing throughout the year to review and update the regional Violence against Women, Domestic Abuse and Sexual Violence Strategy. A task and finish group was established with partners to help shape the revised strategy “It’s In Our Hands”. Valuable insights were received during an event for victims and survivors; these were used to inform and strengthen the revised strategy. An implementation plan is also being prepared to accompany the new strategy.

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

Cardiff Race Equality Taskforce

In December 2022, the Cabinet responded to the final report of the Race Equality Taskforce, accepting all recommendations and updating on progress made across the five priority areas identified: Employment & Representative Workforce; Education and Young People; Citizens Voice; Health; and Criminal Justice.

The Council has established robust monitoring and oversight arrangements, which will update on progress before the end of 2023/24. As part of this approach, the Race Equality Taskforce will be invited to reconvene to consider and report back on progress made by the Council and its partners. Areas of immediate progress include:

- Enhanced outreach and engagement with the city's ethnic minority communities, by the Council's Into Work team, to improve access to Cardiff Works.
- The launch of a pilot leadership development programme for Council employee networks focussed on increasing the diversity of our future managers and senior managers.
- Increasing the visibility of Black and Ethnic Minority role models through sponsoring the Annual Betty Campbell Monument Lecture.

A UNICEF Child Friendly City

Cardiff's submission to gain status as a UNICEF Child Friendly City was completed in September 2022, and UNICEF UK are currently scrutinising the submission prior to progressing to the final stage of the assessment. If successful, Cardiff will be the first city in the UK to achieve UNICEF accreditation.

A significant element of our Child Friendly Cardiff strategic goal is the Rights Respecting Schools Approach (RRSA) which has a focus on a rights-based approach to education. There are currently 89 out of 127 schools accredited as Gold, Silver or Bronze Rights Respecting Schools, with a further 22 schools now registered, meaning a total of 111 schools are participating in the scheme.

Work continues to promote children's rights through workforce development, the introduction of a Child Rights Impact Assessment and training sessions for Councillors.

Enhancing Civic Participation

The Council is in the process of developing a new Public Participation Strategy with a focus on engaging under-represented groups to encourage wider participation in our public activities and decision-making. Engagement with stakeholders, individuals and organisations has provided valuable insight and guidance on how the Council can strengthen its engagement and consultation practices.

A Living Wage City

Cardiff Council's Real Living Wage initiative won the 2022 Local Government Chronicle award for Best Public/Private Partnership. The city's status as a Living Wage City has been renewed for a further three years, following confirmation from the Living Wage Foundation. Forty more Cardiff organisations have become accredited Living Wage employers in the past year, including the city's 100th private sector organisation, and by the end of March 2023, there were 199 accredited Real Living Wage employers in total. Just over 66,000 people are employed by accredited Living Wage employers in the city and almost 11,000 of them received a pay rise as a result of the accreditation. Cardiff has the lowest percentage of jobs which pay below the Living Wage in Wales (11.6% of all jobs; 24,000) and is amongst the lowest of the Core Cities. The Council has set new targets to achieve 300 accredited Living Wage employers over the next three years.

A Cohesive and Welcoming Capital

Projects and events have taken place throughout the year to deliver Welsh Government's Community Cohesion Delivery Plan. Workshops have been held with young people from boxing clubs and schools in North and South Cardiff to look at issues affecting young people including racism, hate crime, mental health, and holocaust/genocide awareness.

Training delivered to Children's Services staff concerning exploitation received excellent feedback, general Hate Crime awareness sessions have been delivered in partnership with Victim Support, and school governors have received awareness raising sessions around anti-bullying. Close engagement with several organisations engaging with our seldom-heard communities is ongoing, including with COMPAS, a charity which works with East European Roma communities.

A number of joint partnership events have been carried out, involving awareness raising of hate crime and support available to victims, and engaging closely with many sports organisations. A partnership banner (Cardiff Council, South Wales Police and Victim Support) has been produced that enabled sports clubs such as Cardiff City FC, Cardiff Rugby and Glamorgan Cricket to raise awareness at their venues. Cohesion staff attended these venues and contributed to the sessions.

Following the launch of the Cardiff Great Get Together in the summer, the Community Cohesion Team established a More in Common network. Planning is now taking place around the formalisation of a Cardiff More in Common Partnership along with a merging of several other existing Cohesion focussed meetings / partnerships.

The Great Winter Get Together took place during December 2022. The theme was around loneliness and included messages of cohesion, resilience to harmful narratives, and promotion of inclusive communities through the Jo Cox Foundation. 11 partner organisations helped to host 18 separate events during a two-week period across eight of the city's wards. Over 1,500 people engaged in total including 13 schools (seven primary, six secondary).

A City That Celebrates Diversity and Inclusion Through Music and Culture

The recent pandemic had a significant effect on Cardiff's cultural sector with many venues having to close their doors, and the Council having to suspend its major events programme. A lasting impact of the pandemic has been a skills shortage and lack of available staff to support the delivery of shows and events. Added to this, the cost-of-living crisis has affected the amount of disposable income people have to spend on cultural events. To aid the recovery of this sector, the city is working to maximise its creative and cultural assets.

A Culture Strategy is under development with ongoing in-depth research into current activity and challenges. The strategic outline business case for an International Music Festival was submitted to Welsh Government for their consideration in early 2023. An academic placement has been secured from the University of South Wales to support the full festival.

As part of our endeavour to grow Cardiff as a centre of creativity and culture, the Council has worked with Cardiff Music Board to implement the recommendations of the Sound Diplomacy report in partnership with the Welsh Government. Funding was received from the Shared Prosperity Fund to support the delivery of the Cardiff Music Strategy.

Ensuring and Monitoring our Progress

Our Equalities Dashboard continues to be a great resource for staff. Local and national data on poverty and inequality is held in one place enabling staff to access evidence to inform plans, strategies, and decision-making processes.

The Equalities Data Dashboard is a key tool for officers when conducting Equality Impact Assessments, and as it captures information from the Welsh Index of Multiple Deprivation, this provides evidence to enable us to consider and meet the Socio-economic Duty.

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 13 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. Following extensive consultation on the LDP Vision and Objectives and Strategic Growth Options in 2021/22, the Council has been developing the Preferred Strategy which will be consulted on in summer 2023. The development of the Preferred Strategy has taken on board the targeted activity undertaken with key groups across the city. This engagement will continue as part of the extensive consultation on the Preferred Strategy over the summer and throughout the remaining stages of LDP preparation.

Keeping Our Public Spaces Accessible

Age Friendly City

The city's acceptance into the World Health Organisation's Global Network for Age Friendly Cities and Communities was celebrated at Cardiff Castle during a launch event in June 2022. The Network was established in 2010 to connect cities, communities and organisations worldwide with the common vision of making their community a great place to grow older. The first quarterly Age Friendly Cardiff newsletter, available both digitally and in print, was also published with positive examples of progress in all of the eight Age Friendly Domains of the World Health Organisation.

Age Friendly Cardiff subsequently launched its social media channels on 1st October, the International Day of Older Persons. In addition to the newsletter, the Twitter account and Facebook site provide another information pathway for partners and older people to find out about the positive services and developments which are meeting the needs of older citizens and making Cardiff a great place to grow older. Work is ongoing on an Age Friendly Cardiff website; the framework has been developed through engagement with older people and will be based around three headings – Your Health, Your City, Your Home.

Cardiff Council was recognised as an Age Friendly Employer and accepted to the Centre for Ageing Better's Pledge scheme in March 2023. The Centre for Ageing Better is a UK-wide organisation at the forefront of the ambition to make ageing well a reality for everyone. This includes ensuring that the value of older people in the workplace is recognised by employers and that organisations build multi-generational teams. The Centre's Age-Friendly Employer pledge is a nationwide programme for employers who are committed to improving career development opportunities and support for those aged 50 and above.

A key part of our Ageing Well Strategy is to embrace the use of technology and help support independent living in the city. In June, the Council launched 'AskSARA', an online self-assessment tool, which will be available for use by citizens through the Council's website. Through a series of questions, AskSARA helps to guide citizens to assistive technology and small aids and equipment that can help older and disabled people to live independently in their own homes. This service provides citizens with access to information to support independent living 24/7, 365 days a year, as well as over 10,000 occupational therapist approved solutions.

The [Age-Friendly Cardiff Annual Report Summary 2022/23](#) has further information on all the achievements that have been made over the first year.

Dementia Friendly City

The Dementia Friendly Volunteer Programme, which was launched on World Alzheimer's Day in September 2022, recruits and trains Dementia Friendly Ambassadors to support local shops, businesses, and organisations to work towards becoming Dementia Friendly. The scheme is the latest initiative from Dementia Friendly Cardiff and supports Welsh Government's commitment to building Dementia Friendly Communities across Wales. Despite a slow start to the year, progress was seen in Quarter 4, with 64 businesses signing up to the Dementia Friendly Pledge, against a target of 40. Additionally, to raise awareness and promote the support available, 2,616 Dementia Friendly City events were held throughout the year, against a target of 600. The percentage of staff completing the Dementia Friendly training module remains low, with only 54% of staff completing the training, against a target of 85%. Moving forward, completing the training will become a mandatory requirement and linked to staff performance reviews.

Community Hubs and Libraries

The Council continued with our Community Hubs Programme with the aim of enabling Cardiff residents to access the services they need within their own local communities.

The first of its kind in the city, the new Health & Wellbeing Hub @ Maelfa opened in July. Delivered in partnership with Cardiff & Vale UHB and Llanedeyrn Health Centre, this new Hub approach enhances existing services already available by integrating a range of specialised health clinics providing a 'one-stop approach' to the health and wellbeing of our residents.

Rhiwbina Community Wellbeing Hub welcomed customers back in January 2023. Funding from Welsh Government's Integrated Care Fund, Integration and Rebalancing Care Fund, and the Museums, Archives and Libraries Division enabled the building to be fully refurbished and transformed into a fit-for-purpose community facility that will support the co-location of library services with new advice, housing and social care services.

Reducing Social Isolation

We introduced a Warm Welcome Spaces initiative, supporting almost 12,000 city residents through the cost-of-living crisis and in doing so, helping to prevent isolation. The initiative provides heated spaces in our community buildings, free hot drinks, and information about available services. To support the initiative, we introduced tailored events including, crocheting, knitting and board games.

Care Hubs included intergenerational activity into their activity programmes. These included visits by service users to local schools for Christmas concerts and carol services.

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 disproportionately impacts on residents from Black and Minority Ethnic communities.

The Council continued to measure air quality across a range of locations within Cardiff during 2022/23. We drafted proposals (in discussion with Welsh Government) for a permanent plan for Castle Street in the city centre which will provide outcomes that will reduce emission levels within the city centre and surrounding areas.

We secured £8million of funding from Welsh Government to increase electric bus provision within the city. This will result in the purchase of 19 electric buses, increasing the total of electric buses operating within Cardiff to 55.

Enhancing Local Policy Development for a Fairer City

Policy Development Support

To aid policy development within the Council, the Corporate Policy Team developed a Policy Portal. It was created to make it easier for officers to develop integrated, inclusive and well-informed policies. It sets out good practice, guidance and advice for policy development, as well as providing information on how decision-making works in the Council. The Portal includes information on a wide range of impact assessments including Equality Impact Assessments and provides the contact details of the lead officer/team for each assessment.

The portal includes an Impact Assessment Screening Tool which helps officers think about statutory requirements that must be considered, as well as best practice considerations, when developing policies, strategies and projects. It will make a rounded assessment of what an officer may need to do, and who can help them, as they develop their proposal. Once the tool has been completed, an automated email will be sent to the officer with the recommended next steps and details of who to contact for expert advice.

Policies to be considered by the Council's Cabinet need to go through a forward plan process. This process signposts officers to the Policy Portal and directs them to complete the Impact Assessment Screening Tool. It means that no service area can progress with a report to Cabinet without being alerted to their requirement to consider the various assessments they may need to complete.

The Corporate Equality Team developed an Equality Impact Assessment (EqIA) tracker to review Cabinet Forward Plan items to consider which forthcoming reports may require an EqIA. Where EqIAs are required, officers are offered support, advice, and guidance.

Equality Impact Assessments

Cardiff Council uses Equality Impact Assessments (EqIAs) 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. The Corporate Equality Team 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.

The team have developed a single impact assessment form which brings together several impact assessments (including EqIAs) into one document. Information on who to contact for advice and guidance is also included. The Single Impact Assessment is mandatory for all new policy decisions considered by Cabinet.

To aid the development of EqIAs, the Policy Portal also includes an equalities dashboard which brings together both local and national data on poverty and inequality in one place. Different elements can be broken down by age, gender, ethnicity, and disability to improve the evidence used in decision making.

The Equality Team provided Equality Impact Assessment training and guidance throughout this reporting period to officers. The 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 EqIAs upon request from officers across all directorates.

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

Workforce Strategy

The Council developed a new strategy for its staff during 2022/23. The Workforce Strategy 2023-2027 sets out the key priorities to create a culture that supports high performance and enables a flexible, skilled, engaged and diverse workforce. It supports commitments made within 'Stronger, Fairer, Greener' which includes the need for a more diverse workforce which reflects the diversity of the communities we serve.

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
- Carers Network
- Disability Network
- LGBT+ Network
- Women's Network

Our Networks provide a vital and valuable resource which supports the Council in fulfilling the Public Sector Equality Duty under the Equality Act 2010 of:

- Eliminating unlawful discrimination, harassment, and victimisation;
- Promoting equality of opportunity between different groups, and;
- Promoting good relations between different groups.

We continued to work with our networks to support our employees and to help identify the support needed for under-represented groups to progress within the Council.

Supporting the Health and Wellbeing of Employees

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 counsellors, Cognitive Behavioural Therapy and Occupational Health. We provide support to wellbeing groups enabling employees to access support and advice.

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

Public Health Wales (PHW) announced during 2022/23 that they were reviewing the Corporate Health Standard awards following the pandemic. The awards are a mark of quality for health and wellbeing in the workplace and looks at the work the organisation does to create a positive, inclusive working environment. While the review is ongoing, PHW introduced an interim 'enhanced status check'. In November 2022, the Council passed the interim assessment with excellent feedback and maintained its silver award.

Our Best Practice Accreditation

Race at Work Charter

The Council 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

The Council also delivered on our commitments towards being a Disability Confident Employer, this includes:

- Ensuring interview all applicants who identified as being disabled and who met the minimum essential criteria of a role are invited for interview.
- 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 Employee Equality 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 service delivery such as the Foster Service; and
- Collaboration with other Welsh Local Authorities as part of Proud Councils.

Stonewall Top 100 Employers List

The Stronger, Fairer, Greener vision for Cardiff made a clear commitment for us to build on our Stonewall Gold Status award as part of our commitment to LGBTQ+ inclusivity, aiming for us to become a Stonewall top 100 employer and the highest ranked local authority in Wales within the Stonewall Index.

We became a Stonewall top 100 employer in February 2023 and exceeded our aim by becoming the highest ranked local authority in the UK.

Carer Confident Employer

The Council achieved level 2 of Carer Confident benchmarking scheme. The scheme assists employers to build a supportive and inclusive workplace for staff who are, or will become, carers and to make the most of the talents that carers can bring to the workplace. Carer Confident employers recognise the importance of retaining valued members of staff, reducing absence and unnecessary recruitment costs, and increasing staff resilience, engagement and productivity.

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
- Visual Impairment Awareness
- Stonewall Cymru Sexual Orientation and Gender Identity Workshops

There is also an Unconscious Bias e-learning module which 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.

Socially Responsible Procurement

The size and scale of the Council's spend affords opportunities to leverage wider social and environmental gain, with a particular focus placed on fair work, delivering community benefits and maximising opportunities for local businesses and communities through Council contracts. In October 2022, the Council published a new Socially Responsible Procurement Strategy 2022-27, setting out key procurement priorities and the changes that will be made to improve the management of external spend.

A key objective of the strategy is to make procurement spend more accessible to local small business and the third sector. Year-end results show satisfactory performance, with the percentage of overall Council spend within Cardiff-based organisations 51.62% against a target of 52%, and the percentage of overall spend within Cardiff Capital Region-based organisations 65.61% against a target of 66%. A detailed spend analysis has been undertaken to identify opportunities to further increase local spend, with a detailed project plan to drive this forward. This analysis is being used by the Council and its partners to identify opportunities to increase local spend moving forward.

Good progress is also being made in relation to increasing community benefits and social value delivered by suppliers, particularly in expanding community benefits into contracts beyond construction. The Council is one of the leading Welsh Councils in terms of delivering community benefits through its contracts. The Council uses the Social Value Portal system to capture a contractor's commitments and to monitor/manage their delivery over the period of the contract. As a result, at the end of March 2023 there were 33 'live' contracts which included social value commitments and would deliver over £7.6 million of social value including over 6,250 apprenticeship weeks, over 2,325 weeks of training opportunities, over 410 weeks of work experience and almost 5,000 volunteering hours.

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

- ADHD Awareness events
- Anti Racism Day
- Anti-Slavery Day
- Autism Pride Day
- Black History Month
- Carers Rights Day
- Employee Equality Network Awareness Coffee Mornings
- Dementia Action Week
- Holocaust Memorial Day
- International Day Against Homophobia Biphobia and Transphobia (IDAHOBIT)
- International Day of Disabled People
- International Women's Day
- Islamophobia Awareness Month
- LGBT+ History Month
- Myalgic Encephalomyelitis (ME) Awareness Week
- Shwmae Sumae Day
- The hidden disability Sunflower Scheme
- Trans Day of Visibility
- Welsh Language Rights Day
- White Ribbon Day (International Day to end Violence against Women)
- World Aids Day
- World Menopause Day