

# Draft Strategic Equality Plan 2024-28

## Consultation Survey

REPORT

August 2024



# Draft Strategic Equality Plan 2024-28

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## Draft Strategic Equality Plan 2024-28 consultation survey report

### Background

We are committed to equality, diversity and inclusion. This means tackling inequality in all its forms and making sure everyone in Cardiff can access opportunities and feels valued.

When we make decisions and deliver services, we must aim to

- remove unlawful discrimination, harassment and victimisation, and other conduct that is banned by the Equality Act.

- improve equality of opportunity between people who share a relevant protected characteristic and those who do not.

- develop good relations between people who share a protected characteristic and those who do not.

A protected characteristic describes a part of a person's identity which makes them who they are. Everyone has the right to be treated equally and fairly. They should not be treated less favourably or discriminated against because of their characteristic.

The 9 protected characteristics are:

Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief (including no religion or belief), sex, and sexual orientation.

We developed the Draft Strategic Equality Plan 2024-28 and identified any issues which lead to inequality in the city by reviewing evidence and previous research, such as the annual Ask Cardiff surveys, and the Census.

We also carried out extensive stakeholder engagement. You can read about our findings in the [Equality Needs Assessment 2023 summary \(3.1mb PDF\)](#).

The Draft Strategic Equality Plan 2024-28 was taken for consultation with stakeholder groups and the general public during June and July 2024.

### Methodology

The Strategic Equality Plan consultation survey was live for 6 weeks, from Monday 3<sup>rd</sup> June to Sunday 14<sup>th</sup> July. This coincided with the pre-election period, therefore councillors could not be involved in promotion of the survey.

The survey was launched with the aim of understanding people's views on the five proposed Objectives, and the nine proposed focus areas: Community Cohesion, Employment & progression, Health, Education, Access to Services, Housing, Safety, Physical Environment and Transport. Respondents were invited to say if there were other areas that we should focus on. They were invited to identify the three areas they felt were the most important for them, and for Cardiff, and to explain why.

This survey was made available online and in paper format, in English, and Welsh, as well as Arabic, Polish and Bengali. These are the most commonly spoken community languages across the city, as identified by the 2021 Census.

Whilst the draft Strategic Equality Strategy was being developed, the Cardiff Research & Engagement Centre reviewed the Participation methodology. For the Participation Strategy CREC had analysed responses to three major surveys – Ask Cardiff, the Budget consultation and the Waste Strategy survey – to understand the profile of responses, and compare this profile against that of the population of Cardiff according to the 2021 Census. This allowed identification of groups typically less likely to engage in traditional consultation and engagement methodologies, primarily people who:

- are aged under 35
- are aged 75 or over
- are from minority ethnicity groups
- identify as disabled
- live in the poorer areas of the city

As with the Participation Strategy, for the Strategic Equality Plan efforts were made to promote the survey to the groups above, and to encourage participation. Levels of responses were monitored during the consultation period, and methods to engage with these groups adapted to ensure their views were gathered.

The survey was hosted on the council's website on the list of current consultations, the home page, and on a Draft Strategic Plan landing page. This page explained the background to the Plan, provided links to the Draft Plan in five languages (Welsh, English, Arabic, Polish, Bengali), a British Sign Language (BSL) video in English and Welsh which included an invitation to a BSL focus group, and a link to the survey.

Cardiff Council's media team pulsed a series of messages via Facebook, Instagram and X.

The online survey was sent to members of the Citizens' Panel (twice), and Staff Information (twice).

Links to the survey were emailed to stakeholders (see Appendix). Many community organisations promoted the survey via organisational newsletters, emails and WhatsApp messages to staff and members. For example C3SC included it in their newsletters to their community and voluntary sector Networks, mosque leaders shared it with their communities, and the Police shared it with their engagement officers.

Front-facing Council teams working with the groups above were asked to help promote the survey, e.g. Digital Inclusion, Community Inclusion Officers, Community Development Coordinators (Cohesion), Community Liaison Officers, and Into Work teams including Community Volunteers. For example, the Community Development Coordinator (Waste Strategy) team promoted the survey in their newsletter to their 750 volunteers and ten litter picking community groups.

Alongside the survey, targeted face-to-face engagement was also undertaken, both with organisations acting on behalf of groups typically under-represented in consultations, and with individuals from under-represented communities (see list in Appendix).

In addition, the draft Strategy was presented to Cardiff Council's Policy Review and Performance Scrutiny Committee for their feedback, and the Council's elected members were invited to engage in shaping the strategy and share the priorities for the city from their perspective. Face-to-face engagement was also undertaken with the Council's Employee Networks.

The team's language skills (including Arabic and Urdu) were particularly useful in reaching and connecting with some less-heard groups, and supporting their engagement.

Qualitative face-to-face engagement was undertaken with over 1,200 individuals from, or representing, groups typically under-represented in responses to Cardiff Council's corporate surveys.

### Response

Once the consultation had closed, responses to the online survey were cleaned and validated to remove blanks and duplicate responses, after which a total of 801 were received.

Those that did not provide a postcode are included in overall figures but are excluded from spatial analysis. Similarly, those that did not provide demographic information are included in the overall figures but excluded from subgroup analysis.

The response has been broken down by those living in the 'Southern Arc' which comprises the following electoral divisions: Adamsdown, Butetown, Caerau, Canton, Ely, Grangetown, Llanrumney, Riverside, Rumney, Splott, Trowbridge. (see map in Section 7: About You).

In addition, the response has been broken down by age, gender, ethnic background, those who identify as a disabled person, and those identifying as LGBTQ+.

## RESEARCH FINDINGS

### Summary of Findings

Overall, 801 people took part in the Draft Strategic Equality Plan 2024-28 consultation survey.

The targeted engagement activity for this survey can be seen in the tables below:

#### Geographic distribution:

	No	%
<b>Rest of Cardiff</b>	277	34.6
<b>Southern Arc</b>	229	28.6
<b>Outside Cardiff</b>	23	2.9
<b>No postcode</b>	272	34.0
<b>Total</b>	<b>801</b>	<b>100.0</b>

Of the 506<sup>1</sup> Cardiff postcodes, 45.3% are Southern Arc, 54.7% are Rest of Cardiff.

	No	%
<b>Rest of Cardiff</b>	277	54.7
<b>Southern Arc</b>	229	45.3
<b>Total</b>	<b>506</b>	<b>100.0</b>

**Religion:** Of the 692 respondents who answered (i.e. excluding 'Prefer not to say'), around one in seven (15.6%) are Muslim, and one in ten (10.3%) indicated an 'Other' religion. For further information, see the About You section.

	No	SEP % (Base: 692)	Ask Cardiff '23 % (Base:2,157)
<b>No, no religion</b>	269	38.9	50.2
<b>Christian (Including Church in Wales, Catholic, Protestant and all other Christian denominations)</b>	244	35.3	42.9
<b>Muslim</b>	108	15.6	2.5
<b>Other</b>	71	10.3	4.5
<b>Total</b>	<b>692</b>	<b>100.0</b>	<b>100.0</b>

<sup>1</sup> Two thirds of respondents (66.0%, or 506) left a valid postcode. This is the same proportion as for Ask Cardiff 2023 (67.6%).

**Ethnicity:** There was a substantially higher proportion of non-White British respondents (36.0%) for SEP than in Ask Cardiff 2023 (13.9%) or in the 2021 Census (26.2%).

Of the 726 respondents who answered this question (excluding those who said ‘Prefer not to say’) 64% said that they were White British. Of the remaining 36%, 5.9% selected Asian/Asian Welsh/British-Indian; 5.6% selected Black/African/Caribbean/Black Welsh / British- African; 5.2% Any Other White background; and 5.0% Arab.

	No	SEP % (Base: 726)	Ask Cardiff '23 % (Base:2,193)	Census '21 %
White British	465	64.0	86.1	73.6
Other ethnicities	261	36.0	13.9	26.2
<b>Total</b>	<b>726</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## Objectives

Amongst respondents taking part in the survey 77% or more agreed with each of the five Objectives. This support for the Objectives was reinforced in the stakeholder meetings.

When looked at by Southern Arc / Rest of Cardiff, responses were broadly consistent apart from Objective 2: An Accessible Cardiff, where a larger proportion of Southern Arc respondents Strongly Agreed (61.1%) compared with the Rest of Cardiff (51.5%).

When asked if there was anything missing from the Objectives, 171 comments were left. These included suggestions re groups that should be explicitly included (e.g. those who are Older, Trans, D/deaf, Women) and requests for detail, i.e. measurable and reported actions for each Objective. This was repeated in the stakeholder meetings.

It is worth noting that there is a small but very clear voice within the survey responses which is concerned that an EDI strategy will negatively impact the opportunities for White British residents, and impact on funds available for core council functions such as road maintenance and waste collections/street cleaning.

## The Issues that Matter to You

For ‘The issues that matter to you’, each of the 9 proposed priorities received at least 70% agreement that it is an area the Council should focus on to improve equality, diversity and inclusion. Safety had the highest agreement figure (88.5%), followed by Education (83.7%), Access to Services (80.6%) and Transport (80.2%). Within stakeholder meetings Access to Services was a high priority, particularly for Disabled and Older groups. For Women and BAME stakeholders Employment & Progression was the key topic.

When asked if there was another area that we should consider, 184 people left a comment. These included priority-related suggestions e.g. Health of a specific group. These comments provide useful granularity for the 9 priorities, but did not generate another clear priority. This was echoed in the stakeholder meetings.

Respondents were then asked to select which three of the priority areas are most important 'For YOU', and 'For CARDIFF'. Feedback from stakeholder groups is included in the 'For CARDIFF' section, as participants were representing others.

For both the 'For YOU' and 'For CARDIFF', **the Overall top 3 issues were (in order): Health, Education then Housing.** Many of the 'Health' comments in the survey were to do with GP/doctor/hospital/dentist appointments. Health was not a major topic within the stakeholder groups apart from LGBTQ+, and focussed instead on areas more obviously within the Council's purview e.g. Employment and Progression, Education and Access to Services.

Table: Priorities in rank order, from highest proportion to lowest. Blue highlighting indicates where the ranking is the same. White indicates a small difference.

	<b>for YOU</b>	<b>for CARDIFF</b>
<b>1</b>	<u>Health</u>	<u>Health</u>
<b>2</b>	<u>Education</u>	<u>Education</u>
<b>3</b>	<u>Housing</u>	<u>Housing</u>
<b>4</b>	<u>Safety</u>	<u>Transport</u>
<b>5</b>	<u>Transport</u>	<u>Safety</u>
<b>6</b>	<u>Employment &amp; Progression</u>	<u>Employment &amp; Progression</u>
<b>7</b>	<u>Access to services</u>	<u>Community Cohesion</u>
<b>8</b>	<u>Community Cohesion</u>	<u>Access to services</u>
<b>9</b>	<u>Physical Environment</u>	<u>Physical Environment</u>
<b>10</b>	<u>Other (please specify)</u>	<u>Other (please specify)</u>

Looking at 'For YOU' and 'For CARDIFF' by Southern Arc, Age, Disability, Gender and LGBTQ+ showed some differences. A broad overview including stakeholder group feedback is given below:

### Southern Arc

Whilst for both 'For You' and 'For Cardiff' most of the rankings were the same or similar for Southern Arc compared with Rest of Cardiff – e.g. Health was the most chosen priority area - there were some differences:

- In 'For You, for those in the Southern Arc, Housing was more important (rank = 2, chosen by 38.6%) compared with the Rest of Cardiff (rank=5, 28.3%).
- Transport was less important for Southern Arc respondents (27.4% of respondents, rank = 6), compared with Rest of Cardiff (38.6% of respondents, rank=3).

Related stakeholder groups focussed more on Employment & Progression and Education (absenteeism and exclusions), followed by Health and Housing.

### Age

Whilst most of the rankings were the same, or similar, Overall and across the age groups, there were some differences:

- For those aged under 35s, in both the For You and For Cardiff questions Housing was the top priority, not Health. (e.g. in For You, Housing was chosen by 50% of the Under 35s (rank=1) compared with 26.4% (rank=5) for those aged 55+.)

Stakeholder groups focussed on Access to Services (age-related digital exclusion & limited physical access), Health (mental health support for younger cohorts), and Education (absenteeism, exclusions).

## Disability

Whilst in For You and For Cardiff most of the rankings were the same, or similar, for Disabled respondents, there were some differences: For Disabled respondents, in For You

- Health was the most chosen priority, as for Overall, but was chosen by a larger proportion (63.8%, compared with 53.8% Overall).
- Education was the 4<sup>th</sup> most chosen issue, after Housing and Safety, but was the 2<sup>nd</sup> most chosen Overall.
- Access to Services was 5<sup>th</sup> most chosen (30.1%), it was 7<sup>th</sup> Overall (chosen by 20.9%).

In stakeholder meetings, Access to Services was the dominant topic (e.g. BSL requirements), followed by Education (need for more appropriate materials and support) and Employment & Progression (more opportunities needed, with more aware and supportive recruitment and management).

## Gender

In both 'For You' and 'For Cardiff', Health was the most chosen priority for Female and Male respondents. However, within Female stakeholder meetings improvement in equality of Employment & Progression opportunities was the priority, followed by Safety.

## LGBTQ+ (Respondents who identified as Non-binary/Other gender/Trans/Bi-sexual/Gay/Other sexuality)

In both 'For You' and 'For Cardiff' the responses are broadly similar between LGBTQ+ respondents and Overall, although Housing has a lower rank for LGBTQ+ (6<sup>th</sup>, versus 3<sup>rd</sup> Overall), with Safety, Transport and Employment & Progression chosen more often.

There was no clear standout issue within the stakeholder groups, but Health (for Trans, and Fasttrack HIV), Access to Services and Housing were dominant topics, with Safety.

## Section 1: The 5 Objectives.

To what extent do you agree with these Equality Objectives?

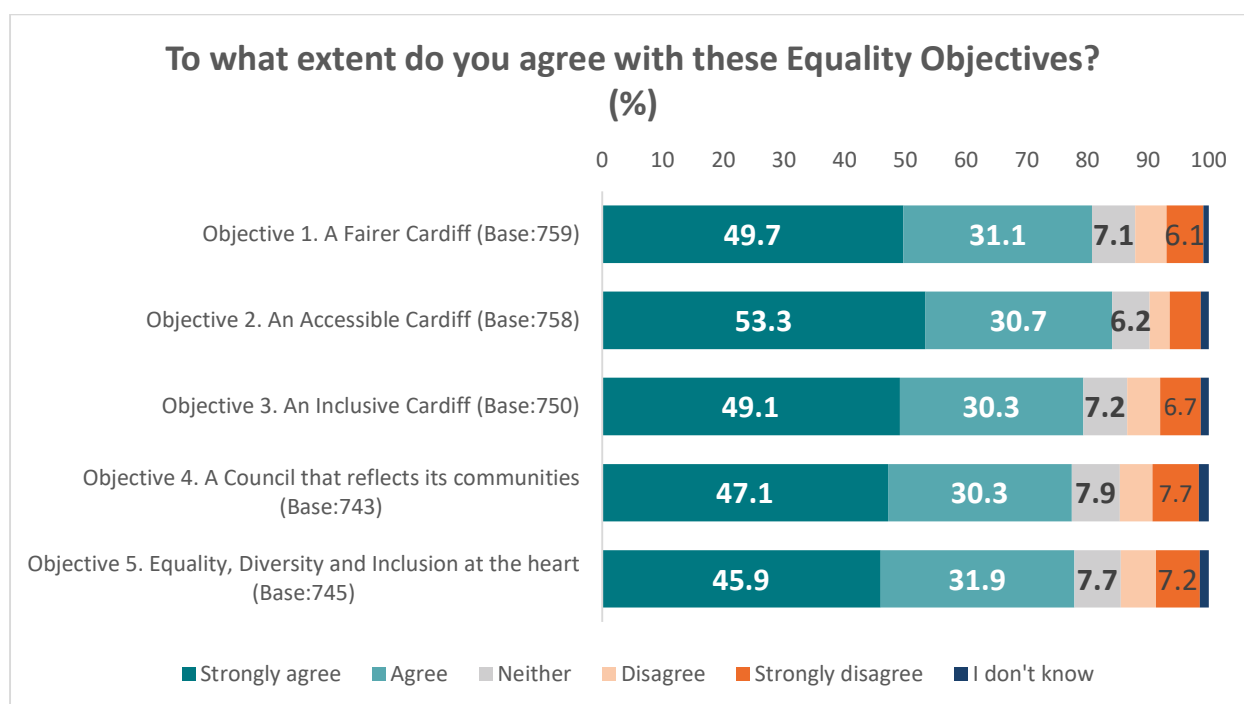
**Objective 1. A Fairer Cardiff:** We will reduce inequality and support everyone in Cardiff to fulfil their potential

**Objective 2. An Accessible Cardiff:** We will work to ensure everyone can take part in all Cardiff has to offer, regardless of background or circumstance.

**Objective 3. An Inclusive Cardiff:** We will make Cardiff a city where differences are understood and celebrated, and where all communities feel like they belong.

**Objective 4. A Council that reflects its communities:** We will make Cardiff Council a more inclusive organisation which reflects the diversity of the people we serve, and where employees are confident to be themselves and are empowered to progress.

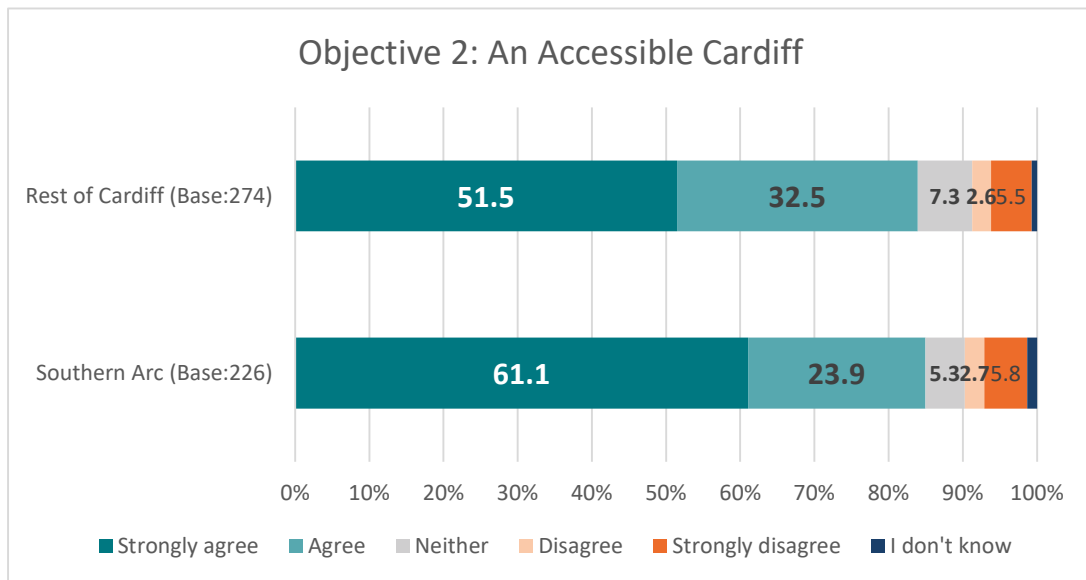
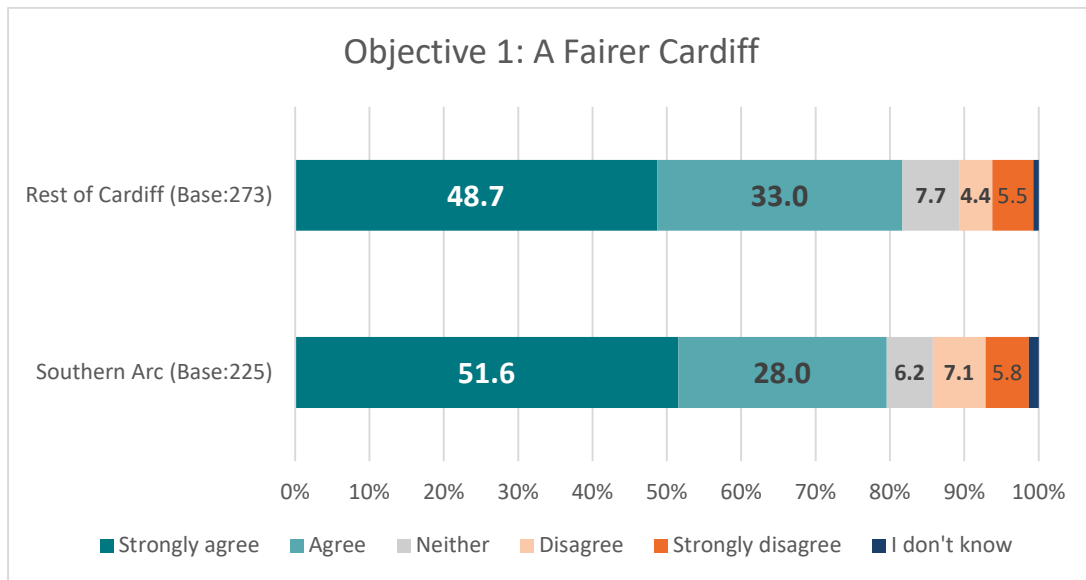
**Objective 5. Equality, Diversity and Inclusion at the heart of the organisation:** We will ensure that Cardiff Council’s core processes support Equality, Diversity and Inclusion.



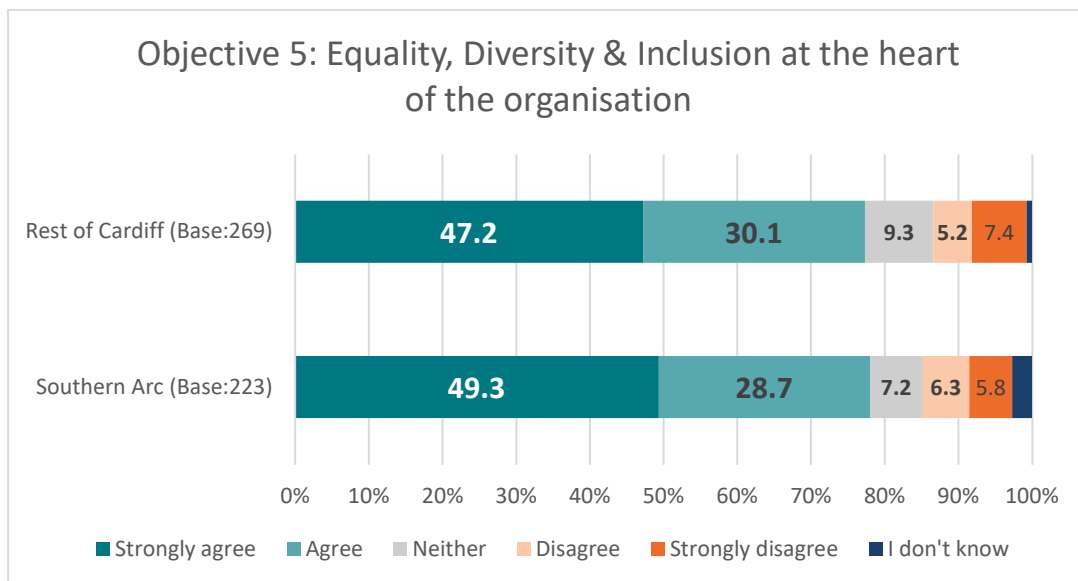
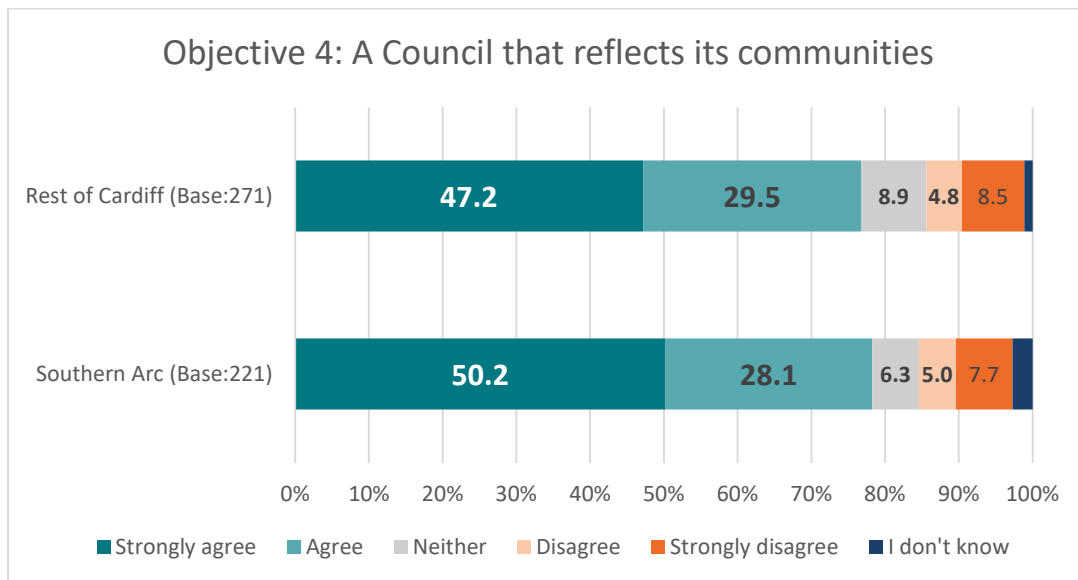
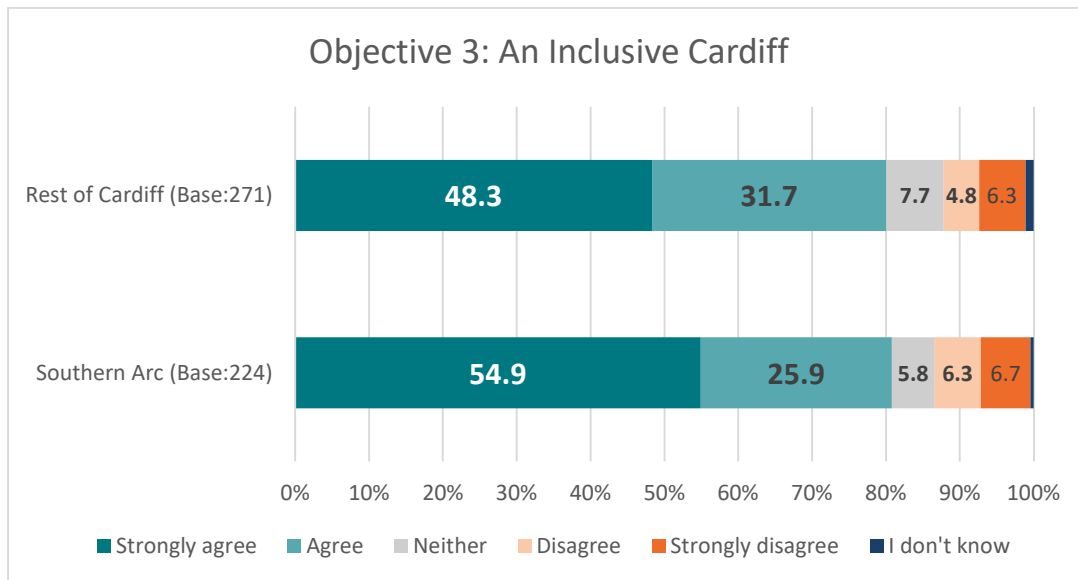
As can be seen in the combined table above, looking at the survey results as a whole, there was substantial agreement for each of the five Equality Objectives. This support was reinforced in the stakeholder meetings.

In order to see if there was any difference between Southern Arc and the Rest of Cardiff, the data for these questions was then split using postcodes. The base is therefore much smaller – it is only possible to look at the data where a full valid postcode was supplied.

The postcode-split charts for the 5 Objectives are shown below:



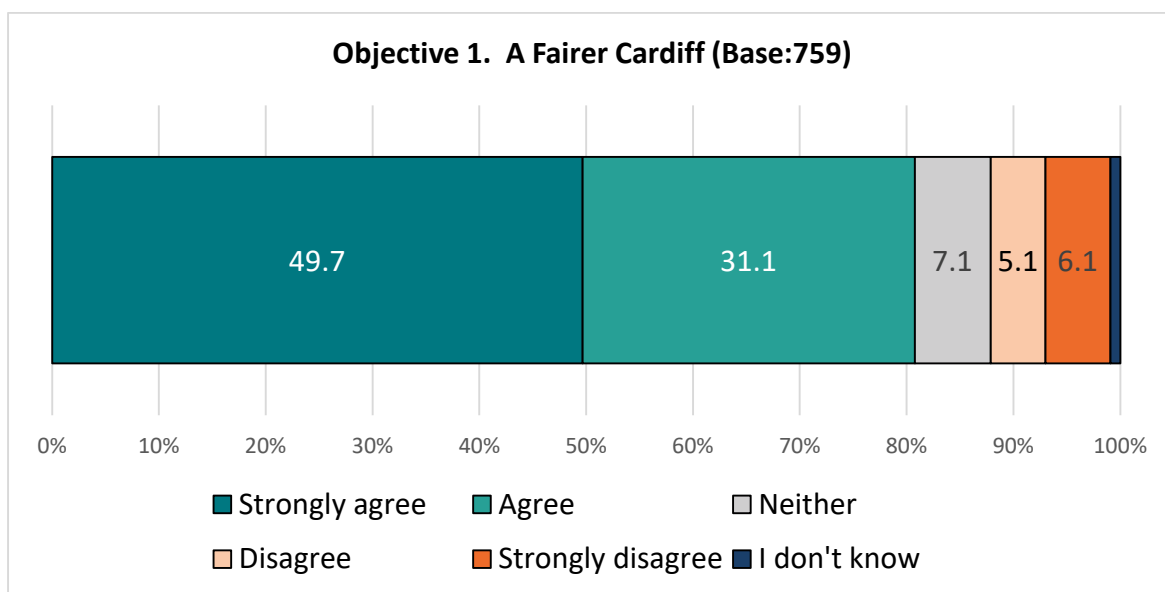
The charts for each of the five objectives show that the Southern Arc / Rest of Cardiff responses to Objectives 1, 3, 4 and 5 are broadly similar. Objective 2 (An Accessible Cardiff) has the greatest difference, with a larger proportion of Southern Arc saying that they Strongly Agree with the Objective (61.1% compared with 51.5% for the Rest of Cardiff). However, the percentage for Strongly Agree + Agree is c80% for both groups, across all five Objectives.



Returning to the Overall data, each Objective is looked at individually below, including a summary of the comments respondents made for each Objective:

1. Objective 1. A Fairer Cardiff: We will reduce inequality and support everyone in Cardiff to fulfil their potential

Eight in ten respondents (80.8%) agreed with this Objective. Just over one in ten (11.2%) disagreed. The remainder - just under one in ten respondents - neither agreed nor disagreed (7.1%) or said they did not know (0.9%).



2. Do you have any comments about this Objective (1)?

Of the 665 respondents to this question, just over a quarter (27.4%, 182) said Yes.

	No	%
Yes	182	27.4
No	483	72.6
Total	665	100

Of the 182 who said Yes, 177 left a comment. The main themes are shown below, with examples:

The full table of themes can be found in the Appendices.

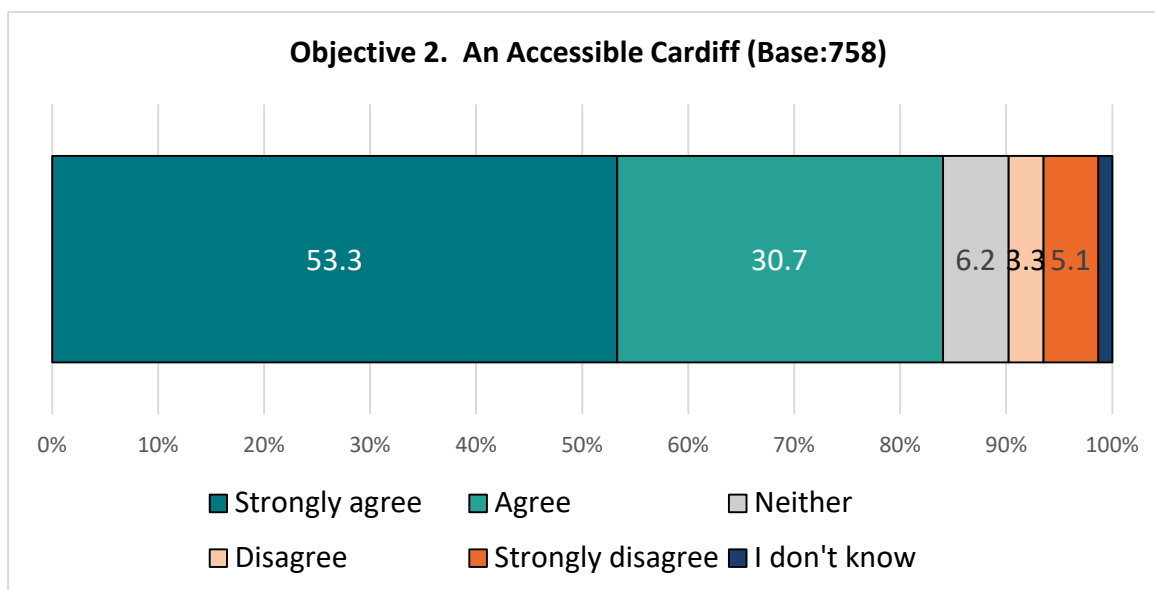
Objective 1 Themes	No	%	Example Comments
<b>More action detail/solutions needed</b>	<b>44</b>	<b>24.9</b>	<ul style="list-style-type: none"> <li>- Set out specific measurable goals which can be monitored and reviewed</li> <li>- Good aim but which practical steps are planned to achieve this with limited finance</li> <li>- Difficult to object with the objective, however is the how that matters as well</li> <li>- Let it happen takes time to plan. I understand that but it then gets cost . 5years in the making to not</li> </ul>

			<i>happen again. Do it now start today</i>
<b>Agree in principle</b>	<b>40</b>	<b>22.6</b>	<ul style="list-style-type: none"> <li>- <i>I believe in equality for all. However very often these consultations seem more about helping minorities at the expense of the majority</i></li> <li>- <i>It is admirable goal</i></li> <li>- <i>Racial equity is important</i></li> <li>- <i>I agree with the objective however I feel individuals I.E. the general public need to do their bit to support this objective and not always expect to get something for nothing.</i></li> </ul>
<b>Cautious of positive discrimination</b>	<b>35</b>	<b>19.8</b>	<ul style="list-style-type: none"> <li>- <i>I agree inequalities should be reduced, however that should not mean others are brushed aside or dismissed. I.e white British people should not be excluded from opportunities just so POC can have the opportunities.</i></li> <li>- <i>Everyone must include everyone., and not just those who shout the loudest, or are the newest 'on the block'.</i></li> <li>- <i>Does this include white people , strate people and men</i></li> </ul>
<b>Suggestions to include certain groups</b>	<b>34</b>	<b>19.2</b>	<ul style="list-style-type: none"> <li>- <i>Need BSL</i></li> <li>- <i>Should include care leavers and care experienced people</i></li> </ul>
<b>Total</b>	<b>177</b>	<b>-</b>	

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

3. Objective 2. An Accessible Cardiff: We will work to ensure everyone can take part in all Cardiff has to offer, regardless of background or circumstance.

Eight in ten respondents (84.0%) agreed with this Objective. Under one in ten (8.4%) disagreed. The remainder - also under one in ten respondents - neither agreed nor disagreed (6.2%) or said they did not know (1.3%).



4. Do you have any comments about this Objective (2)?

Of the 652 respondents, just over a quarter (26.5%) said Yes.

	No	%
Yes	173	26.5
No	479	73.5
Total	652	100

Of the 173 who said Yes, 170 left a comment. The main themes are shown below, with examples:

The full table of themes can be found in the Appendices.

Objective 2 Themes	No	%	Example Comments
<b>Transport / infrastructure concerns</b>	<b>56</b>	<b>32.9</b>	<ul style="list-style-type: none"> <li>- Good affordable public transport around the city is vital to this.</li> <li>- State of pavements tricky for people with physical disabilities in many parts of city. Walkabouts with citizens affected by e.g. reduced mobility, vision and hearing are very good in identifying problems</li> <li>- Public transport infrastructure key</li> <li>- Accessible for all. Cardiff is changing. Bus services do not always run for all. Some areas buses stop at early times. City centre congested. A lot of Wait for disabled ,etc.</li> <li>- Urban spaces pose many barriers to older people, e.g. uneven pavements, poor lighting, lack of public toilets.</li> </ul>
<b>Accessibility</b>	<b>46</b>	<b>27.1</b>	<ul style="list-style-type: none"> <li>- There are housing developments in Cardiff, including where I live, that have no step free access out of the road. Both footpaths out of my street have steps, the only step-free access is by road and is steep, so if</li> </ul>

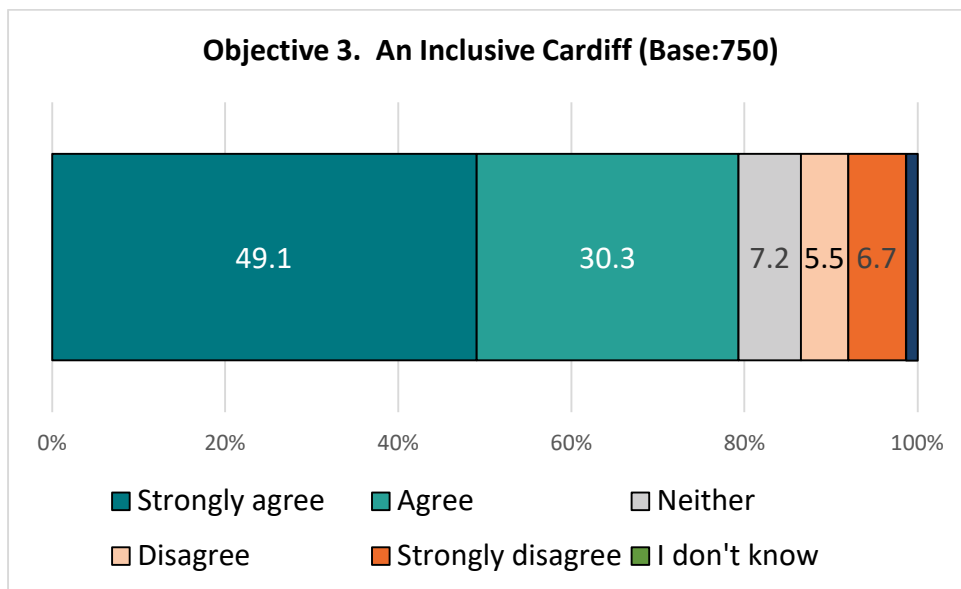
			<p><i>my mobility is bad I can't go anywhere because I need help with my wheelchair</i></p> <ul style="list-style-type: none"> <li>- <i>While I understand the logic behind the general move to digital access, it's difficult for people to know where to look for e.g. paper copies of surveys. Once you know, you know, but if you don't use a library, or the internet, people remain outside of the decision making process.</i></li> <li>- <i>The eastern part of Cardiff is poorly served by transport links and this directly affects the ability of people in this part of Cardiff to "access all it has to offer". The Parkway railway station and bus rapid transit link are urgently needed to improve accessibility, particularly for the elderly, disabled and those without cars.</i></li> <li>- <i>Transport is a barrier as some people can't even afford the bus and have to walk maybe 30-45 minutes to get to somewhere more affordable. Also, there might not even be any buses going that way. Cycle lanes are good, except for when cars park on them, but not so good if you can't afford a bike or a trailer to take your children with you.</i></li> </ul>
<b>Reduce inequality</b>	<b>30</b>	<b>17.6</b>	<ul style="list-style-type: none"> <li>- <i>When you live with racism each day it is hard to believe that the process and procedures will change. We see personal attacks against black MP and MS and local councillors by the BBC and news papers so we can't believe the is will change</i></li> <li>- <i>Community activities need to be more accessible to all and affordable. Cardiff prices are 30% more expensive than other parts such as the valleys. This presents a real challenge for those wishing to visit Cardiff with families etc.</i></li> <li>- <i>Cardiff is not accessible for the disabled. Many disabled parking spaces have been removed and the remainder are too far to walk for someone with mobility issues. Ambulant disabled are discriminated against when there is an event in the stadium. Unable to walk the long distance to the stadium during road closures. Cardiff Council advertises Sophia Gardens as the nearest car park with disabled spaces. Parking here is usually free for disabled but on event days, everyone has to pay a vastly inflated price. The uphill walk to town is much too far to walk, and if the disabled person has tickets on the other side of the stadium, the walk doubles. I have been unable to attend any stadium event for some years, and I feel discriminated against as Cardiff is definitely not accessible for all.</i></li> </ul>
<b>More information /</b>	<b>28</b>	<b>16.5</b>	- <i>Opportunities need to be supported by proactive</i>

<b>action needed</b>			<p><i>advertising and commitment to deliver.</i></p> <ul style="list-style-type: none"> <li>- <i>Certain people when sent out letters or messages regarding their housing or need to complain do not know how to due to language barriers. So some things go un-done due to this. Recent situation: residents were sent letters regarding work being done in where they live , but they didn't understand what was contained in letter as was only in English and didn't know how to ask for help concerning explanation.</i></li> </ul>
<b>Total</b>	<b>170</b>	<b>-</b>	

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

5. Objective 3. An Inclusive Cardiff: We will make Cardiff a city where differences are understood and celebrated, and where all communities feel like they belong.

Nearly eight in ten respondents (79.3%) agreed with this Objective. Just over one in ten (12.1%) disagreed. The remainder - under one in ten respondents - neither agreed nor disagreed (7.2%) or said they did not know (1.3%).



6. Do you have any comments about this Objective (3)?  
Of the 622 respondents, over a quarter (29.7%, 185) said Yes.

	No	%
Yes	185	29.7
No	437	70.3
Total	622	100

Of the 185 who said Yes, 181 left a comment. The main themes are shown below, with examples:

The full table of themes can be found in the Appendices.

Objective 3 Themes	No	%	Example Comments
<b>Agree in principle</b>	<b>48</b>	<b>26.5</b>	<ul style="list-style-type: none"> <li>- While it is vital for difference and minority to be understood and celebrated, let's not do this at the expense of the majority. There is sometimes a sense that the tail is wagging the dog and the often silent majority are left feeling disenfranchised and overlooked.</li> <li>- A nice idea but cannot see how it would work, especially regarding extremely different cultural differences</li> <li>- Everybody has knowledge to share. This is basic for integration. We want to feel part of a community</li> </ul>

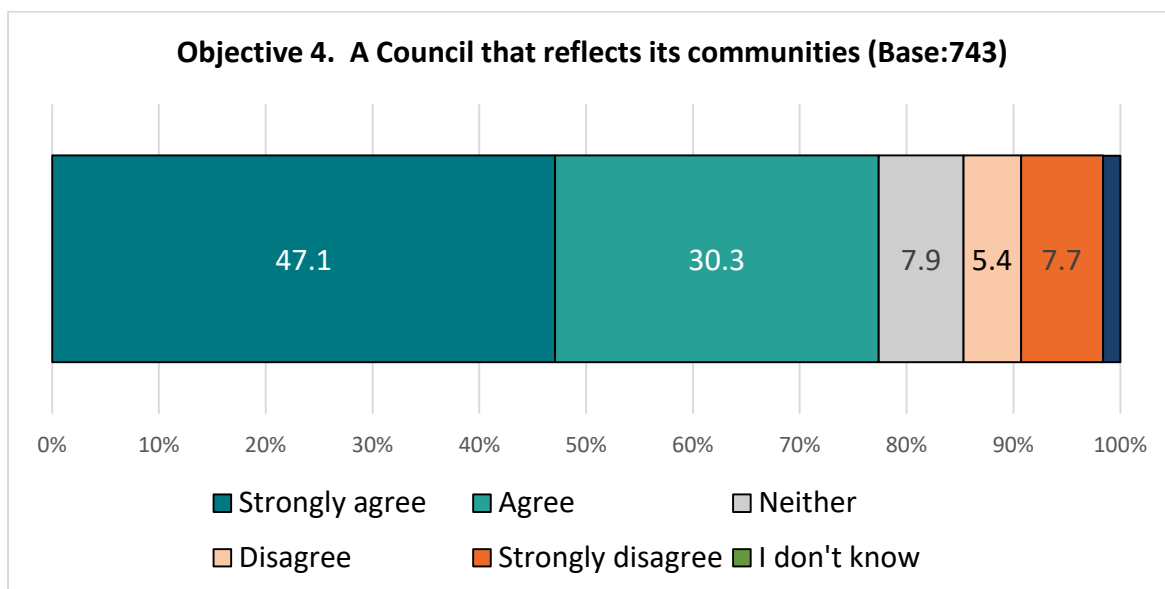
			<p><i>where we feel useful and valued</i></p> <ul style="list-style-type: none"> <li>- <i>This is very important</i></li> </ul>
<p><b>More action detail/solutions needed</b></p>	<p><b>33</b></p>	<p><b>18.2</b></p>	<ul style="list-style-type: none"> <li>- <i>We need to see the details of how this will be achieved.</i></li> <li>- <i>pretty words - interested to see if they are just words</i></li> <li>- <i>EDI must be anchored to real measurable outcomes, otherwise it becomes just a box ticking exercise</i></li> <li>- <i>Nice idea, but what does it mean in practice?</i></li> </ul>
<p><b>Disagree with approach / objective</b></p>	<p><b>31</b></p>	<p><b>17.1</b></p>	<ul style="list-style-type: none"> <li>- <i>I'm not sure about this - celebrating different communities may make it harder for people from different backgrounds to integrate with each other - if there are regular celebrations and events for particular groups, there's less need for each group to mix with each other. 100% everyone should feel welcome and valued, but an approach that works on getting people together may make for a more cohesive community, rather than lots of separate communities in the same place.</i></li> <li>- <i>Actually not everything can always be inclusive all the time. It's good to have a female only domestic violence service to ensure safety. It's good to have a male only rugby team for safety. It's good to have a safe space where only lesbians or gay men can meet for safety and support. It's good to have a group where black people can talk about racism. Not everything should include everyone. That's just daft.</i></li> <li>- <i>I would not want radical or destructive communities to feel they belong to Cardiff</i></li> </ul>
<p><b>Suggestions e.g. re certain groups or ways to achieve the objective</b></p>	<p><b>29</b></p>	<p><b>16.0</b></p>	<ul style="list-style-type: none"> <li>- <i>The stated objectives for 'Improving Outcomes for LGBTQ+ People' do not adequately address the issues LGBTQ+ people are facing in Cardiff, especially for trans / gender non-conforming people who are more likely to face abuse day-to-day. Pride Cymru is important, but it is treated primarily as a celebration rather than a vehicle for change, and not everyone is comfortable being in an alcohol-centred environment. A more creative approach involving community outreach should be explored to dispel harmful myths and address the root of homophobia/biphobia and transphobia in our city. The council should not rest on its laurels as 'top European city to be LGBTQ+' as it is dismissive of the discrimination LGBTQ+ people face, which is often unreported.</i></li> <li>- <i>Should include care experienced people and services being more trauma informed to understand the unique complexities and challenges of care</i></li> </ul>

			<p><i>experienced</i></p> <ul style="list-style-type: none"> <li>- <i>Each area of Cardiff especially the estates and poorer ones but a good idea for Lisvane etc - to have a community Faire. Invite craft groups to have a stall to show and sell what they make and where they meet. And locals food and drink e.g. Welsh / Indian / Kurdish / Chinese etc. and stalls from Catholic / Protestant / Jews / Muslims / Sikh / Hindu / Jehovah / Scientology etc</i></li> </ul>
<b>Total</b>	<b>181</b>	-	

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

7. Objective 4. A Council that reflects its communities: We will make Cardiff Council a more inclusive organisation which reflects the diversity of the people we serve, and where employees are confident to be themselves and are empowered to progress.

Nearly eight in ten respondents (77.4%) agreed with this Objective. Just over one in ten (13.1%) disagreed. The remainder - just under one in ten respondents - neither agreed nor disagreed (7.9%) or said they did not know (1.6%).



8. Do you have any comments about this Objective (4)?  
Of the 617 respondents, over a quarter (26.1%) said Yes.

	No	%
Yes	161	26.1
No	456	73.9
Total	617	100

Of the 161 respondents who said Yes, 158 left a comment. The main themes are shown below, with examples:

The full table of themes can be found in the Appendices.

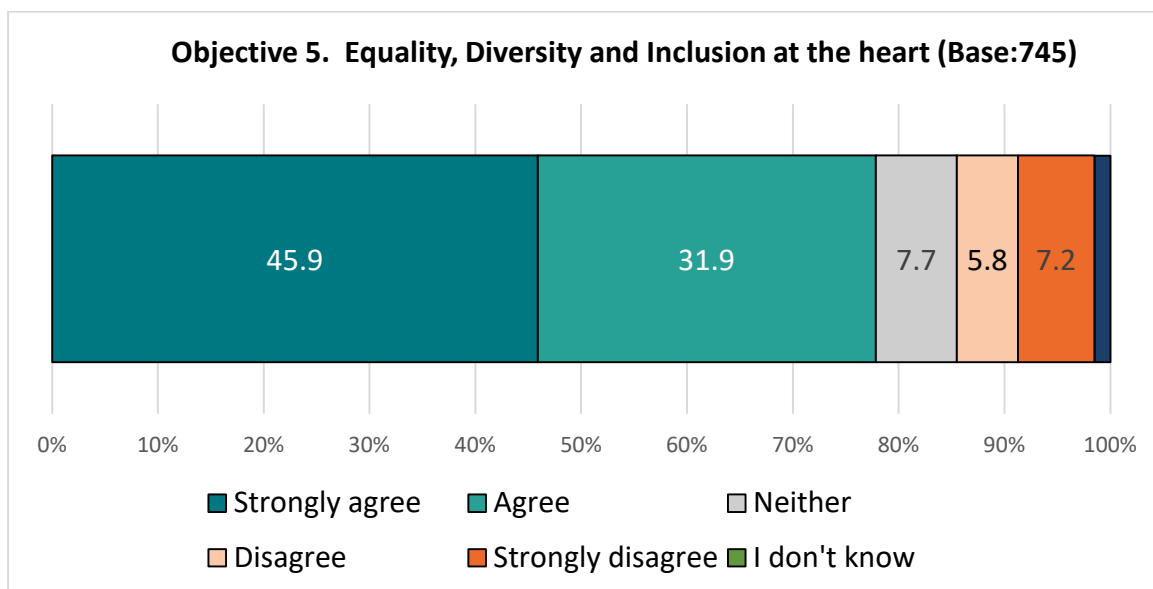
Objective 4 Themes	No	%	Example Comments
<b>Cautious of positive discrimination</b>	<b>47</b>	<b>29.7</b>	<ul style="list-style-type: none"> <li>- Positive action not positive discrimination</li> <li>- Jobs should be for the best candidate, not for the best of a poor selection based on a diversity target</li> <li>- This sounds more like a box ticking exercise rather than getting the right people for the right job &amp; doing it in the most efficient &amp; cost effective way</li> <li>- This sounds like you're saying minorities will be given more opportunities than the majority purely because of their minority status. The best person should get the job/ progression/ opportunity not the</li> </ul>

			<i>person that ticks the diversity quota!</i>
<b>Suggestions re certain groups or ways to achieve the objective</b>	<b>30</b>	<b>19.0</b>	<ul style="list-style-type: none"> <li>- a 'communities' based analysis can often obscure, for instance, women in some communities may struggle with patriarchal norms. Alongside understanding communities, we also need an analysis of sex-based oppression as a barrier to the inclusion of women.</li> <li>- Create more job opportunities</li> <li>- Language barriers are a big issue and must to be solved to create inclusive organisations that reflects the diversity</li> </ul>
<b>Agree in principle</b>	<b>26</b>	<b>16.5</b>	<ul style="list-style-type: none"> <li>- How could anyone disagree with this?</li> <li>- Reflecting the diverse communities within the Council's workforce its important however this needs to happen across all positions w8thin the council. Again not clear on how is it going to be achieved</li> <li>- This is a fine objective but ultimately the council needs to employ people based on ability to do the job. Part of that implication is that all the above objectives are met and employees are suitably qualified and/or trained for their roles</li> </ul>
<b>Other employment concerns</b>	<b>23</b>	<b>14.6</b>	<ul style="list-style-type: none"> <li>- I think the objective to create a workplace 'where employees are confident to be themselves' can be taken advantage of. I'm afraid allowing people to come to work completely 'as themselves' could result in inappropriate clothing, or with badges/signs indicating they are aligned with certain groups, and these things could make others very uncomfortable. Sometimes one person's freedom to express curtails another person's freedom not to be humiliated or frightened.</li> <li>- We want to see more senior officers from BAME community reflecting the workforce.</li> <li>- Deaf and disabled people often lack the qualifications and experience to get Council jobs, due to lack of access to education and support in work. It needs to be made possible for people to start at the bottom and work their way up and learn skills.</li> </ul>
<b>Total</b>	<b>158</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

9. Objective 5. Equality, Diversity and Inclusion at the heart of the organisation: We will ensure that Cardiff Council’s core processes support Equality, Diversity and Inclusion.

Nearly eight in ten respondents (77.9%) agreed with this Objective. Just over one in ten (13.0%) disagreed. The remainder - just under one in ten respondents - neither agreed nor disagreed (7.7%) or said they did not know (1.5%).



10. Do you have any comments about this Objective (5)?

Of the 605 respondents, about one in five (23.1%) said Yes.

	No	%
Yes	140	23.1
No	465	76.9
<b>Total</b>	<b>605</b>	<b>100</b>

Of the 140 respondent who said Yes, 137 left a comment. The main themes are shown below, with examples:

The full table of themes can be found in the Appendices.

Objective 5 Themes	No	%	Example Comments
<b>Suggestions e.g. re certain groups or ways to achieve the objective</b>	<b>34</b>	<b>24.8</b>	<ul style="list-style-type: none"> <li>- Equity is more significant than equality</li> <li>- In short, in order for Cardiff council's core processes to support ED&amp;I there needs to be more diverse employees who have the lived experience necessary to ensure those processes are fit for purpose and do not unintentionally exclude or disadvantage people starting with key services such as education, housing, employment and policing. All of which as it stands are systemically disadvantages specific groups such as single parents, carers, black men and</li> </ul>

			<p><i>disabled people.</i></p> <ul style="list-style-type: none"> <li>- <i>Inclusion of those with underlying disability e.g. epilepsy, ADHD, depression, autism</i></li> </ul>
<b>Waste of Time / money focus on core activities</b>	<b>29</b>	<b>21.2</b>	<ul style="list-style-type: none"> <li>- <i>This is NOT what should be at the heart of a council. The heart of a council should be to cover ALL the basic services and manage their books.</i></li> <li>- <i>The cost of supporting this objective shouldn't override or take from funding of social care activities</i></li> <li>- <i>Stop wasting our council tax money on this nonsense!</i></li> </ul>
<b>More information needed</b>	<b>23</b>	<b>16.8</b>	<ul style="list-style-type: none"> <li>- <i>and how are we going to measure these aims to check that we are moving in the right direction? We might all be facing the same storm but we are not in the same boat.</i></li> <li>- <i>Targets not just words</i></li> </ul>
<b>Total</b>	<b>137</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

11. Is there anything missing from these draft Equality Objectives that you think should be included?

Of the 679 responses to this question, about one in four (25.6%) said Yes.

	No	%
Yes	174	25.6
No	505	74.4
Total	679	100

Of the 174 respondent who said Yes, 171 left a comment. The main themes are shown below, with examples:

The full table of themes can be found in the Appendices.

Theme	No	%	Example Comments
<b>Suggestions e.g. re certain groups or ways to achieve the objective (Of these, 17 comments were re disability, and 11 re gender)</b>	<b>82</b>	<b>48.0</b>	<ul style="list-style-type: none"> <li>- <i>Opportunity for older people are very often left out from these kind of policies.</i></li> <li>- <i>There continues to be a total lack of facilities for people with disabilities (especially for those whose disabilities 'aren't always visible'). One very important 'Objective' would be to have more toilet facilities in public places. There are thousands of people in Wales who have a bowel disease such as Crohn's disease, Ulcerative colitis &amp; Diverticulitis etc., which has a significant impact on their lives. There needs to be more public awareness and more support from the Senydd</i></li> <li>- <i>Something around the concept that people</i></li> </ul>

			<p><i>shouldn't be treated the same in order to be treated fairly - equity vs equality.</i></p> <ul style="list-style-type: none"> <li>- <i>Not sure if it's an objective, but something about working on feedback and recognising that equality is an ongoing process that takes time and is affected by other factors may be useful - a commitment to learning openly and listening to all communities including mediating any issues and showing commitment to implementing local ideas</i></li> <li>- <i>Equality in employment. Language skills are the barrier to employment. Employing people with experience and abilities while taking into account the language</i></li> <li>- <i>What should be included, is the consideration on improvement of accessibility and productivity for sight impaired people.</i></li> <li>- <i>Protection of Womens Rights</i></li> <li>- <i>All the above are important, but don't forget to push being Welsh. Being Welsh is important, be it by birth or by choice, and this needs to be reflected.</i></li> </ul>
<b>Needs detail / Action Plan / Targets</b>	<b>42</b>	<b>24.6</b>	<ul style="list-style-type: none"> <li>- <i>Regular evaluation of how well objectives are being achieved - if you don't measure it, you can't manage it.</i></li> <li>- <i>Clarity on the actions being taken to objectives and who plays part on it. How other sectors, such as the community and third sector can get involved</i></li> <li>- <i>These need to have guidance about what meeting these targets look like in reality</i></li> <li>- <i>What do they actually mean in practice?</i></li> </ul>
<b>Waste of Time / money focus on core activities</b>	<b>19</b>	<b>11.1</b>	<ul style="list-style-type: none"> <li>- <i>An acknowledgement that delivering services is the most important thing and shouldn't be compromised by focusing too much on these aims, however, good they are.</i></li> <li>- <i>The council should delivery services not social engineering</i></li> </ul>
<b>Total</b>	<b>174</b>	<b>-</b>	

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

The suggestions regarding specific groups and actions, and the request for detail i.e. action plans and targets was reinforced in the stakeholder meetings.

## Section 2: The issues that matter to you:

In order to achieve the Equality Objectives, we have identified areas to focus on. These have been identified by looking at local and national research, including the annual Ask Cardiff surveys and the Census, and engagement with stakeholder groups.

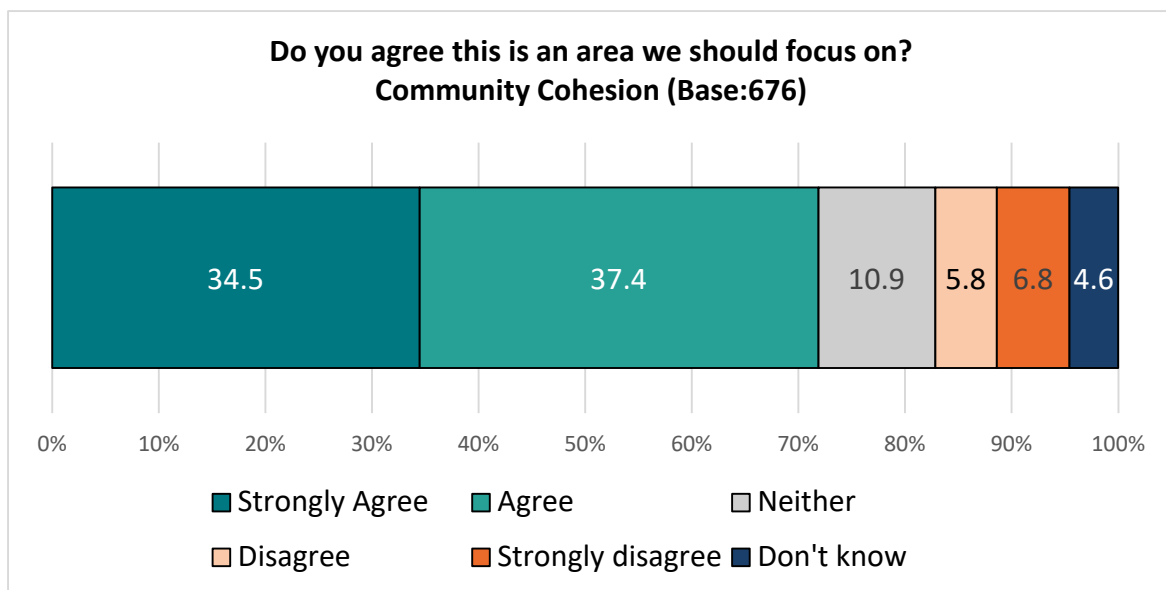
For each of the below, do you agree this is an area we should focus on, to improve equality, diversity and inclusion in Cardiff?

All of the 9 suggested priority areas received clear support, ranging from 72-89% agreement. This approval was reinforced in the feedback from stakeholder organisations. When asked if there was another area that we should consider, 184 respondents added a comment. These included suggestions re a group (e.g. 'the elderly') or action points related to the 9 identified priority areas.

### 12.1 Community Cohesion

Community cohesion aims to create a place where people get on well together and help each other.

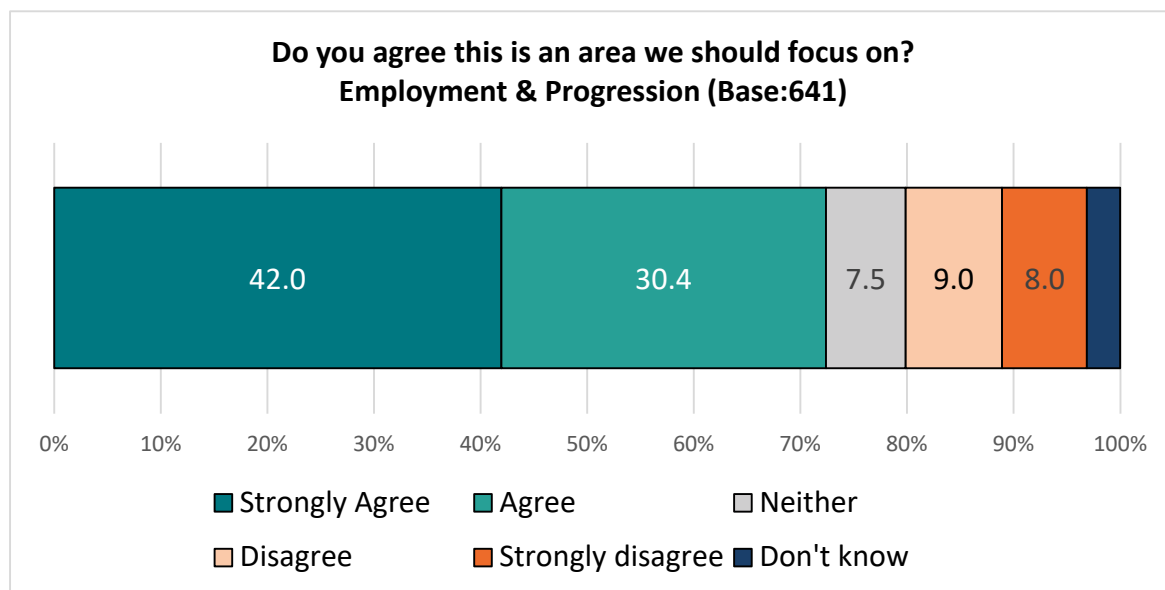
Seven in ten respondents (71.9%) agree that this is an area we should focus on. Just over one in ten disagrees (12.6%). The remaining 15.5% neither agree nor disagree (10.9%) or don't know (4.6%).



### 12.2 Employment and Progression

Employment opportunities and career progression are not equal across Cardiff's communities. There are pay gaps, and there are differences in confidence in future job prospects.

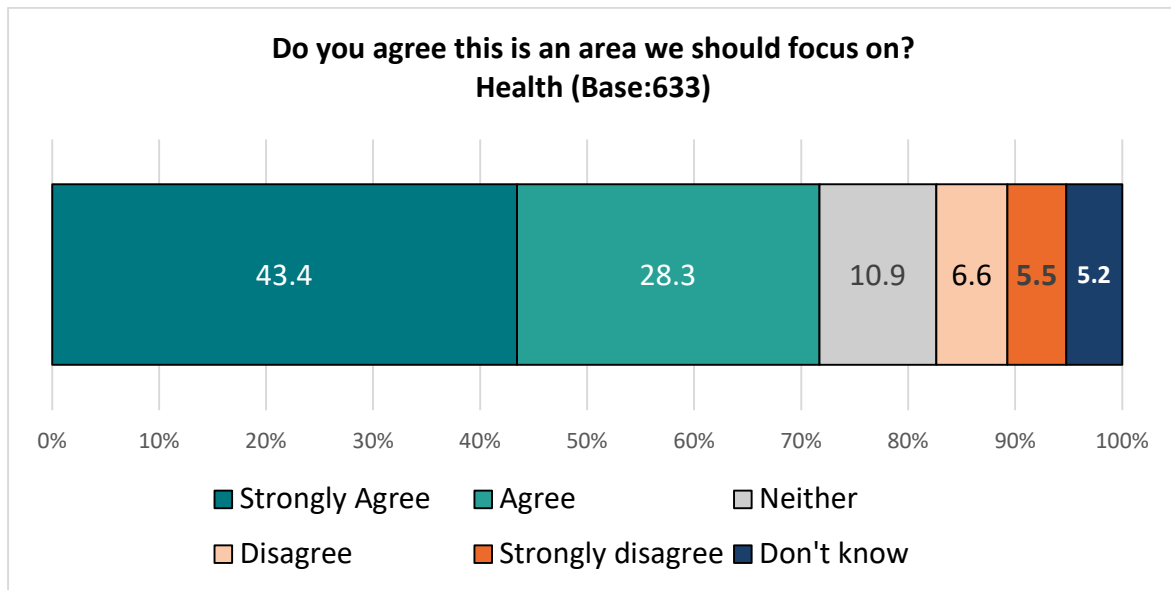
Seven in ten respondents (72.4%) agree that this is an area we should focus on. Over one in ten disagrees (17.0%). The remaining 10.6% neither agree nor disagree (7.5%) or don't know (3.1%).



### 12.3 Health

There are variations in health across the city, with often avoidable and unfair differences in health between different groups.

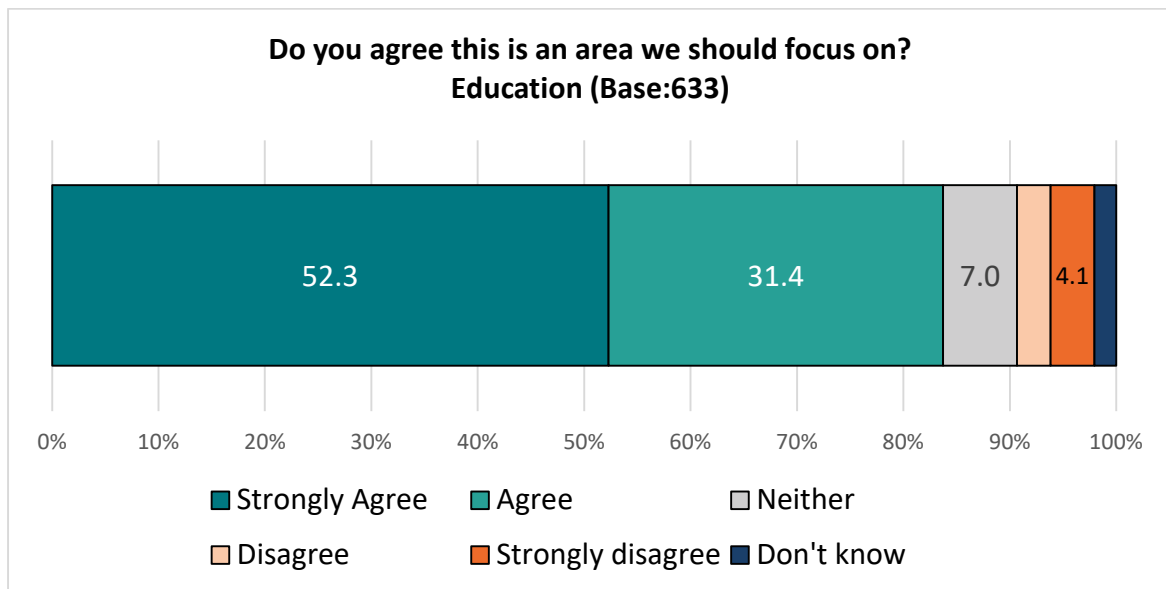
Seven in ten respondents (71.7%) agree that Health is an area we should focus on. Just over one in ten disagrees (12.2%). The remaining 16.1% neither agree nor disagree (10.9%) or don't know (5.2%).



### 12.4 Education

Education has a large impact on life chances. While education attainment in Cardiff is good overall, we need to ensure that all groups of learners achieve good educational outcomes.

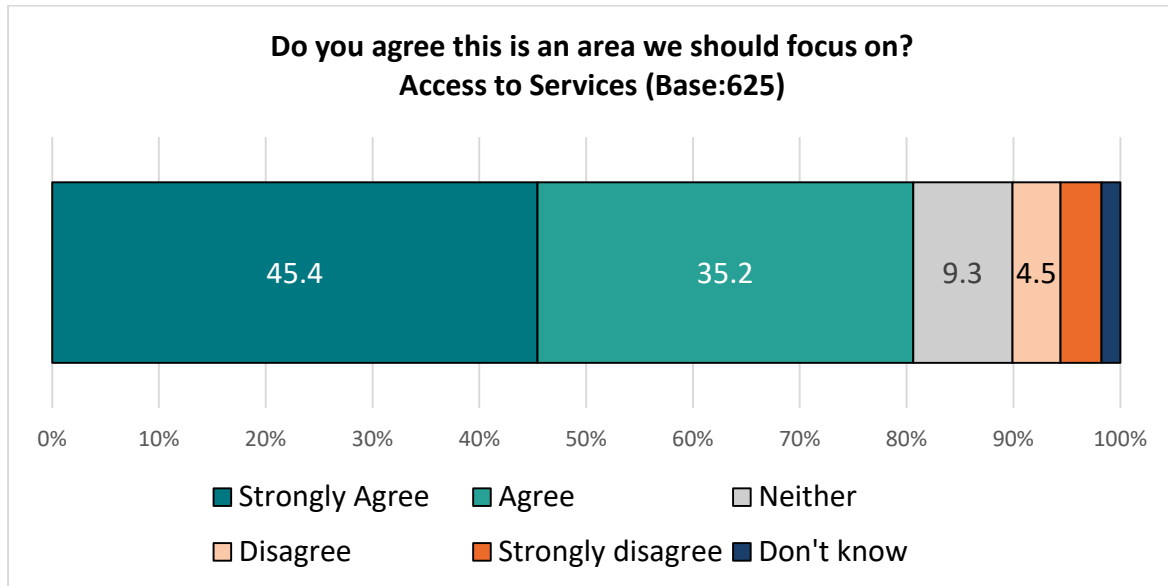
Just over eight in ten respondents (83.7%) agree that Education is an area we should focus on. Under one in ten disagrees (7.3%). The remaining 9% neither agree nor disagree (7.0%) or don't know (2.1%).



### 12.5 Access to Services

Accessible public services are important for everyone. Certain groups of people may experience barriers to accessing services, such as disability, difficulties with digital access, or language barriers.

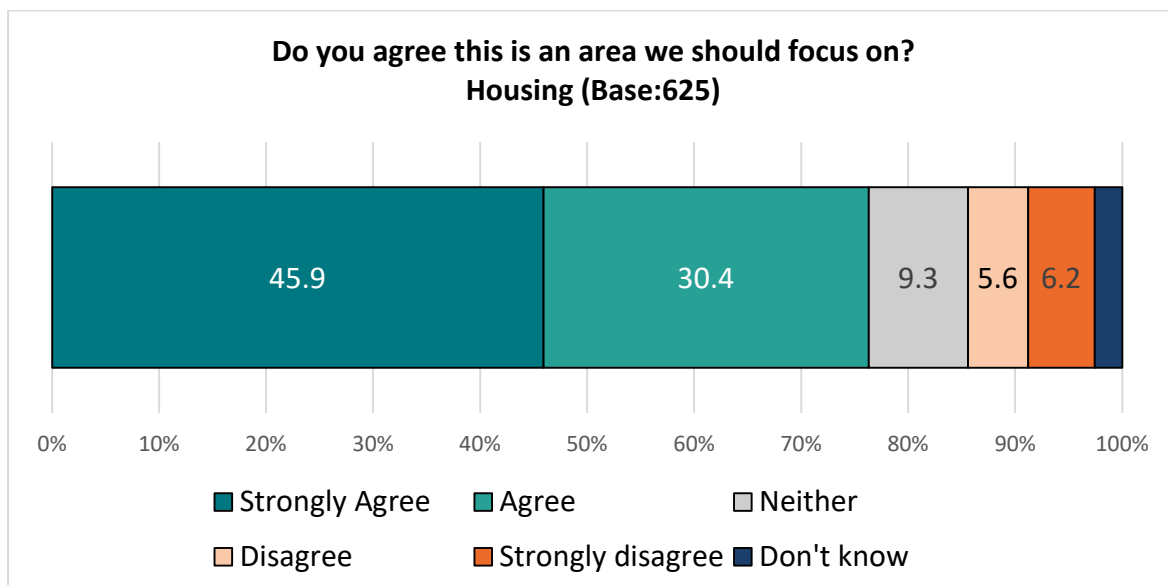
Eight in ten respondents (80.6%) agree that Access to Services is an area we should focus on. Under one in ten disagrees (8.3%). The remaining one in ten (11.0%) neither agree nor disagree (9.3%) or don't know (1.8%).



### 12.6 Housing

Access to affordable, good quality suitable housing is fundamental. Housing in Cardiff is the third least affordable amongst the Core Cities in England and Wales.

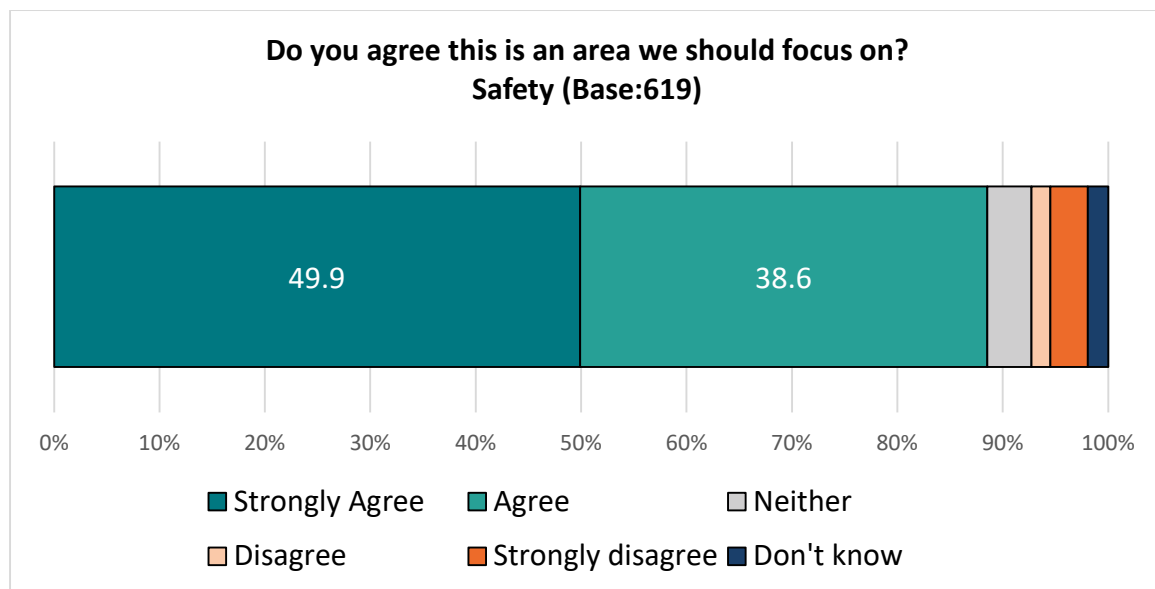
Just under eight in ten respondents (76.3%) agree that Housing is an area we should focus on. Just over one in ten disagrees (11.8%). The same proportion (11.8%) neither agree nor disagree (9.3%) or don't know (2.6%).



### 12.7 Safety

Everyone has the right to feel safe in their community and to be treated fairly, but there are differences in how safe people feel.

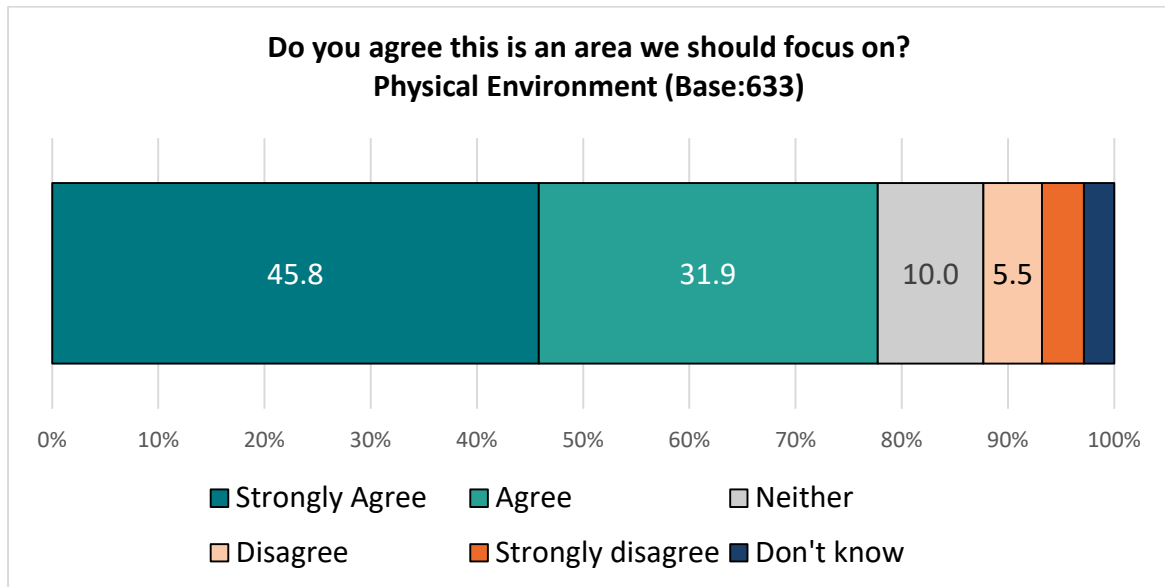
Nearly nine in ten respondents (88.5%) agree that Safety is an area we should focus on. Just over one in twenty disagrees (5.3%). A similar proportion (6.1%) neither agree nor disagree (4.2%) or don't know (1.9%).



### 12.8 Physical environment

Access to the physical environment such as natural green spaces and other public spaces is not equal across the city. In addition, floor risk and air quality varies by place.

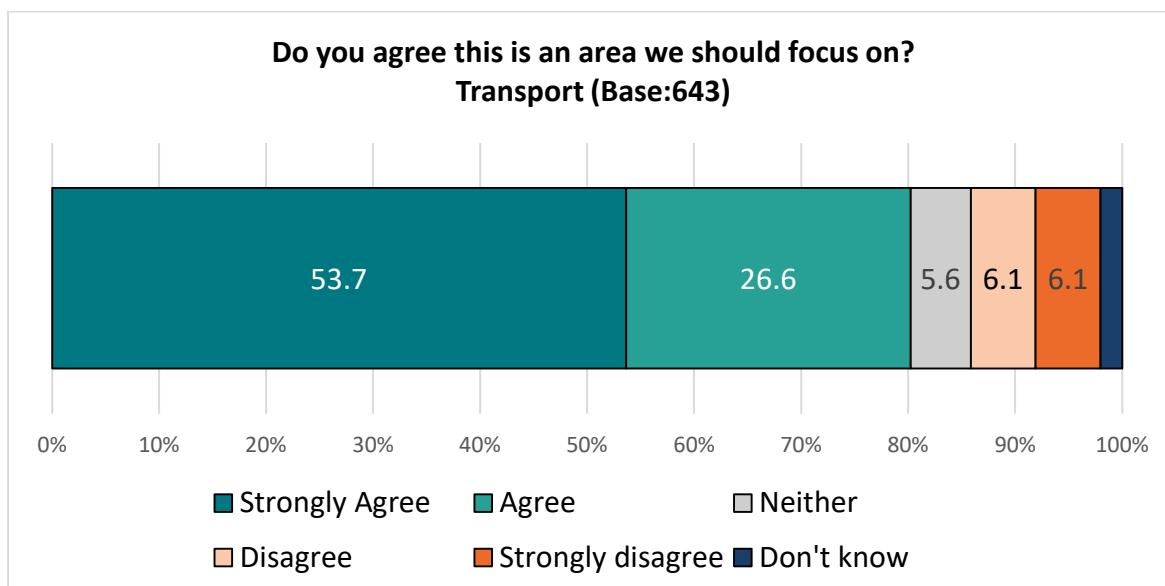
Nearly eight in ten respondents (77.7%) agree that the Physical Environment is an area we should focus on. Just under one in ten disagrees (9.5%). Just over one in ten (12.8%) neither agree nor disagree (9.5%) or don't know (2.8%).



### 12.9 Transport

The ability to move easily around the city can affect education, employment, health, participation, food and lifestyle options.

Eight in ten respondents (80.2%) agree that Transport is an area we should focus on. Just over one in ten disagrees (12.1%). Under one in ten (7.6%) neither agree nor disagree (5.6%) or don't know (2.0%).



13. Is there something else you feel we should include as an area to focus on, to improve equality, diversity and inclusion in Cardiff?

Of the 372 respondents who answered this question, one in four (25.8%) said Yes.

	No	%
Yes	190	29.0
No	465	71.0
Total	655	100

Of the 190 respondents who said Yes, 184 left a comment: The main themes are shown below, with examples:

The full table of themes can be found in the Appendices.

Theme	No	%	Example Comments
<b>Suggested group</b>	<b>44</b>	<b>23.9</b>	<ul style="list-style-type: none"> <li>- <i>The elderly - they always seem to be bottom of any lists</i></li> <li>- <i>Focus on developing places and support for youths. Cardiff is becoming a dangerous area for young people especially again in the southern arc of the city. To reduce any inequalities you have to look at services available to young people especially in those areas and all young people not one group.</i></li> <li>- <i>Engage with minority communities. Find out what struggles they face. Overhaul services and redirect to those communities especially health.</i></li> <li>- <i>Women's issues - services that cater to women's specific needs such as pregnancy, menopause, menstruation, their need for safe space for their security and dignity</i></li> </ul>
<b>Health &amp; Wellbeing / Environment concerns</b>	<b>38</b>	<b>20.7</b>	<ul style="list-style-type: none"> <li>- <i>People need to be able to access services &amp; amenities close to home such as shops, healthcare, education &amp; employment. Also need to focus on improving the environment and air quality to ensure equality of health,</i></li> <li>- <i>More money spent in deprived areas not used for things like splash pads for wealthier children (Canton/Pontcanna) and removal of sports hall for poorer ones (Splott). Poorer communities are becoming angry and feeling neglected when things like this happen.</i></li> <li>- <i>Combating drug distribution Stop expanding the sale of electronic cigarettes to young people and children</i></li> <li>- <i>Social isolation especially elderly</i></li> </ul>

<b>Transport / infrastructure concerns</b>	<b>30</b>	<b>16.3</b>	<ul style="list-style-type: none"> <li>- cost, Frequency and reliability of public transport in Cardiff - Public transport is vital to reducing pollution, but also disproportionately used by people from deprived backgrounds. Public transport in the capital is shockingly poor at present, with no real commitment to improvement in the short term. A safe, reliable and efficient public transport system is essential to supporting equality and diversity, as it is to reducing pollution</li> <li>- Frequent and reliable services in all areas of Cardiff are vital bus for everyone to access all council / social service and easily access bus stops due to new cycle lane</li> <li>- Transport - it is poor. Also you are making stupid decisions that are driving people away from the city centre which looks run down in parts.</li> </ul>
<b>Housing concerns</b>	<b>27</b>	<b>14.7</b>	<ul style="list-style-type: none"> <li>- Not just affordable housing, but social housing is needed more than ever.</li> <li>- Housing is a big problem in Cardiff</li> <li>- Tackling the issue of the homeless, begging, open drug use and other criminality that have become a common feature of the city centre as well as the main shopping areas of the suburbs would have a marked impact on all of the above. Creating a community that people can be proud of will encourage and promote a sense of inclusion and bring people together with a common purpose. All the things referred to just highlight how broken our communities are, if this doesn't change at local level its not going to change in the wider arena. Give communities something to be proud of.</li> </ul>
<b>Accessibility</b>	<b>27</b>	<b>14.7</b>	<ul style="list-style-type: none"> <li>- Cardiff is not accessible for the disabled. Many disabled parking spaces have been removed and the remainder are too far to walk for someone with mobility issues.</li> <li>- Digital inclusion, elderly inclusion youth engagement accessibility in public spaces addressing systemic bias economic empowerment.</li> <li>- Cardiff Bus have removed several routes affecting (detrimentally) access to health services, education etc....</li> </ul>
<b>Total</b>	<b>184</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

### Section 3

14. In terms of improving equality, diversity and inclusion, from your personal experience which three are the most important FOR YOU? - *please select up to 3*

Respondents were invited to select up to three priority areas. The total number of choices is therefore greater than the number of respondents.

The three most chosen of the specified areas were:

Health (selected by 412 respondents – a clear lead), followed by Education (306), then Housing (260).

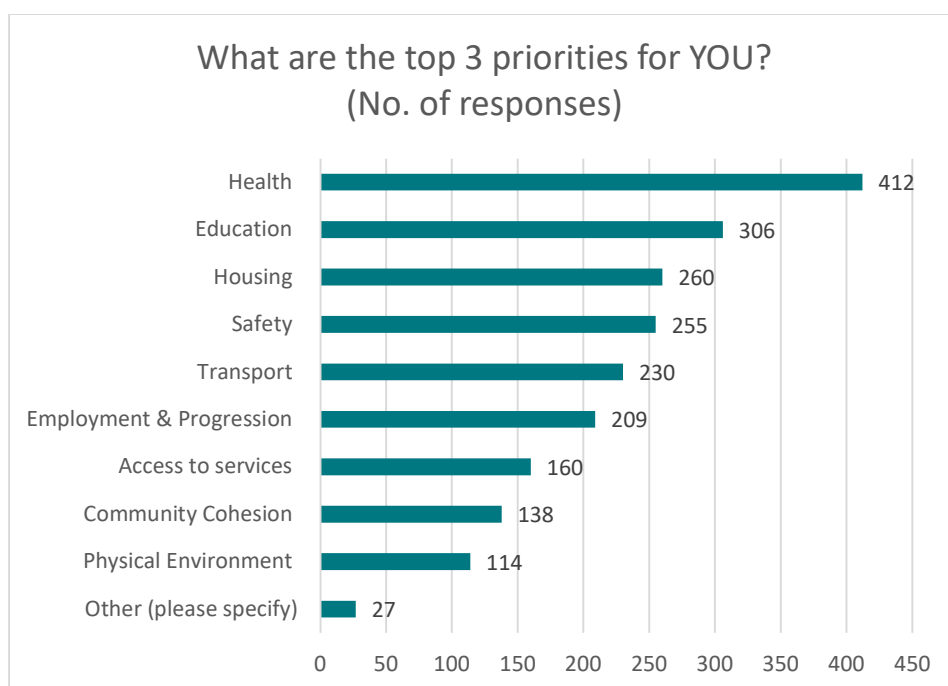
The next three were:

Safety (255 respondents), Transport (230), and Employment & Progression (209)

The bottom three were:

Access to services (160 respondents), Community Cohesion (138), and Physical Environment (114).

A small number of respondents (27) chose 'Other'. Of those, 15 left comments. These are provided after the detailed breakdown for this question.



*Note: Respondents could make up to three choices, therefore the total exceeds the number of respondents to the survey*

Q14 Q15 Comparative table. This table is shown again at Q15.

Blue highlighting indicates where the ranking is the same. White indicates a small difference.

	<b>for YOU</b>	<b>for CARDIFF</b>
<b>1</b>	<u>Health</u>	<u>Health</u>
<b>2</b>	<u>Education</u>	<u>Education</u>
<b>3</b>	<u>Housing</u>	<u>Housing</u>
<b>4</b>	<u>Safety</u>	<u>Transport</u>
<b>5</b>	<u>Transport</u>	<u>Safety</u>
<b>6</b>	<u>Employment &amp; Progression</u>	<u>Employment &amp; Progression</u>
<b>7</b>	<u>Access to services</u>	<u>Community Cohesion</u>
<b>8</b>	<u>Community Cohesion</u>	<u>Access to services</u>
<b>9</b>	<u>Physical Environment</u>	<u>Physical Environment</u>
<b>10</b>	<u>Other (please specify)</u>	<u>Other (please specify)</u>

	<b>FOR YOU</b>		<b>FOR CARDIFF</b>	
	<b>%</b>	<b>Rank</b>	<b>%</b>	<b>Rank</b>
<b>Health</b>	53.8	1	44.5	1
<b>Education</b>	39.9	2	41.9	2
<b>Housing</b>	33.9	3	34.8	3
<b>Safety</b>	33.3	4	28.4	5
<b>Transport</b>	30.0	5	29.1	4
<b>Employment &amp; Progression</b>	27.3	6	28.3	6
<b>Access to services</b>	20.9	7	20.5	8
<b>Community Cohesion</b>	18.0	8	25.2	7
<b>Physical Environment</b>	14.9	9	12.9	9
<b>Other (please specify)</b>	3.5	10	3.8	10
<b>Total</b>	275.6		269.4	

The rankings and percentage that selected each priority are very similar between the two questions, with Health as the top priority followed by Education and Housing. However, note the big percentage step in 'For YOU' between Health and Education (53.8% to 39.9%), compared with the small step in 'For CARDIFF' (44.5% to 41.9%).

The survey comments re Health frequently refer to the difficulty making GP, hospital or dentist appointments. Health was not a major topic within the stakeholder groups, apart from within the LGBTQ group, re Transgender access to healthcare. Instead, group feedback focussed on areas that are more obviously within the Council's purview e.g. Employment and Progression, Education and Access to Services.

Responses to 'What are the top 3 priorities for YOU' were looked at by Southern Arc / Rest of Cardiff, Age, Disability, Gender and LGBTQ+ to see if there were areas of difference. These datasets are reliant on respondents giving the necessary information, e.g. a full valid postcode, their age, whether they identify as a disabled person etc. Please note that some datasets are relatively small, so should be used with caution.

Priorities For You (rank) by Southern Arc / Rest of Cardiff.

Areas of blue indicate the same ranking; white indicates a small variation; larger variation is highlighted in yellow.

	Overall (Base:766)	Southern Arc (Base: 233)	Rest of Cardiff (Base: 272)
Health	1	1	1
Education	2	3	2
Housing	3	2	5
Safety	4	4	4
Transport	5	6	3
Employment & Progression	6	5	6
Access to services	7	7	7
Community Cohesion	8	8	9
Physical Environment	9	9	8
Other (please specify)	10	10	10

Whilst most of the rankings were the same, or similar, across the three datasets – e.g. Health was the most chosen priority area - there were some larger differences:

- Housing was more important to those in the Southern Arc (rank = 2) compared with the Rest of Cardiff (rank=5). This is perhaps a reflection of the density/quality of housing in the Southern Arc, and the higher levels of deprivation.
- Transport was the 6<sup>th</sup> most chosen by Southern Arc, but had a greater importance for the Rest of Cardiff, where it was the 3<sup>rd</sup> most chosen. This higher importance of Transport for the Rest of Cardiff perhaps reflects the hub-and-spoke nature of the public transport system.

The percentages underpinning those rankings are shown below:

Priorities For You (%) by Southern Arc / Rest of Cardiff.

	Overall (Base:766)	Southern Arc (Base:233)	Rest of Cardiff (Base:272)
Health	53.8	51.6	53.7
Education	39.9	36.8	39.3
Housing	33.9	38.6	28.3
Safety	33.3	36.8	33.1
Transport	30.0	27.4	38.6
Employment & Progression	27.3	29.6	23.5
Access to services	20.9	19.3	22.1
Community Cohesion	18.0	17.5	16.5
Physical Environment	14.9	13.9	19.5
Other (please specify)	3.5	4.0	3.3
Total	275.6	275.3	277.9

*Note: Respondents could make up to three choices, therefore the total exceeds 100%*

## Priorities For You (rank), by Age group:

In Overall ranking order	Overall (Base:766)	Under 35 (Base:116)	35-54 (Base:238)	55+ (Base:367)
Health	1	2	1	1
Education	2	3	2	2
Housing	3	1	3	5
Safety	4	4	4	4
Transport	5	6	6	3
Employment & Progression	6	5	5	7
Access to services	7	8	8	6
Community Cohesion	8	7	7	8
Physical Environment	9	9	9	9
Other (please specify)	10	10	10	10

Whilst most of the rankings were the same, or similar, across the age groups, there were some differences:

- For those aged under 35s, Housing was a much higher priority: rank=1 compared with rank=5 for those aged 55+.
- For those aged under 35, Employment & Progressions was a higher priority: rank = 5 compared with rank=7 for those aged 55+.
- For those 55+, Transport was a higher priority: rank = 3 compared with rank=6 for respondents under 35.

The age-related differences can be explored further by looking at the %s behind the rankings:

## Priorities For You (%), by Age group:

In Overall ranking order	Overall (Base:766)	Under 35 (Base: 116)	35-54 (Base: 238)	55+ (Base:367)
Health	53.8	48.3	48.7	58.6
Education	39.9	48.3	41.6	37.3
Housing	33.9	50.0	39.1	26.4
Safety	33.3	44.8	33.6	29.2
Transport	30.0	16.4	25.6	37.1
Employment & Progression	27.3	43.1	29.0	21.8
Access to services	20.9	11.2	20.6	23.7
Community Cohesion	18.0	13.8	21.0	18.3
Physical Environment	14.9	9.5	13.0	17.7
Other (please specify)	3.5	0.9	2.5	4.4
Total	275.6	286.2	274.8	274.4

Note: Respondents could make up to three choices, therefore the total exceeds 100%

For those aged under 35 the top choices had very similar percentages: 50% Housing, 48.3% Health, 48.3% Education, then a small step to 44.8% for Safety, and 43.1% Employment & Progression before a big drop to 16.4% for Transport (the 6<sup>th</sup> most chosen priority area for that age group),

In contrast for those aged 55+, Health was by far the most chosen priority, selected by nearly 6 in ten (58.6%) respondents. There was then a big step to the two next most chosen: 37.3% Education, and 37.1% Transport.

Priorities For You, by Disability (% and rank):

The table below shows the priorities by Overall order, showing the Overall % and ranking number, followed by the Disabled % and ranking number for each priority.

	Overall (Base:766)		Identify as a Disabled Person (Base:133)	
	%	Rank	%	Rank
Health	53.8	1	63.9	1
Education	39.9	2	30.8	4
Housing	33.9	3	34.6	2
Safety	33.3	4	31.6	3
Transport	30.0	5	29.3	6
Employment & Progression	27.3	6	24.1	7
Access to services	20.9	7	30.1	5
Community Cohesion	18.0	8	13.5	9
Physical Environment	14.9	9	15.8	8
Other (please specify)	3.5	10	3.0	10
Total	275.6		276.7	

Note: Respondents could make up to three choices, therefore the total exceeds 100%

Health was the top priority Overall (chosen by over 5 in ten, 53.8%) and for those who identify as a disabled person (chosen by over 6 in ten, 63.9%).

Within the Disabled dataset it may be worth noting the big step of c30 percentage points from the most chosen - Health (63.9%) - to the second most chosen - Housing (34.6%). This compares with a much smaller c14 percentage point step in the Overall data between the most chosen (Health) and second most chosen (Education).

For the Disabled dataset, ranks 2,3,4,5 and 6 had very similar percentages, and given the small sample size (133) the ranking order should be taken with caution.

However, it might be worth noting that Access to Services was chosen by 3 in ten (30.1%) of those who identify as disabled, compared with 2 in ten (20.9%) Overall.

Priorities For You, by Gender (% and rank):

The table below shows the priorities by Overall order, showing the Overall % and ranking number, followed by the Female then Male % and ranking number for each priority.

Again, the blue highlighting shows where the ranking is the same across the 3 datasets. White is where there is a small difference, and yellow indicates a larger variation.

	Overall (Base:766)		Female (Base:391)		Male (Base: 300)	
	%	Rank	%	Rank	%	Rank
Health	53.8	1	57.0	1	50.3	1
Education	39.9	2	35.8	3	45.7	2
Housing	33.9	3	35.3	4	33.0	3
Safety	33.3	4	36.1	2	30.7	4
Transport	30.0	5	31.5	5	28.3	5
Employment & Progression	27.3	6	27.9	6	26.3	6
Access to services	20.9	7	23.0	7	17.7	8
Community Cohesion	18.0	8	18.2	8	18.0	7
Physical Environment	14.9	9	13.8	9	17.0	9
Other (please specify)	3.5	10	2.3	10	3.7	10
<b>Total</b>	<b>275.6</b>		<b>280.8</b>		<b>270.7</b>	

Note: Respondents could make up to three choices, therefore the total exceeds 100%

The table above shows that responses are broadly similar between the Female and Male respondents and Overall. Although the table shows that Safety had a higher ranking for Female (rank=2) than Male respondents (rank=4), the percentage point differences between the Female second (36.1%), third (35.8%) and fourth (35.3%) most chosen priorities is very small. The difference in Safety ranking should therefore not be overstated.

It is of more interest that for Males the first and second most chosen priorities (Health and Education) have such similar percentages: 50.3% and 45.7% respectively. This contrasts with a large c21 percentage-point drop between first and second in the Female dataset (Health 57.0%, Safety 36.1%). Whereas 45.7% of Male respondents chose Education as a priority, 35.8% of Female respondents did.

Priorities For You, by LGBTQ+ \* (% and rank):

The table below shows the priorities by Overall order, showing the Overall % and ranking number, followed by the LGBTQ+ % and ranking number for each priority.

Again, the blue highlighting shows where the ranking is the same across the 3 datasets. White is where there is a small difference, and yellow indicates a larger variation.

	Overall (Base:766)		LGBTQ+ (Base:105)	
	%	Rank	%	Rank
Health	53.8	1	49.5	1

Education	39.9	2	40.0	2
Housing	33.9	3	28.6	6
Safety	33.3	4	34.3	3
Transport	30.0	5	31.4	4
Employment & Progression	27.3	6	28.6	5
Access to services	20.9	7	27.6	7
Community Cohesion	18.0	8	20.0	8
Physical Environment	14.9	9	13.3	9
Other (please specify)	3.5	10	3.8	10
<b>Total</b>	<b>275.6</b>		277.1	

Note: Respondents could make up to three choices, therefore the total exceeds 100%

The responses are broadly similar between the LGBTQ+ and Overall, although Housing has a lower rank for LGBTQ+ (6<sup>th</sup> versus 3<sup>rd</sup> Overall), with Safety, Transport and Employment & Progression chosen more often. However, please note the small sample size.

(\*Respondents who identified as Non-binary/Other/Trans//Bi-sexual/Gay/Other)

#### 14a Other.

Of the 27 Overall respondents who selected 'Other' (please specify'), 15 left further information.

As this is a small dataset without a dominant theme, they are listed here in full.

Comments
<b>access to leisure</b>
<b>In terms of DEI - none of this is applicable.</b>
<b>I don't believe in equality, diversity or inclusion</b>
<b>none. just deliver services</b>
<b>British people need to be first in all situations</b>
<b>A willingness of politicians to go beyond words</b>
<b>Law and order</b>
<b>I don't agree that 'community cohesion' should be a target (not sure I can amend my previous answer). Cardiff people are already too willing to invade other people's privacy. They have a sense of moral superiority. That is a real problem when it comes to acceptance of diversity.</b>
<b>Fortnightly black bin collections, and putting cycle lanes on the A4234</b>
<b>The abysmal state of the NHS due to lack of funding</b>
<b>The volume of traffic through my locality is horrendous. When the Ely Link Road was made many years ago it was intended to divert traffic away from this area of the city (I think). It has not. Further, the speed of traffic, despite so called speed limits is seldom adhered to along the busiest roads of Canton..</b>
<b>Anti social behaviour in my area speeding traffic.</b>
<b>Stop giving any money to foreigners who hate us.</b>

<b>Sick of all this woke nonsense</b>
<b>Refer above comments</b>
<b>Road surfaces, more disabled parking, traffic light timing sequences that allow a freer flow of traffic thereby reducing emission build up. The stretch of road between Canton bridge and junction of Cathedral Road to be opened up again to two lanes and not restricted to buses and taxis in the near lane this causes intolerable delays and build up of emissions which the Council purportedly claims to wish to reduce..</b>
<b>Deaf Community</b>
<b>Public perception</b>
<b>Waste collection</b>
<b>Total= 15</b>

Respondents were then invited to explain why they had selected a particular option

14.1 If you chose Community Cohesion as one of the three most important FOR YOU, can you explain why?

Of the 138 respondents who chose Community Cohesion, 85 left a comment. The main themes are shown below, with examples:

<b>Theme</b>	<b>No</b>	<b>%</b>	<b>Example Comments</b>
<b>Community Cohesion crucial</b>	<b>58</b>	<b>68.2</b>	<ul style="list-style-type: none"> <li>- <i>Need connection and belonging to believe you have a voice</i></li> <li>- <i>Being able to integrate properly with the community allows you to operate within it and access all services far more easily and safely</i></li> <li>- <i>A space to share common issues and solutions is important.</i></li> <li>- <i>It might improve the environment if people were more engaged with their neighbours. Things like the ROATH Arts Festival should spread around the city</i></li> <li>- <i>action to make communities strong and viable and enabling people to play a part in taking decisions that effect them.</i></li> </ul>
<b>Better integration needed</b>	<b>29</b>	<b>34.1</b>	<ul style="list-style-type: none"> <li>- <i>I think more needs to be done to build communities and make them safe places to live.</i></li> <li>- <i>integration is a major problem in Cardiff ethnic groups live in their own areas</i></li> <li>- <i>having groups of ethnic minority or majority lead to lack of cohesion. More should be done to integrate those with English as a second language so they can learn the language which will then improve all their opportunities for health, education, standard of living</i></li> </ul>
<b>Misc.</b>	<b>13</b>	<b>15.3</b>	<ul style="list-style-type: none"> <li>- <i>I'd be interested to see what intervention could help to improve this. There is no cohesion or connection</i></li> </ul>

			<i>at all with the neighbours in my community. - I experience crime. Drugs and theft weekly this all upsets me...</i>
<b>Total</b>	<b>85</b>	<b>-</b>	

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

14.2 If you chose Employment and Progression as one of the three most important FOR YOU, can you explain why?

Of the 209 respondents who selected Employment and Progression, 130 left a comment. The main themes are shown below, with examples:

Theme	No	%	Example Comments
<b>Being employed = better standard of living / quality of life</b>	55		<ul style="list-style-type: none"> <li>- <i>Employment allows people to integrate more and improve their financial prospects</i></li> <li>- <i>Every single person needs a good job and financial independence to realise their goals and aspirations</i></li> <li>- <i>A job is a boost not only for your own pocket, but also your feeling of self worth. This has a positive effect on so many areas.</i></li> <li>- <i>To make sure everyone has opportunity to work</i></li> <li>- <i>Equality in employment and access to opportunities is essential for life quality</i></li> </ul>
<b>Progression important to reduce inequality</b>	32		<ul style="list-style-type: none"> <li>- <i>In order to retain people they need to work and see some progress within their working life.</i></li> <li>- <i>A central focus of my life as someone in my early 30s. Having fair employment and progression opportunities means I can save money, which makes a difference to my material quality of life.</i></li> <li>- <i>Fairer workplaces abs progression opportunities will help close the gaps between more deprived and affluent areas.</i></li> </ul>
<b>More jobs / opportunities are needed</b>	31		<ul style="list-style-type: none"> <li>- <i>If we want diversity at table, we need to employ them and give opportunities to rise.</i></li> <li>- <i>Not enough jobs</i></li> <li>- <i>More and more of our young people have to leave Cardiff to gain meaningful employment, why is that? Highly skill young people have taken their skills and have gained employment in other cities and countries. Not enough is being done to ensure that companies operating in and around Butetown employ local people. Especially in the current climate of regeneration of the surrounding areas.</i></li> </ul>
<b>Total</b>	<b>130</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

14.3 If you chose Health as one of the three most important FOR YOU, can you explain why?

Of the 412 respondents who selected Health, 278 left a comment. The main themes are shown below, with examples:

Theme	No	%	Example Comments
<b>Health = wealth - affects/ is vital to everything - Everyone need access</b>	<b>121</b>	<b>43.5</b>	<ul style="list-style-type: none"> <li>- <i>Educating on Health issues goes some way in reducing serious conditions developing. With a growing city, we need to protect our residents and health service going forward. This is not a short 4 year vision, this has to be longer.</i></li> <li>- <i>Good health = good life</i></li> <li>- <i>Everyone should be given the opportunity to be healthy.</i></li> <li>- <i>Your health is your wealth. If you haven't got your health or access to treatment you have nothing.</i></li> <li>- <i>Because so many people have health problems and this affects their whole lives, and each of the other areas mentioned</i></li> <li>- <i>Having access to dental NHS care, doctors appointments and reducing waiting NHS waiting lists.</i></li> <li>- <i>The health of everyone in the community is important health is wealth</i></li> <li>- <i>Everyone have the right to stay well and fit. Its harder to get appointments now</i></li> <li>- <i>If people have good health they would be able to work effectively</i></li> <li>- <i>Addressing health issues involves lots of areas</i></li> <li>- <i>Because it is very important without health we cannot do anything and it is often very difficult to get appointments</i></li> <li>- <i>Everyone has the right to this</i></li> </ul>
<b>Concerns with accessing current services</b>	<b>119</b>	<b>42.8</b>	<ul style="list-style-type: none"> <li>- <i>Poor GP service atm</i></li> <li>- <i>Mental health provision for certain groups is culturally insensitive. Improve engagement</i></li> <li>- <i>From personal experience I have had to wait an inordinate length of time to access nhs services.</i></li> <li>- <i>Working in the industry I see how bad things have become through underfunding. You can't get to see a doctor or a dentist and there is very little mental health support when there is an increase in demand in the community.</i></li> <li>- <i>Healthcare is inundated by need and do not have the provisions to support the cities residents</i></li> <li>- <i>Access to health seems to fluctuate massively depending on the area you live in, or if you have</i></li> </ul>

			<p><i>anyone to fight in your corner.</i></p> <ul style="list-style-type: none"> <li>- <i>Access to health care. As an older person I need to know I can get help when I need it.</i></li> <li>- <i>It is very hard to get doctors and dentists appointments. When you do, you are limited to going before 15:00 for my dentists, and to get my prescription, I have to go monthly on the only day a week the nurse is available during work hours. This means, most people would have to miss essential appointments or risk losing a day's pay. That only benefits the more affluent with more flexible working patters.</i></li> <li>- <i>Health inequalities are massive in the City and the health system is stretched and not getting better</i></li> <li>- <i>If you don't speak the language [English] you don't get the proper support you need. You can't explain the problem, and sometimes they don't want to listen to the broken English. An interpreter is needed.</i></li> <li>- <i>Because it is very important without health we cannot do anything and it is often very difficult to get appointments</i></li> </ul>
<b>Inequalities with Health &amp; Well being provision</b>	<b>37</b>	<b>13.4</b>	<ul style="list-style-type: none"> <li>- <i>I am a nurse, i see health inequality every day.</i></li> <li>- <i>I've seen examples at a GP surgery where someone was explaining they are hard of hearing and needed help to make an appointment and all the receptionist kept telling them was they had to ring to make an appointment. This wasn't right and shouldn't be allowed to happen</i></li> <li>- <i>The systems in health favour middle class white people who know how to navigate the system better</i></li> </ul>
<b>Total</b>	<b>278</b>	<b>-</b>	

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

14.4 If you chose Education as one of the three most important FOR YOU, can you explain why?

Of the 306 respondents who chose Education, 197 left a comment. The main themes are shown below, with examples:

Theme	No	%	Example Comments
<b>Everyone should have access to - Education provides opportunity/development</b>	<b>131</b>	<b>66.5</b>	<ul style="list-style-type: none"> <li>- Education gives people opportunities</li> <li>- Education is often one of the first factors that can lead to inequalities between people and can have a big impact on other factors within this list</li> <li>- Affects life chances</li> <li>- Education is the best route to social mobility and integrating communities from different backgrounds</li> <li>- I want the best the City can provide for our future generation.</li> <li>- everyone should have access to quality education irrespective of their background</li> <li>- Education is the bedrock for our future generations. Every child is entitled to a first rate education, regardless of their background or where they live.</li> <li>- Education is a way to enable people to develop on enhance their opportunities.</li> <li>- If children don't have equitable access to good education, it affected the rest of their lives</li> <li>- I want to continually learn, but I can't afford any paid courses.</li> <li>- People need to be afforded the opportunity to progress in the educational</li> <li>- The education is the main power in our society</li> <li>- Good education is needed and must be improved upon</li> </ul>
<b>Has wider reaching benefits to the community at large</b>	<b>50</b>	<b>25.4</b>	<ul style="list-style-type: none"> <li>- Education informs and grows everyone, underpins social awareness and interaction and promotes responsibility, growth and development</li> <li>- The only way we embed the right values. The best way of providing our communities with good, honest, hard working citizens.</li> <li>- Education allows EDI to progress naturally.</li> <li>- Education provides a way out of poverty and enriches communities including helping with community cohesion</li> <li>- Because uneducated society is a sick society</li> </ul>
<b>Inequalities within the system</b>	<b>33</b>	<b>16.8</b>	<ul style="list-style-type: none"> <li>- Disparity currently in education- huge differences in achievements according to school attended.</li> <li>- There are a lot of qualified younger people who</li> </ul>

			<p><i>grew up here, but there are others, who are from India and have live here 50/60 years who don't have qualifications. There are some places that do Adult Education e ESOL and Computer training. But you need to reach out more to those people, to say what is available, with interpreters.</i></p> <ul style="list-style-type: none"> <li>- <i>Deaf and disabled people don't have the same access to employment due to barriers in education leading to employment. Difficulty with access to info in education settings.</i></li> </ul>
<b>Total</b>	<b>197</b>	-	

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

14.5 If you chose Access to Services as one of the three most important FOR YOU, can you explain why?

Of the 160 respondents who selected Access to Services, 96 left a comment. The main themes are shown below, with examples:

<b>Theme</b>	<b>No</b>	<b>%</b>	<b>Example Comments</b>
<b>Difficulty accessing services</b>	<b>37</b>	<b>38.5</b>	<ul style="list-style-type: none"> <li>- <i>Overall, everything seems to be more difficult these days, with cut backs etc, this obviously affects people</i></li> <li>- <i>We know that many public services are simply inaccessible to the people who need them most.</i></li> <li>- <i>To have an access to services is very difficult</i></li> </ul>
<b>Everyone has a right access services</b>	<b>28</b>	<b>29.2</b>	<ul style="list-style-type: none"> <li>- <i>all people are treated equally by the council, but they need to be able to get that service, which should not be exclusively online</i></li> <li>- <i>If your poor in Cardiff you have to wait years on a waiting list to have a consultation in a library where everyone can hear</i></li> </ul>
<b>Some groups need more support</b>	<b>24</b>	<b>25.0</b>	<ul style="list-style-type: none"> <li>- <i>Having depression and anxiety means its really hard to access services without support</i></li> <li>- <i>Access to services is a commonly reported issue among older people who contact Age Cymru. This includes people having difficulty accessing blue badges, social care, benefits and grants, library services and more. Again, an inclusive city must provide easy access to these services for older people.</i></li> </ul>
<b>Total</b>	<b>96</b>	-	

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

14.6 If you chose Housing as one of the three most important FOR YOU, can you explain why?

Of the 260 respondents who chose Housing, 172 left a comment. The main themes are shown below, with examples:

Theme	No	%	Example Comments
<b>Cost Concerns - affordable housing / high rent</b>	<b>74</b>	<b>43.0</b>	<ul style="list-style-type: none"> <li>- <i>Housing is unaffordable and new housing shouldn't be built on the green belt.</i></li> <li>- <i>Everyone deserves a safe, comfortable and affordable place to live. Being a person from a low sociodemographic with a full time job and recent degree, I have found it difficult to secure this and my living conditions are currently poor. It affects my quality of life.</i></li> <li>- <i>As a young person, the housing crisis has shaped most of my adult life compared to previous generations</i></li> <li>- <i>Another fundamental need . PRS unaffordable and often of a poor standard .</i></li> <li>- <i>Poor quality housing is a real issue in Cardiff, that needs urgently addressing. We need more affordable, high quality homes, where people want to live.</i></li> <li>- <i>Let us have affordable houses</i></li> <li>- <i>Affordable housing is must in order for people to feel stable in their live</i></li> </ul>
<b>Housing quality concerns / safety /accessibility / standard</b>	<b>56</b>	<b>32.6</b>	<ul style="list-style-type: none"> <li>- <i>New housing isn't targeted equally. Planning granted on houses that are not environmentally current leaving people with future expenses on energy whilst damaging environment. New housing in poorer areas not such good quality</i></li> <li>- <i>Immigrants (don't have guarantee ) are suffering from unhuman housing condition as landlords of good houses need guarantee</i></li> <li>- <i>Barely any accessible adapted or lifetime accessible homes disabled are left waiting a decade</i></li> <li>- <i>Where I live is awful and makes me feel depressed and anxious. No one should feel like this about their home</i></li> <li>- <i>Cardiff council need to expedite planning permission for new housing, both private sector, housing association and council own, as well as blended ownership sites, whilst making sure that the new builds are built CORRECTLY and to best industry practice, penalising developers who build shoddy housing that is both environmentally damaging and of bad quality.</i></li> </ul>
<b>Basic Right</b>	<b>50</b>	<b>29.1</b>	<ul style="list-style-type: none"> <li>- <i>We are in the midst of a housing emergency, and housing is one of the biggest factors in a person's overall wellbeing</i></li> <li>- <i>Having a safe place to live is essential to anything.</i></li> </ul>

			<ul style="list-style-type: none"> <li>- So many in bad housing stock suffering mental and physical distress. Too many with no where to live,</li> <li>- Here in Cardiff on local parenting social media groups, every week you read about a parent wanting advice due to appalling treatment of their landlord. If families don't have a home and security, that stress is felt by children. Constant moving around limits community cohesion as temporary accommodation tends to be in the poorest areas.</li> <li>- It is a basic need for well-being, mental health physical health etc</li> </ul>
<b>Total</b>	<b>172</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

14.7 If you chose Safety as one of the three most important FOR YOU, can you explain why?

Of the 255 respondents who chose Safety, 162 left a comment. The main themes are shown below, with examples:

Theme	No	%	Example Comments
<b>Safety concerns</b>	<b>79</b>	<b>48.8</b>	<ul style="list-style-type: none"> <li>- Women and trans people cannot walk alone for the fear of being attacked</li> <li>- Due to the area I live.. I wouldn't go out in the nights on my own. My area doesn't feel safe</li> <li>- Feeling safe to walk around</li> <li>- As a female, I don't feel safe walking anywhere in the dark</li> <li>- Having a safe environment is important for me</li> <li>- Feeling safe is a huge matter especially for women and vulnerable people with out feeling safe , it makes day to day living so much harder</li> <li>- Cardiff SHOULD be a safe place - but isn't</li> </ul>
<b>Safety is a basic requirement</b>	<b>55</b>	<b>34.0</b>	<ul style="list-style-type: none"> <li>- It's everyone's first and most basic need.</li> <li>- If you dont feel safe all the other objectives have fail by default</li> <li>- Everybody should be able to move around the city safely</li> <li>- Without feeling safe is quite difficult to feel part of your community</li> <li>- If you don't feel safe you cannot live a full life, you cannot participate fully in public life. This is as basic as food and shelter.</li> </ul>
<b>Crime / Drug use / Antisocial behaviour / policing</b>	<b>55</b>	<b>34.0</b>	<ul style="list-style-type: none"> <li>- The streets are unsafe with drug dealers using youngsters on electric bikes to distribute their drugs, there is NO Police protection.</li> <li>- In my area there seems to be a lot of drug dealing and anti social behavior.</li> <li>- Not enough police presence to deter criminal activities</li> </ul>

			<ul style="list-style-type: none"> <li>- Fewer visible PCSO/police have increased the fear that is experienced when out in unfamiliar places or at night</li> <li>- I don't feel safe in my area, drugs, crime and poor street lighting, people are often in the park under influence</li> </ul>
<b>Total</b>	<b>162</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

14.8 If you chose Physical Environment as one of the three most important FOR YOU, can you explain why?

Of the 114 respondents who chose Physical Environment, 76 left a comment. The main themes are shown below, with examples:

Theme	No	%	Example Comments
<b>Environmental concerns / Access to green space</b>	<b>40</b>	<b>52.6</b>	<ul style="list-style-type: none"> <li>- It's important to me that my local area is clean, has green spaces, and wildlife. Nature can help break up the hustle and bustle of living in or near a city.</li> <li>- Everyone deserves access to green space and clean air, and this will have a positive knock on impact on all of the other targets you are trying to address.</li> <li>- Physical environment impacts on everyone in Cardiff is being eroded by excessive new housing and increased on traffic: don't build on green spaces</li> <li>- Improving biodiversity &amp; climate change will be easier if the physical world is accessible &amp; appreciated</li> </ul>
<b>Physical Environment pivotal to health &amp; wellbeing</b>	<b>39</b>	<b>51.3</b>	<ul style="list-style-type: none"> <li>- Living in a good environment important for good quality of life</li> <li>- Physical Environment impacts all aspects of life, especially health</li> <li>- Essential factor in helping people's sense of well-being</li> <li>- It's important for mental and physical health to be in a green space that is safe and clean</li> </ul>
<b>Council Planning &amp; Policy concerns</b>	<b>20</b>	<b>26.3</b>	<ul style="list-style-type: none"> <li>- Parks and Green spaces need to be protected from over housing. Nature needs to be protected.</li> <li>- Physical environment impacts on everyone in Cardiff is being eroded by excessive new housing and increased on traffic: don't build on green spaces</li> </ul>
<b>Total</b>	<b>76</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

14.9 If you chose Transport as one of the three most important FOR YOU, can you explain why?

Of the 230 respondents who chose Transport, 179 left a comment. The main themes are shown below, with examples:

Theme	No	%	Example Comments
<b>Poor/reduced service</b>	<b>79</b>	<b>44.1</b>	<ul style="list-style-type: none"> <li>- <i>The public transport system is dire, not enough bus stops, not enough buses, I used to travel all over Cardiff once on buses but no they are so unreliable and I'm older and can't risk it</i></li> <li>- <i>I feel that currently cardiff public transport is poor which disadvantages those who can't drive</i></li> <li>- <i>Trains and buses are unreliable, can be cancelled or postponed with last minute notice.</i></li> <li>- <i>The reliability of public transport has deteriorated noticeably. The sudden non-appearance of a bus on the published timetable can be particularly distressing, especially for those with an appointment to keep. It should not be necessary to board an earlier bus in order to ensure arriving somewhere on time. It is yet another example of paying more for less in Cardiff.</i></li> <li>- <i>I've used public transport in Cardiff, the services have been cut and in some cases cancelled completely.</i></li> <li>- <i>The Transportation system is ineffective and high cost of fares</i></li> <li>- <i>The bus service in Cardiff is simply appalling. Appalling.</i></li> <li>- <i>Public transport is sorely lacking. Need a much better bus service to enable participation.</i></li> </ul>
<b>Some areas better served than others / difficult to get around the city</b>	<b>65</b>	<b>36.3</b>	<ul style="list-style-type: none"> <li>- <i>Transport options are so variable across the city, with some communities far better served than others. This impacts greatly on local communities but at an individual level, it affects my ability to get around the city</i></li> <li>- <i>Reducing bus routes and frequency of buses will force citizens to choose private modes of transport.</i></li> <li>- <i>Certain areas of Cardiff particularly East Cardiff are transport black spots as public transport is not an option for working people e.g Sunday service starts after workers would be required to start work in Cardiff city centre retail and busses finish so early that workers in hospitality can no use them</i></li> <li>- <i>As a non-driver who lives in the Roath/Penylan area, bus links here are painful. I have to go through the city centre to access other areas of the city, making travel take a lot of additional time. What would be a 20 minute car ride can take me well over an hour. This results in lost work time and additional child</i></li> </ul>

			<p>care needs.</p> <ul style="list-style-type: none"> <li>- Although I have a regular bus service into town it is difficult to go anywhere else in the city.</li> </ul>
<p><b>Mobility is essential for people to access services/ employment/ shops/ education / culture/ avoid isolation</b></p>	<p><b>55</b></p>	<p><b>30.7</b></p>	<ul style="list-style-type: none"> <li>- Transport is fundamental to employment</li> <li>- Cardiff's transport options are woeful &amp; from personal experience i engage less with my city, and spend more time shut away at home, because there are either no adequate transport options for me to venture out, or the options available are so inconvenient, unreliable and unsafe that i just don't bother. i doubt I'm alone in this &amp; unless this is addressed, engagement and cohesion will suffer</li> <li>- Affordable reliable transport is important in regards to accessing services and being functioning member of society</li> <li>- Good public transport is important in ensuring a ccess to all services and facilities the city has to offer eg education health etc</li> <li>- Public transport is the most important lifeline for people to get to work and play. My family struggle to get to work and school because of the inadequate Cardiff bus service and its costing us almost £100 a month for the privilege.</li> </ul>
<p><b>Inclusion /Accessibility</b></p>	<p><b>41</b></p>	<p><b>22.9</b></p>	<ul style="list-style-type: none"> <li>- Vital for getting to work, school and getting around city. Essential for lower paid and elderly.</li> <li>- Being old and unable to walk very far the distances between bus stops, ie. Westgate St and Greyfriars Road, mean I can no longer use routes that go from Greyfriars as the walk from my local bus in Westgate Street is now too difficult.</li> <li>- Because getting around the city as a disabled person can be very challenging especially when we have big events which means all the buses are in chaos and the city becomes inaccessible</li> <li>- Transport is becoming more crowded, bus company is short of vehicles and drivers so often buses don't turn up, people's behaviour is very poor. Getting off the bus is hard now they've put crossings between the bus and the stop. I'm almost knocked down by bikes. The whole atmosphere is that Cardiff is a young town, vibrant but ageist and with no regard for older people</li> </ul>
<p><b>Total</b></p>	<p><b>179</b></p>	<p><b>-</b></p>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

14.10 If you chose Other as one of the three most important FOR YOU, can you explain why?

Of the 26 respondents who chose Other, 25 left a comment. This is a small dataset but had two dominant themes. These are shown below, with examples:

Theme	No	%	Example Comments
<b>'Woke'</b>	<b>8</b>	<b>32.0</b>	- Whilst the rest of the world, that introduced this nonsense first, are doing away with the DEI ridiculousness - YOU are still driving it. Stop it.
<b>Means nothing / waste of money</b>	<b>8</b>	<b>32.0</b>	- I want fortnightly black bin collections, and cycle lanes put on the A4234. All the rest is beyond you, so there is no point talking about it.
<b>Misc</b>	<b>11</b>	<b>44.0</b>	- Law and order is key. Back the police and get control over the criminals within Cardiff. A lot of the issues are related to drugs and their supply.
<b>Total</b>	<b>25</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

## Section 4

15. In terms of improving equality, diversity and inclusion, from your personal experience which three are the most important FOR CARDIFF? - *please select up to 3*

Respondents were invited to select up to three priority areas. The total number of choices is therefore greater than the number of respondents.

The three most chosen areas were:

Health (selected by 304 respondents), followed closely by Education (286), then Housing (238).

The next three were:

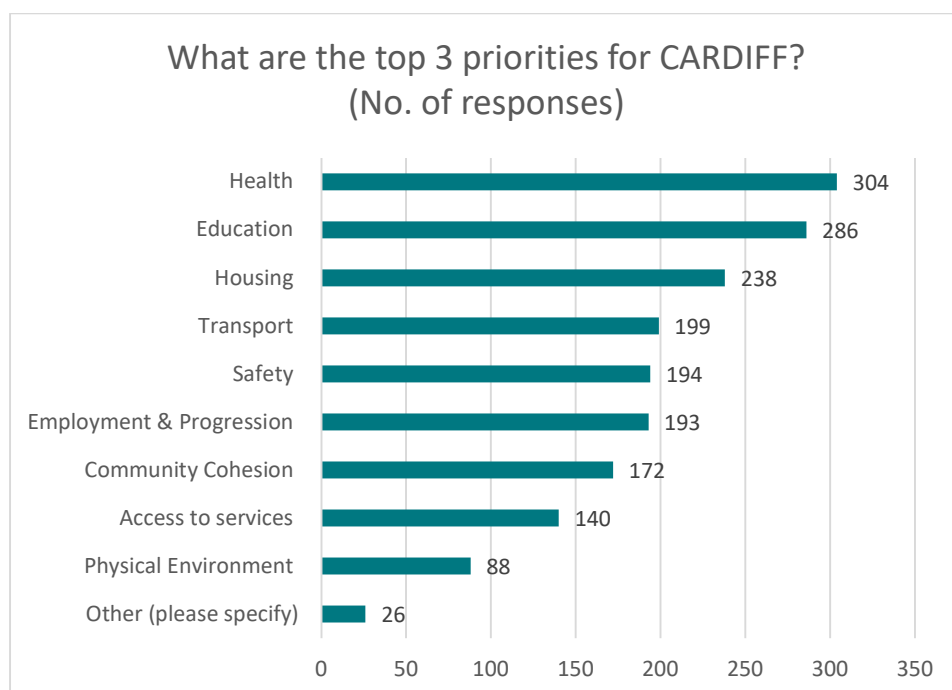
Transport (199 respondents), Safety (194), and Employment & Progression (193)

The bottom three were:

Community Cohesion (172), Access to services (140 respondents), and Physical Environment (88).

Of the 26 who selected 'Other', 14 left comments. These are included after the breakdown analysis for this question.

Whilst Health was the most-chosen option for survey respondents, it was not a major topic within stakeholder group feedback, which instead focussed on areas more clearly within the Council's remit, such as Employment & Progression and Access to Services.



*Note: Respondents could make up to three choices, therefore the total exceeds the total number of respondents.*

For ease of comparison with the earlier question ‘What are the top 3 priorities for YOU’, the table below shows the Overall ranking of priorities for the two questions (ie For YOU, and For CARDIFF), from most chosen to least chosen.

Blue highlighting indicates where the ranking is the same.

	for YOU	for CARDIFF
1	Health	Health
2	Education	Education
3	Housing	Housing
4	Safety	Transport
5	Transport	Safety
6	Employment & Progression	Employment & Progression
7	Access to services	Community Cohesion
8	Community Cohesion	Access to services
9	Physical Environment	Physical Environment
10	Other (please specify)	Other (please specify)

As for the earlier ‘What are the top 3 priorities for YOU’ question, the responses are viewed below by Southern Arc / Rest of Cardiff; Age; Disability; Gender; LGBTQ+.

Priorities For Cardiff (rank) by Southern Arc / Rest of Cardiff.

The Southern Arc / Rest of Cardiff datasets are determined using responses with a valid postcode.

	<b>Overall (Base:683)</b>	<b>Southern Arc (Base:201)</b>	<b>Rest of Cardiff (Base:247)</b>
Health	1	2	1
Education	2	1	2
Housing	3	3	3
Transport	4	4	4
Safety	5	5	5
Employment & Progression	6	6	7
Community Cohesion	7	7	6
Access to services	8	8	8
Physical Environment	9	9	9
Other (please specify)	10	10	10

See the Appendix for a table showing the % table. The percentages are broadly similar across each row, except for Health:

Health was chosen by 47.0% of Rest of Cardiff (rank=1), but by 39.3% of the Southern Arc respondents (rank =2).

For Education the percentages are broadly similar: 41.9% overall, 42.8% Southern Arc, 39.7% Rest of Cardiff.

Corresponding stakeholder groups focussed more on Employment & Progression and Education, followed by Health and Housing. For Employment & Progression the key point was the large number of minority ethnic residents with high qualifications but poor job prospects. For Education, the main point was the lack of school data, oversight and monitoring for absenteeism and exclusions by ethnicity groups. They suggest that with greater oversight (rather than school-held data) it would be clear that children from minority ethnicities are at significant risk, and therefore do not have equal opportunity to thrive educationally. There was also concern that EOTAS support and monitoring is not adequate to ensure Gypsy/Roma/Traveller children have an equal opportunity to thrive educationally

## Priorities For Cardiff (%) by Age

	Overall (Base 683)	Under 35 (Base:106)	35-54 (Base:214)	55+ (Base:329)
Health	1	2	1	1
Education	2	3	2	2
Housing	3	1	3	4
Transport	4	7	6	3
Safety	5	4	7	5
Employment & Progression	6	5	4	7
Community Cohesion	7	6	5	6
Access to services	8	8	8	8
Physical Environment	9	9	9	9
Other (please specify)	10	10	10	10

The areas of difference priority choice by age are explored in the % table below:

	Overall (Base 683)	Under 35 (Base:106)	35-54 (Base:214)	55+ (Base:329)
Health	44.5	42.5	45.3	44.7
Education	41.9	40.6	40.7	42.6
Housing	34.8	47.2	39.3	29.5
Transport	29.1	20.8	28.0	32.8
Safety	28.4	37.7	27.1	26.4
Employment & Progression	28.3	35.8	31.3	24.3
Community Cohesion	25.2	22.6	28.0	24.9
Access to services	20.5	15.1	19.6	22.2
Physical Environment	12.9	9.4	11.2	14.6
Other (please specify)	3.8	0.9	2.8	4.6
Total	269.4	272.6	273.4	266.6

*Note: Respondents could make up to three choices, therefore the total exceeds 100%*

Health and Education: while the ranking differs across the age groups, the percentages that chose them are broadly similar.

Whilst Health was the most chosen issue Overall, for the Under 35 respondents Housing was the most chosen issue for Cardiff, with a notably higher percentage choosing it than in older groups: 47.2% of those under 35, compared with 39.3% for those aged 35-54, and 29.5% for those aged 55+.

A larger proportion of the under 35s than 55+ chose Safety: (37.7% compared with 26.4% respectively).

And a larger proportion of the under 35s than 55+ chose Employment & Progression: (35.8% and 24.3% respectively).

In contrast, a larger proportion of the 55+ group than the under 35s chose Transport (32.8% compared with 20.8% respectively).

Within the related stakeholder groups Education, Safety and Access to Services (especially digital exclusion and physical accessibility) were mentioned more often than Health, apart from concerns re insufficient mental health support. In a related point, Access to Services focused on the lack of availability, affordability or accessibility of modern sports facilities for communities in the new-build schools.

#### Priorities For Cardiff (rank and %) by Disability

Blue highlighting shows the same ranking across Overall / Disability. White indicates a small difference. Yellow indicates a larger difference between the Overall responses and those who Identify as a Disabled Person.

	Overall (Base:683)		Identify as a Disabled Person (Base:126)	
	%	Rank	%	Rank
Health	44.5	1	49.2	1
Education	41.9	2	36.5	2
Housing	34.8	3	33.3	3
Transport	29.1	4	31.7	5
Safety	28.4	5	31.0	6
Employment & Progression	28.3	6	22.2	7
Community Cohesion	25.2	7	19.0	8
Access to services	20.5	8	32.5	4
Physical Environment	12.9	9	9.5	9
Other (please specify)	3.8	10	2.4	10
<b>Total</b>	<b>269.4</b>		<b>267.5</b>	

*Note: Respondents could make up to three choices, therefore the total exceeds 100%*

Access to Services was the 4<sup>th</sup> most chosen priority For Cardiff for those who Identify as a Disabled Person compared with the 8<sup>th</sup> most chosen.

Apart from this difference, responses were broadly similar.

Within stakeholder meetings Access to Services was the dominant topic, particularly within the D/deaf community, who strongly feel that the BSL / WITS provision is inadequate. Lack of adequate Educational support/materials was seen as a significant barrier to achievement and therefore to ongoing employment prospects. Employment & Progression (within the Council) is further hindered by current recruitment and managerial practices (eg the loss of a manager who understands 'equity' versus 'equality' can make a job untenable).

Priorities For Cardiff (rank and %) by Gender

For Cardiff, the most chosen priorities (Health, Education and Housing) and least chosen (Access to Services, Physical Environment and Other) were consistent between Female and Male respondents. There was some variation inbetween:

A similar percentage of Males and Females chose Safety, but in terms of ranking, Safety was the 4<sup>th</sup> most chosen priority for Males, and the 7<sup>th</sup> for Females.

A notably higher percentage of Females (30.6%) than Males (20.3%) chose Community Cohesion.

	Overall (Base:683)		Female (Base:353)		Male (Base:271)	
	%	Rank	%	Rank	%	Rank
<b>Health</b>	44.5	1	45.0	1	44.6	1
<b>Education</b>	41.9	2	40.2	2	44.3	2
<b>Housing</b>	34.8	3	35.1	3	34.7	3
<b>Transport</b>	29.1	4	28.9	6	30.3	5
<b>Safety</b>	28.4	5	27.5	7	30.6	4
<b>Employment &amp; Progression</b>	28.3	6	30.0	5	26.6	6
<b>Community Cohesion</b>	25.2	7	30.6	4	20.3	7
<b>Access to services</b>	20.5	8	22.4	8	16.6	8
<b>Physical Environment</b>	12.9	9	12.5	9	12.2	9
<b>Other (please specify)</b>	3.8	10	2.5	10	3.7	10
	269.4		274.8		263.8	

Note: Respondents could make up to three choices, therefore the total exceeds 100%

Within female stakeholder groups Employment and Progression was the primary topic (eg increase in part-time working, loss of income and pension, inequality of progression due to unconscious bias surrounding caring responsibilities etc). Safety was also a high concern for women, with calls for improved lighting and ‘a safer city’.

Priorities For Cardiff (rank and %) by LGBTQ+

The priorities for Cardiff for the LGBTQ+ respondents were broadly similar to the Overall responses. The LGBTQ+ cohort had a higher rank for Access to Services (5, versus 8 Overall), and a lower one for Transport (6 versus 4 Overall), but given the small sample size and the broadly similar percentages this should be taken with caution.

There was no clear stand-out issue within the LGBTQ+ stakeholder group discussions. However, notable concerns were raised about the challenges the Transgender population faces in accessing appropriate healthcare, access to HIV Fastrack Programme, the lack of support and resources for refugees due to their sexual orientation, and housing insecurity for those without family or friend support.

	Overall (Base:683)		LGBTQ+ (Base:100)	
	%	Rank	%	Rank
Health	44.5	1	43.0	2
Education	41.9	2	44.0	1
Housing	34.8	3	38.0	3
Transport	29.1	4	24.0	6
Safety	28.4	5	34.0	4
Employment & Progression	28.3	6	23.0	7
Community Cohesion	25.2	7	20.0	8
Access to services	20.5	8	27.0	5
Physical Environment	12.9	9	16.0	9
Other (please specify)	3.8	10	3.0	10
<b>Total</b>	<b>269.4</b>		<b>272.0</b>	

Note: Respondents could make up to three choices, therefore the total exceeds 100%

15.a 'Other'

Of the 26 respondents who selected 'Other (please specify)' 14 left further information.

As this is a small dataset without a dominant theme, they are listed here in full.

Comment
Stop it.
You don't have power over any of those things listed
keeping rates low
Increase refuse collection
Law and order
Fortnightly black bin collections, and putting cycle lanes on the A4234
All of the above !
Unnecessary. Stop spend time and money on this.

<b>I should be allowed to speak freely without feeling like I'm saying something wrong.I love my country but I'm afraid it's going backwards.We pay more than ever for less.Too many people coming here that we cannot accommodate.Shocking rent rises every year.Can't get repairs done,since covid the repairs backlog is appalling.</b>
<b>Stop spending on minority the majority needs more</b>
<b>See above</b>
<b>Same as last answer</b>
<b>Deaf Community</b>
<b>Public perception</b>
<b>Road surfaces, more disabled parking, traffic light timing sequences that allow a freer flow of traffic thereby reducing emission build up. The stretch of road between Canton bridge and junction of Cathedral Road to be opened up again to two lanes and not restricted to buses and taxis in the near lane this causes intolerable delays and build up of emissions which the Council purportedly claims to wish to reduce..</b>
<b>Deaf Community</b>
<b>Public perception</b>
<b>Total= 14</b>

Respondents were then invited to explain why they had selected a particular option

15.1 If you chose Community Cohesion as one of the three most important FOR CARDIFF, can you explain why?

Of the 172 respondents who chose 'Community Cohesion', 63 left a comment. The main themes are shown below, with examples.

Within the stakeholder groups the main points were: Please ensure that the ED&I work does not disproportionately disadvantage some communities; support for 'Libraries of Sanctuary' and other 'Safe Places' schemes; a request for a KPI regarding community cohesion in the city centre; and a call for increased work against LGBTQ+ hate crime.

<b>Theme</b>	<b>No</b>	<b>%</b>	<b>Example Comments</b>
<b>Community Cohesion crucial</b>	<b>36</b>	<b>57.1</b>	<ul style="list-style-type: none"> <li>- <i>Community cohesion fosters resilience and happiness. Both good for improving lives</i></li> <li>- <i>When people get on well together, it is better for everyone.</i></li> <li>- <i>Communities grow closer when they have chances to be active together</i></li> </ul>
<b>Better integration needed</b>	<b>25</b>	<b>39.7</b>	<ul style="list-style-type: none"> <li>- <i>You can provide best of everything but if you are not welcomed by community, nothing will work. Best education, best job, best services but still being shouted racial slurs on road will not work.</i></li> <li>- <i>integration is a major problem in cardiff ethnic</i></li> </ul>

			<i>groups live in their own areas</i>
<b>Some marginalised groups need more support</b>	7	11.1	- <i>There are a growing underclass who feel left out</i>
<b>Total</b>	<b>63</b>	-	

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

15.2 If you chose Employment and Progression as one of the three most important FOR CARDIFF, can you explain why?

Of the 193 respondents who chose Employment and Progression, 54 left a comment. The main themes are shown below, with examples.

Within the stakeholder groups the main points were: Equality training should be face-to-face and mandatory for front facing and senior staff, in order to be more meaningful and change the current culture; The recruitment process needs to be reviewed and made more accessible; Management practices should be equitable, not equal; Representation matters, and robust monitoring action is required for some areas (Rooney Rule), particularly in the Education’s workforce (~~Rooney Rule~~); Disability Paygaps need to be highlighted and addressed; the Council should work to be an ED&I role mode; Measurement and actions are required.

Theme	No	%	Example Comments
<b>Being employed = better standard of living / quality of life</b>	<b>23</b>	<b>42.6</b>	<ul style="list-style-type: none"> <li>- Employment allows people to integrate more and improve their financial prospects</li> <li>- People feel left behind when they cannot access decent jobs.</li> </ul>
<b>A good way to reduce inequality</b>	<b>17</b>	<b>31.5</b>	- Access to jobs and training opportunities is the best way to improve inequality
<b>More jobs / opportunities are needed</b>	<b>17</b>	<b>31.5</b>	- Jobs are becoming increasingly scarce and difficult to gain. Pay is unfair for most people and not all jobs are considering those with barriers and disabilities
<b>Total</b>	<b>54</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

15.3 If you chose Health as one of the three most important FOR CARDIFF, can you explain why?

Of the 304 respondents who selected ‘Health’, 122 left a comment. The main themes are shown below, with examples.

Health was not a major topic within the stakeholder groups. However, topics included: Oversubscribed services; Need for improved Health care for the Transgender community; Language barriers and lack of cultural awareness; Need for improved sexual health services eg for older people, and access to HIV Fast track Programme.

Theme	No	%	Example Comments
<b>Health = wealth - affects/ is vital to everything - Everyone need access</b>	<b>65</b>	<b>52.8</b>	<ul style="list-style-type: none"> <li>- This would benefit everyone</li> <li>- Healthcare is a human basic right, everyone should be able to access the care they need.</li> <li>- Health is vital and core in people's lives Access to health services is shaped by equality elements</li> </ul>

			- Health underpinning everything else
<b>Concerns with accessing current services</b>	<b>47</b>	<b>38.2</b>	<ul style="list-style-type: none"> <li>- My drs surgery has over 7000 patients and 4 drs. Getting an appointment can take weeks. I would like to see more health and wellbeing initiatives promoted and supported by the council, to access a dr now I use a online dr remotely, which is more accessible but I pay £10 a month for that.</li> <li>- More doctors surgeries and opening hours needed</li> <li>- Waiting lists too long. Dr appointments are hard to get. Too many people on the books not enough drs.</li> <li>- the system is too overloaded and we're no longer getting adequate services/ time from health professionals</li> </ul>
<b>Inequalities with Health &amp; Well being provision</b>	<b>24</b>	<b>19.5</b>	<ul style="list-style-type: none"> <li>- Illness is a huge financial hardship that hits poorer folk harder. Ensuring Cardiff is focused on health for all citizens means we can all be productive, contributing members equally, not just based on the size of our income.</li> <li>- Inequalities cause people to die sooner. Idk what else you want anyone to say at this point?!</li> </ul>
<b>Total</b>	<b>123</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

15.4 If you chose Education as one of the three most important FOR CARDIFF, can you explain why?

Of the 286 respondents who selected 'Education', 126 left a comment. The main themes are shown below, with examples.

Within stakeholder discussions there was a call for: more effective data monitoring & oversight of exclusions and absenteeism by ethnicity groups; improved / appropriate materials and support for D/deaf, blind and partially-sighted learners; improved support for Gypsy/Roma/Traveller parents and children; improved anti-bullying actions and support; improved access to the school of choice, particularly Welsh schools, where the distance between first and second choice can be substantial. The unwelcome change in Fitzalan catchment was a major point within minority ethnic groups.

Theme	No	%	Example Comments
<b>Everyone should have access to - Education provides future opportunity</b>	<b>74</b>	<b>58.7</b>	<ul style="list-style-type: none"> <li>- A good quality of education is vital for a level playing field especially those from poorer backgrounds</li> <li>- All of us need to understand other perspectives, education is the great enabler and will help support as well as nourish this</li> <li>- Improving education, physical environment and employment will reflect on equality and diversity</li> <li>- All people need to be able to make and maintain</li> </ul>

			<p><i>lifelong learning</i></p> <ul style="list-style-type: none"> <li>- Educational equality is important for long term life prospects, and a lack of education can have heavy impacts into later life</li> <li>- This is the cornerstone that all of our citizens share. This is where civic virtues are taught and the foundations of all employment stem. Ensuring justice for all pupils (or at the very least equity) will pay huge dividends in the future.</li> <li>- There is huge discrepancy in achievement from young people in Wales. We need a better educated workforce for the future of our society</li> </ul>
<b>Has wider reaching benefits to the community at large</b>	<b>37</b>	<b>29.4</b>	<ul style="list-style-type: none"> <li>- A good education for all people helps build for everybody's future.</li> <li>- Education is key to improving peoples social mobility, ability to gain employment in the future but also to learn about other communities, different to their home. A chance to establish lifelong friendships between different groups and promote learning and understanding of differences</li> <li>- Bad education, no equality</li> </ul>
<b>Inequalities within system, treatment, funding</b>	<b>28</b>	<b>22.2</b>	<ul style="list-style-type: none"> <li>- School is not working for some pupils, but they are capable and are worth investing in. The consequences of not educating or training excluded pupils will be very expensive in the long run.</li> <li>- Recreational, wellbeing and further education classes are being cut or charging unaffordable fees. Linked with poor transport, people are struggling to access opportunities to improve themselves</li> </ul>
<b>Total</b>	<b>126</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

15.5 If you chose Access to Services as one of the three most important FOR CARDIFF, can you explain why?

Of the 140 respondents who selected 'Access to Services', 64 left a comment. The main themes are shown below, with examples. The themes are echoed in the stakeholder feedback:

Within stakeholder groups the main points raised were: The D/deaf community felt Access to Services to be substantially limited by poor WITS support / British Sign Language provision, and a lack of inclusion of D/deaf voices in decision-making forums; Access to transport to get to the services, and digital exclusion are significant barriers to accessing services; Carers called for greater recognition and support; More Welsh-speaking support is required in Hubs and Libraries for drop-in sessions; more Welsh support is required for Welsh-speaking residents with dementia; Gypsy/Roma/Traveller children are in locations with no safe access to Hubs and activities; The North of the city is 'Child-friendly', the South

is not (NB: within the survey responses some feel the play-provision investment is all in the South of the city, with none in the North).

Theme	No	%	Example Comments
<b>Difficulty accessing services</b>	<b>27</b>	<b>42.2</b>	<ul style="list-style-type: none"> <li>- Many services are not advertised effectively and there is a lack of knowledge regarding the services available in the area. The information on the council and local hub websites are inaccurate or lacking detail. Hub staff are not informed of the services in the area either. Twinned with poor transport, this makes it difficult for people with disabilities to access services</li> <li>- If you do not know what services are available you cannot access them</li> </ul>
<b>Everyone has a right access services</b>	<b>21</b>	<b>32.8</b>	<ul style="list-style-type: none"> <li>- Everyone should have access to all services</li> <li>- The right to public services is essential</li> </ul>
<b>Some groups need more support</b>	<b>12</b>	<b>18.8</b>	<ul style="list-style-type: none"> <li>- Services are not equally accessible to those digitally excluded, language/cultural barriers and learning/physical disabilities</li> </ul>
<b>Total</b>	<b>64</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

15.6 If you chose Housing as one of the three most important FOR CARDIFF, can you explain why?

Of the 238 respondents who selected 'Housing', 108 left a comment. The main themes are shown below, with examples.

Within the stakeholder groups overcrowding was a high concern, as was the tardiness and poor quality of social housing repairs – they were seen to be 'patching' rather than addressing the primary cause of the problem. Homelessness 'creates a surge of issues' (including used needles by play areas in Butetown), 'which needs investment in root causes'. This was followed by the need for improved cultural awareness re Gypsy/Roma/Traveller housing needs and preferences (ie not bricks-and-mortar).

Theme	No	%	Example Comments
<b>Lack of housing / crisis</b>	<b>41</b>	<b>38.0</b>	<ul style="list-style-type: none"> <li>- Poor housing availability is harming young people's life chances. Build more council houses!</li> <li>- Far too many people without access to affordable quality housing. Nothing obvious being done.</li> <li>- Housing in Cardiff is a significant issue for residents</li> <li>- The housing crisis puts pressure on particular disadvantaged groups and also stokes animosity between different communities and groups. If there was ample housing provisions for all perhaps there would be more social cohesion</li> </ul>
<b>Concerns re costs</b>	<b>41</b>	<b>38.0</b>	<ul style="list-style-type: none"> <li>- The cost of rent is rising rapidly and it is making me</li> </ul>

			<p><i>and the people I live with anxious about how we are going to be able to afford to stay in Cardiff where our employment is</i></p> <ul style="list-style-type: none"> <li>- <i>Housing market is too expensive</i></li> <li>- <i>Housing in Cardiff needs to be made affordable for people</i></li> <li>- <i>More social housing required</i></li> </ul>
<b>Basic right</b>	<b>36</b>	<b>33.3</b>	<ul style="list-style-type: none"> <li>- <i>Everyone deserve a warm safe home that they can afford</i></li> <li>- <i>People need housing and homes before they can feel secure</i></li> <li>- <i>Poor housing affects health and education i.e. life chance</i></li> </ul>
<b>Concerns re quality / accessibility / safety / security</b>	<b>31</b>	<b>28.7</b>	<ul style="list-style-type: none"> <li>- <i>Providing good quality housing with access to a range of amenities and services, leisure facilities and create diverse communities that will be more cohesive than estates of houses with high prevalence of people on low incomes and limited services</i></li> <li>- <i>There is a huge lack of housing with large families living in small and substandard accommodation. We need more council houses.</i></li> <li>- <i>So many in bad housing stock suffering mental and physical distress. Too many with no where to live,</i></li> </ul>
<b>Total</b>	<b>108</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

15.7 If you chose Safety as one of the three most important FOR CARDIFF, can you explain why?

Of the 194 respondents who selected ‘Safety’, 78 left a comment. The main themes are shown below, with examples:

Within the stakeholder group discussions, the Safety points focussed on the need for: improved safety in the city centre (alcohol is seen as a significant element in the problem); safe spaces for women/girls, particularly Muslim girls; and improved safety for LGBTQ+ people (including Trans-appropriate changing rooms in e.g. sports facilities). NB this was echoed within the survey responses, but there were also voices concerned that women’s rights / spaces were being threatened by Trans-positive initiatives.

Theme	No	%	Example Comments
<b>Safety concerns - make streets safer / improve policing</b>	<b>35</b>	<b>44.9</b>	- <i>I feel physical safety and in particular women feeling safe is very important for communities. I am thinking here of our public spaces, road safety, public transport and making our streets feel safer</i>

			<p>for everyone.</p> <ul style="list-style-type: none"> <li>- If you feel unsafe that is stressful. Mental health suffers, and paranoia towards strangers could happen. As a species we need to feel in control of our environment. Take that away you create helplessness, fear, hopelessness, agoraphobia etc. Afraid to go out, afraid of others, afraid to live.</li> <li>- Personal safety level is low due to lack of police services</li> </ul>
<b>All should feel safe</b>	<b>35</b>	<b>44.9</b>	<ul style="list-style-type: none"> <li>- Every citizen has the right to feel safe in Cardiff.</li> <li>- Everybody should be able to move around the city safely</li> <li>- People need to feel safe in communities everywhere</li> </ul>
<b>Crime / Drug use / Antisocial behaviour / gangs</b>	<b>18</b>	<b>23.1</b>	<ul style="list-style-type: none"> <li>- I have always felt safe l'm Cardiff but within the last 2 months I had someone break into my house and someone try to mug me walking home after work. I do still mostly feel safe in the city but Everyone should feel safe where they live without having to worry about things like this happening to them</li> <li>- I no longer feel safe in my area. There are gangs of youths on bikes wearing balaclavas and men hanging about on the street, who harass as I walk past and are menacing. There are no police available to keep this in check and assaults, fights and stabbing have become commonplace.</li> </ul>
<b>Total</b>	<b>78</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

15.8 If you chose Physical Environment as one of the three most important FOR CARDIFF, can you explain why?

Of the 88 respondents who selected 'Physical Environment, 36 left a comment. The main themes are shown below, with examples.

The stakeholder groups pointed out that climate change has a larger impact on marginalised communities, in the way that covid-19 did, and the SEP needs to recognise this. There is concern that for local developments and planning proposals there is inadequate timely information and insufficient opportunity for community involvement, and there are detrimental changes to - or the reality of - Section 106 agreements;

Theme	No	%	Example Comments
<b>Physical Environment pivotal</b>	<b>22</b>	<b>61.1</b>	<ul style="list-style-type: none"> <li>- If the place looks uncared for, the people living there don't feel anyone cares about them and their lives.</li> <li>- Cleaner and more inviting community areas will encourage people to get out and interact more</li> </ul>
<b>Environmental</b>	<b>12</b>	<b>33.3</b>	<ul style="list-style-type: none"> <li>- trees, plants, flowers, nature are vital in helping us</li> </ul>

<b>concerns / Access to green space</b>			<i>to maintain positive mental outlook. If the outside is not welcoming then you become a prisoner in your home, then your brain.</i>
<b>Planning / Policy concerns</b>	<b>11</b>	<b>30.6</b>	- <i>Parks and Green spaces need to be protected from over housing. Nature needs to be protected.</i>
<b>Total</b>	<b>36</b>	-	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

15.9 If you chose Transport as one of the three most important FOR CARDIFF, can you explain why?

Of the 199 respondents who chose 'Transport', 92 left a comment. The main themes are shown below, with examples.

From the stakeholder perspective, the first barrier to accessible Transport is being able to get to it. Pavements need to be safe to walk on, bus stop locations are critical, and there needs to be seating for those who can't stand for a long time. There were also requests for cheaper and safer public transport with improved links, so that using public transport is a viable option. The Gypsy/Roma/Traveller community currently have no public transport options to get to school.

<b>Theme</b>	<b>No</b>	<b>%</b>	<b>Example Comments</b>
<b>Mobility is essential for people to access services/ employment/ shops/ education / culture/ avoid isolation</b>	<b>38</b>	<b>41.3</b>	<ul style="list-style-type: none"> <li>- <i>For work and for leisure, people must be able to move efficiently around the city.</i></li> <li>- <i>To achieve social mobility, there needs to be actual mobility. Cars should not be someone's only option for traversing the city - having integrated bus, rail, and cycling is vital for the city to thrive.</i></li> <li>- <i>It can enable people to look for employment, enjoy social activities and lead a more varied and fulfilling life. The current state of public transport in Cardiff is not good enough to enable this.</i></li> </ul>
<b>Poor/reduced service</b>	<b>35</b>	<b>38.0</b>	<ul style="list-style-type: none"> <li>- <i>It's a mess getting around Cardiff</i></li> <li>- <i>Essential to support employment. Current public transport provides poor support for some areas and for people working outside the normal working day (night shifts etc).</i></li> <li>- <i>Transport links in Cardiff are painful in some parts of the city. It is also very difficult to move between parts of the city without first going to city centre, adding considerable time to journeys. Those that can't drive are at a very considerable disadvantage in commuting, attending job interviews, viewing houses, etc.</i></li> </ul>
<b>Inclusion /Accessibility</b>	<b>20</b>	<b>21.7</b>	<ul style="list-style-type: none"> <li>- <i>We need options so that even the most immobile person can get around.</i></li> <li>- <i>If you cannot get somewhere it is not accessible.</i></li> </ul>
<b>Total</b>	<b>92</b>	-	

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

15.10 If you chose Other as one of the three most important FOR CARDIFF, can you explain why?

Of the 26 respondents who chose 'Other', 11 left a comment. These are shown below.

Theme	No	%	Example Comments
'Woke' / focus on core activities	7		- Asylum seekers and illegal immigrants and LGBTQ will be prioritised before Welsh/British people
Misc	4		- Law and order is the key. At present I do not feel safe in the centre of Cardiff. Drugs are a huge problem.
<b>Total</b>	<b>11</b>	-	

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

16. Do you have any further comments or suggestions on how you feel the Council can improve the draft Strategic Equality Plan?

When invited to do so, 131 respondents left a comment. The main themes are shown below, with examples.

Amongst the stakeholder groups the main further comments were concern that: The strategy would not generate change: SMART targets / KPIs are needed, as is feedback to communities on progress; EIAs are not sufficiently robust. The Citizen Panel, 50+ forum and consultation respondents (including for this consultation) are not sufficiently diverse / representative. It was felt that: All consultations should be available in British Sign Language; The Plan needs to acknowledge and support carers; The Plan needs to acknowledge the concerns of the working class across the city, who cannot access services in the way that the more affluent and those on benefits can; Ethnicity terminology within the Plan needs to reflect current best practice.

Theme	No	%	Example Comments
<b>Action suggestions</b>	<b>36</b>	<b>27.5</b>	<ul style="list-style-type: none"> <li>- No one area of this plan should be neglected and all should be implemented in connection with each other.</li> <li>- Have and publicise short, medium and long term measures of success, and the actions taken or needed to achieve milestones.</li> <li>- Stop identifying separate groups and do things that will help everybody in Cardiff. Look at undertaking projects that restore the infrastructure, improve transport, social care and health services.</li> </ul>
<b>Suggestions re certain groups</b>	<b>27</b>	<b>20.6</b>	<ul style="list-style-type: none"> <li>- Draw upon input from a broader range of women's groups</li> <li>- Please remember that disabled people should not be put in one group. There are many different types of disabilities and needs differ. I.e., someone in an electric wheelchair can move much farther than someone ambulant, who can only walk for a few minutes. All scenarios should be considered.</li> <li>- The council should work more with the sight impaired groups and promotility groups, in improving accessibility and productivity for these vulnerable people.</li> </ul>
<b>More information required</b>	<b>20</b>	<b>15.3</b>	<ul style="list-style-type: none"> <li>- Work in partnership. No mention of who will be involved in delivery of the actions, or the role of other sectors and the community itself</li> <li>- An action plan to meet these needs and outcome plan</li> </ul>
<b>Total</b>	<b>131</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

Section 5

17. Do you have a suggestion for how you and / or your community can improve equality, diversity and inclusion in your neighbourhood / Cardiff?

Of the 636 respondents to this question, 144, or just over one in five, said Yes.

	No	%
Yes	144	22.6
No	492	77.4
Total	636	100

If Yes, please explain your suggestion(s)

<b>Of those 144, 110 respondents left a comment. The main themes are shown below, with examples:</b>	No	%	Example Comments
<b>Theme</b>			
<b>Specific area or action 'How To' suggestions</b>	<b>44</b>	<b>40.0</b>	<ul style="list-style-type: none"> <li>- Ask real people about their real lives, ask your lower paid staff how they cope day to day, ask them what they see before coming to work, what they face going home to, how they cope the week before pay day, what do they see in their community, how they struggle to find affordable childcare, how they go without to pay for school dinners and uniform, don't rely on reports / statistics / experts.</li> <li>- Keep areas of inner city clean first, like Grangetown, Llanbradach street so residents don't feel as they have been forgotten by Council</li> <li>- We need a local police station, or even a police presence at the Hub, that would go a long way in making us feel safer. There are no local police stations anymore, and that's a crying shame.</li> <li>- Provide literacy lessons for all. Compulsory for immigrants and young offenders. That creates equality</li> </ul>
<b>'Broad 'How To' suggestions</b>	<b>29</b>	<b>26.4</b>	<ul style="list-style-type: none"> <li>- Strengthen supportive network, awareness raising, being a good ally, being a good role model</li> <li>- A lot more getting together in local events.</li> <li>- Give the same opportunity to all nationalities</li> </ul>
<b>This strategy is not needed</b>	<b>11</b>	<b>10.0</b>	<ul style="list-style-type: none"> <li>- Leave us alone to manage our own affairs</li> </ul>
<b>Total</b>	<b>110</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

What would help you to do that?

85 respondents left a comment. The main themes are shown below, with examples:  Theme	No	%	Example Comments
Promotion & Council to 'walk the talk'	26	30.6	<ul style="list-style-type: none"> <li>- Good role modelling and messaging from the top down.</li> <li>- Listen...and not JUST listen to the wider population but genuinely act and carry out what communities want and not just what the council want.</li> <li>- Local communities just talking more and publicising this would be a great start.</li> </ul>
Council to work with partners	19	22.4	<ul style="list-style-type: none"> <li>- Targeted training and support for willing participants.</li> <li>- Independent body should review all the rejected applications. People were being discriminated without ever knowing they were discriminated.</li> </ul>
Education & training	16	18.8	<ul style="list-style-type: none"> <li>- I have always believed we should all call out discrimination and hope this is also encouraged and taught in schools and workplaces.</li> <li>- To enable all communities to access an education system that enables students to overcome language and cultural barriers that serve to provide a foundation for acquiring an appreciation of the core values of British society and allow them to identify as a valued member of British society</li> </ul>
<b>Total</b>	<b>85</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

## Section 6

We have looked at the profile of people who respond to the council's surveys and consultations compared to the profile of the city as a whole, and from that, we know that we are less likely to hear from people who:

- Are aged under 35
- Are aged 75 or over
- Are from Black, Asian or other minority ethnicity groups
- Identify as disabled
- Live in the poorer areas of the city.

18. The council is looking to build a directory of community groups and organisations who work with residents to help us engage with all members of the community, but particularly those listed above.

Can you suggest any groups you think should be added to this directory?

	No	%
Yes	108	17.6
No	506	82.4
Total	614	100

Some respondents who said Yes then added further information (e.g. group name, a phone number etc).

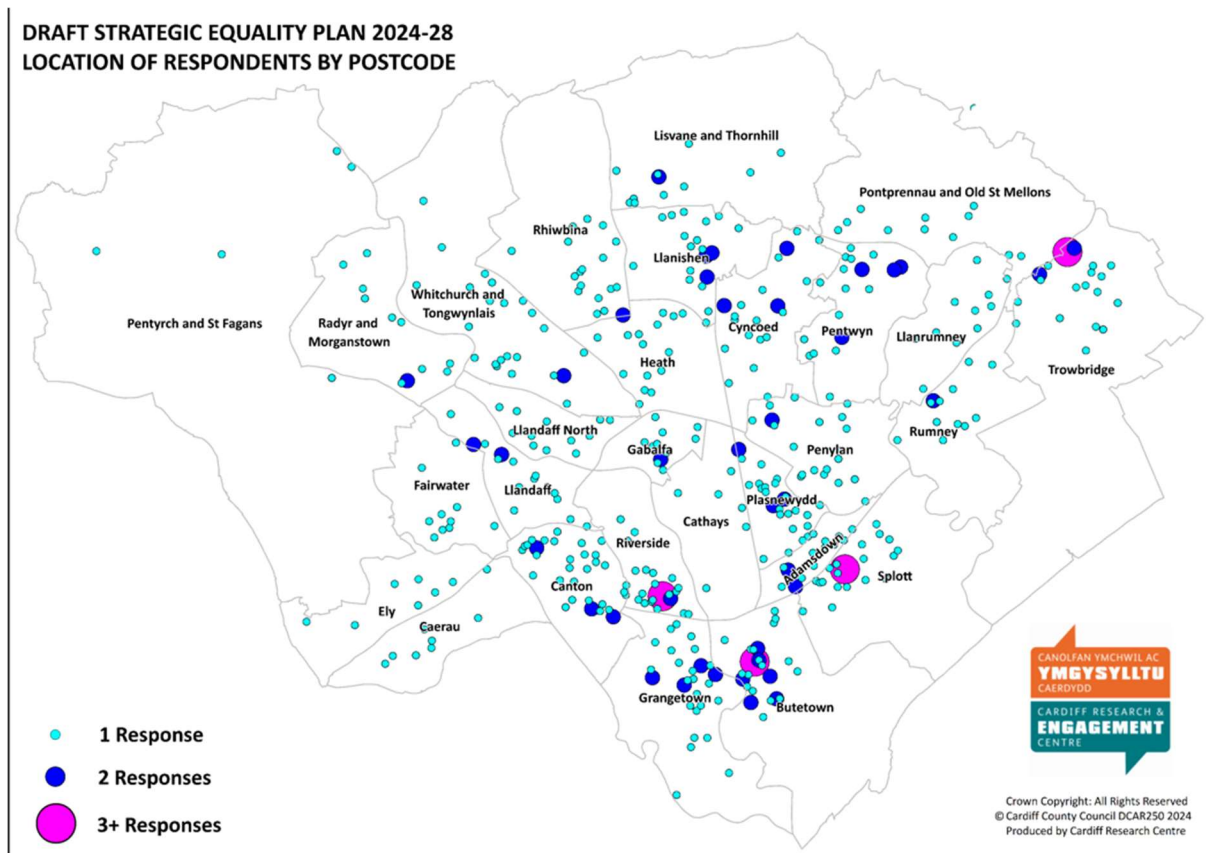
Section 7: About You

21. Please provide your full postcode below.

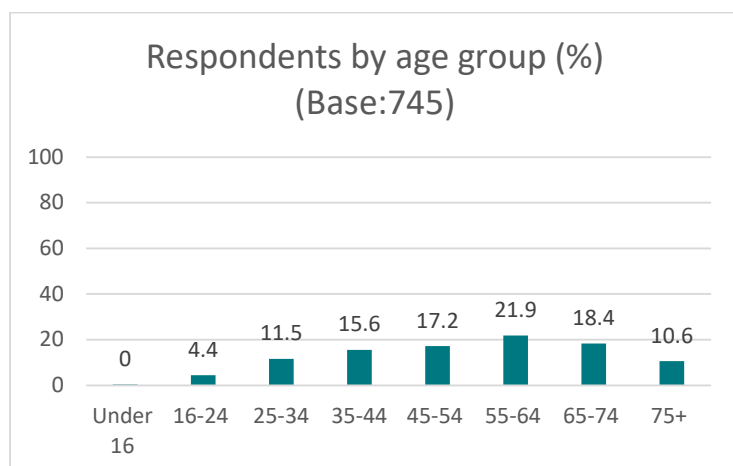
Of the 801 survey respondents, 529 provided a full postcode. These are shown on the map below.

Looking at the 506 valid Cardiff postcodes, 229 (45.3%) were Southern Arc, 277 (54.7%) were Rest of Cardiff.

	No	%
Southern Arc	229	45.3
Rest of Cardiff	277	54.7
<b>Total</b>	<b>506</b>	<b>100.0</b>



22. What was your age on your last birthday?



	No	%
<b>Under 16</b>	3	0
<b>16-24</b>	33	4.4
<b>25-34</b>	86	11.5
<b>35-44</b>	116	15.6
<b>45-54</b>	128	17.2
<b>55-64</b>	163	21.9
<b>65-74</b>	137	18.4
<b>75+</b>	79	10.6
<b>Total</b>	<b>745</b>	<b>100.0</b>

23. Are you?

Of the 754 responses to this question, 53.1% were female, 41.1% male, 1.1% Non-binary, 0.8% Other, and 4% said they'd Prefer not to say.

	No	%
<b>Female</b>	400	53.1
<b>Male</b>	310	41.1
<b>Non-binary</b>	8	1.1
<b>Other</b>	6	0.8
<b>Prefer not to say</b>	30	4.0
<b>Total</b>	<b>754</b>	<b>100.0</b>

24. Do you identify as Trans?

Of the 696 responses to this question, 1.7% said Yes, 92.2% said No, 0.3% said they Prefer to self-describe, and 5.7% said they Prefer not to say.

	No	%
Yes	12	1.7
No	642	92.2
Prefer to self-describe	2	0.3
Prefer not to say	40	5.7
<b>Total</b>	<b>696</b>	<b>100.0</b>

25. Do any children live in your household?

Of the 781 responses to this question, just over seven in ten have No children.

	No	%
No children	512	71.8
Yes, under 5 years old (pre-school)	50	7.0
Yes, aged 5 - 11 (primary school)	82	11.5
Yes, aged 11 - 16 (secondary school)	76	10.7
Yes, aged 16 - 18 in full-time education, or working	47	6.6
Yes, aged 16 - 18 but not in full time education or working	14	2.0
<b>Total</b>	<b>781</b>	<b>109.5</b>

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

26. Are you pregnant, or have you given birth within the last 26 weeks?

Of the 703 responses to this question, 95.6% said No, 3.6% said they Prefer not to say, and 0.9% said they were pregnant or had given birth within the last 26 weeks.

	No	%
Yes, I've given birth	2	0.3
Yes, I'm pregnant	4	0.6
No	672	95.6
Prefer not to say	25	3.6
<b>Total</b>	<b>703</b>	<b>100.0</b>

27. Do you care unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without your support?

Of the 667 responses to this question, 15.7% said Yes, 77.7% said No, and 6.6% said they Prefer not to say.

	No	%
Yes	105	15.7
No	518	77.7
Prefer not to say	44	6.6
<b>Total</b>	<b>667</b>	<b>100.0</b>

28. Which of the following best describes what you are doing at present?

Of the 719 responses to this question, nearly four in ten (39.6%) are Working full time (30+ hours per week). A little under three in ten (27.1%) are Wholly retired from work. And a little over one in ten (11.1%) are Working part time (less than 30 hours per week). The remaining 22.1% of respondents selected other options. The next highest % was for Permanently sick or disabled, at 3.8% of responses.

	No	%
Working full time (30+ hours per week)	285	39.6
Wholly retired from work	195	27.1
Working part time (less than 30 hours per week)	80	11.1
Permanently sick or disabled person	27	3.8
In full time education	23	3.2
Looking after home	22	3.1
Caring for a child or adult	17	2.4
Unemployed - Registered Job Seeker	17	2.4
Unemployed - Unregistered but seeking work	16	2.2
On a zero hour contract	5	0.7
On a government training scheme	1	0.1
Other	31	4.3
<b>Total</b>	<b>719</b>	<b>100.0</b>

29. Which of the following best describes your housing tenure?

Of the 699 responses to the question, a little over four in ten (42.2%) said Owned outright. One in four (25.3%) said Owned with a mortgage. Under two in ten (16.2%) said Private rented. The remainder Rent from a Housing Association (6.3%), a Local Authority (5.9%), or chose 'Other' (4.1%).

	No	%
<b>Owned outright</b>	295	42.2
<b>Owned with a mortgage</b>	177	25.3
<b>Private rented</b>	113	16.2
<b>Rented from a Housing Association</b>	44	6.3
<b>Rented from the Local Authority</b>	41	5.9
<b>Other</b>	29	4.1
<b>Grand Total</b>	<b>699</b>	<b>100.0</b>

30. Are you, or a member of your household:

Thirteen (13) respondents said they or a member of their household is currently serving. And twenty-one (21) said they or a member of their household is a veteran.

31. Do identify as a disabled person?

Of the 695 responses to this question nearly two in ten (19.9%) said Yes; More than seven in ten (73.5%) said No, and 6.6% said the Prefer not to say.

	No	%
<b>Yes</b>	138	19.9
<b>No</b>	511	73.5
<b>Prefer not to say</b>	46	6.6
<b>Total</b>	<b>695</b>	<b>100.0</b>

32. Please tick any of the following that apply to you:

Of the 364 responses to this question, just over three in ten (31.6%) have a Long standing illness. One in four (24.7%) have a Mobility impairment. Just over two in ten (21.7%) have Mental health difficulties. Nearly two in ten (19.2%) are Deaf/Deafened/Hard of hearing.

	No	%
Deaf/ Deafened/ Hard of hearing	70	19.2
Mental health difficulties	79	21.7
Learning impairment / difficulties	16	4.4
Visual impairment	24	6.6
Wheelchair user	9	2.5
Mobility impairment	90	24.7
Long-standing illness or health condition	115	31.6
Neurodivergent	67	18.4
Prefer not to say	54	14.8
Other	31	8.5
<b>Total</b>	<b>364</b>	<b>152.5</b>

Note: Respondents could leave multiple comments, therefore total may exceed 100%

33. Do you regard yourself as belonging to any particular religion?

More than a third (36.4%, 269 responses) of the 740 respondents to this question said they have No religion. A third (33.0%, 244 responses) said they are Christian, and around one in seven (14.6%, 108 responses) said they are Muslim.

	No	%
No, no religion	269	36.4
Christian (Including Church in Wales, Catholic, Protestant and all other Christian denominations)	244	33.0
Muslim	108	14.6
Hindu	28	3.8
Buddhist	8	1.1
Sikh	5	0.7
Jewish	2	0.3
Other	28	3.8
Prefer not to answer	48	6.5
<b>Total</b>	<b>740</b>	<b>100.0</b>

34. How would you describe your sexual orientation?

Nearly three quarters (74.2%) of the 679 respondents to this question said they are Heterosexual/Straight. Of the remaining responses, the largest group was 'Prefer not to answer' (11.0%), followed by Bisexual (8.1%), Gay Man (3.4%), Gay Woman (1.6%) then Other (1.6%).

	No	%
<b>Bisexual</b>	55	8.1
<b>Gay Man</b>	23	3.4
<b>Gay Woman/ Lesbian</b>	11	1.6
<b>Heterosexual/ Straight</b>	504	74.2
<b>Other</b>	11	1.6
<b>Prefer not to answer</b>	75	11.0
<b>Total</b>	<b>679</b>	<b>100.0</b>

35. Are you?

Of the 711 responses to this question, just over half are Married (54.3%) and over two in ten (22.1%) are Single. Nearly one in ten (9.1%) is Living together/Co-habiting. For the remaining responses, 6.3% are Separate/divorced; 4.6% are Widowed, 2% are Other, and 1.5% are in a same-sex Civil Partnership.

	No	%
<b>In a same-sex Civil Partnership</b>	<b>11</b>	<b>1.5</b>
<b>Living together/Co-habiting</b>	<b>65</b>	<b>9.1</b>
<b>Married</b>	<b>386</b>	<b>54.3</b>
<b>Separated/divorced or legally separated if formerly in a same-sex Civil Partnership</b>	<b>45</b>	<b>6.3</b>
<b>Single</b>	<b>157</b>	<b>22.1</b>
<b>Widowed</b>	<b>33</b>	<b>4.6</b>
<b>Other</b>	<b>14</b>	<b>2.0</b>
<b>Total</b>	<b>711</b>	<b>100.0</b>

36. How would you describe your Welsh language skills?

Nearly six in ten (58.5%) of the 714 responses to this question selected None. Of the remainder, 17.4% said Basic, 14.4% said Learner, 6.0% said Moderate, and 3.6% chose Fluent.

	No	%
<b>Fluent</b>	<b>26</b>	<b>3.6</b>
<b>Moderate</b>	<b>43</b>	<b>6.0</b>
<b>Basic</b>	<b>124</b>	<b>17.4</b>
<b>Learner</b>	<b>103</b>	<b>14.4</b>
<b>None</b>	<b>418</b>	<b>58.5</b>
<b>Total</b>	<b>714</b>	<b>100.0</b>

37. Do you consider yourself to be Welsh?

Of the 711 responses to this question, nearly six in ten (57.7%) said Yes, and just over four in ten (42.3%) said No.

	No	%
<b>Yes</b>	<b>410</b>	<b>57.7</b>
<b>No</b>	<b>301</b>	<b>42.3</b>
<b>Total</b>	<b>711</b>	<b>100.0</b>

38. What is your ethnic group?

Of the 726 responses to this question, 64% of respondents are White British, and 36% are other ethnicities. This 36% includes 13.1% Asian, 7.7% Black, 6.1% Other White (ie Gypsy or Irish Traveller, Irish, and Any other White background), 5.0% Arab, 2.3% Mixed, and 1.8% Any other ethnic group.

	No	%
<b>White British</b>	<b>465</b>	<b>64.0</b>
<b>Other ethnicities</b>	<b>261</b>	<b>36.0</b>
<b>Total</b>	<b>726</b>	<b>100.0</b>

## Appendices

### Organisations Approached to Promote the Consultation

<ul style="list-style-type: none"> <li>• Menter Caerdydd</li> <li>• Cardiff Metropolitan University</li> <li>• Cardiff Women’s Aid</li> <li>• Cardiff Women’s Centre</li> <li>• Dusty Forge</li> <li>• Pride Cymru</li> <li>• Age Connects Cardiff</li> <li>• Welsh Refugee Council</li> <li>• Cardiff Youth Council</li> <li>• Children’s Commissioner</li> <li>• Muslim Council of Wales</li> <li>• Disability Wales</li> <li>• Mind Cymru</li> <li>• Guide Dogs Cymru</li> <li>• Sight Life</li> <li>• Wales Deaf Council</li> <li>• Bilingual Cardiff Forum</li> <li>• Learn Welsh Cymru</li> <li>• Cardiff Met Welsh Language Unit</li> <li>• Cardiff University Welsh Language Academy</li> <li>• Llandaff 50+ Group</li> <li>• Age Cymru</li> <li>• Conway Rd 50+ Group</li> <li>• Diverse Cymru</li> <li>• EYST</li> <li>• Race Alliance Wales</li> <li>• Romani Cultural &amp; Art Company</li> <li>• Citizens Wales</li> <li>• Hayaat Women Trust</li> <li>• Family Help Team - access to Family Gateway Team</li> </ul>	<ul style="list-style-type: none"> <li>• Grange Pavilion</li> <li>• Grange Pavilion Youth Forum</li> <li>• Innovate Trust</li> <li>• Splott Community Volunteers</li> <li>• YMCA Cardiff</li> <li>• The FAN Charity</li> <li>• Cardiff &amp; Vale College</li> <li>• Race Equality First</li> <li>• Cardiff Third Sector Council (C3SC)</li> <li>• Cardiff &amp; Vale University Health Board.</li> <li>• WLGA (Hong Kong BN(O))</li> <li>• YMCA Youth Group</li> <li>• Flying Start Health</li> <li>• AP Cymru - Celebrating Neurodiversity</li> <li>• St Marys The Virgin Primary School</li> <li>• Butetown History and Arts Centre</li> <li>• Welsh Women's Aid</li> <li>• Haayat Women Trust</li> <li>• Glitter Cymru</li> <li>• Terrence Higgins Trust</li> <li>• Fflag</li> <li>• Youth Cymru</li> <li>• Trans Aid Cymru</li> <li>• Umbrella</li> <li>• Trans Vision Cymru</li> <li>• Breaking the binary</li> <li>• South Wales Police</li> <li>• ACE</li> <li>• Rise Cardiff</li> </ul>
<b>Council Networks &amp; Forums</b>	
<ul style="list-style-type: none"> <li>• The Ethnically Diverse Employee Network</li> <li>• Carers Employee Network</li> <li>• Disability Employee Network</li> </ul>	<ul style="list-style-type: none"> <li>• LGBTQ+ Employee Network</li> <li>• Women’s Employee Network</li> <li>• Access &amp; Equality Forum</li> <li>• Cardiff 50+ Forum</li> </ul>
<b>Faith Groups</b>	
<ul style="list-style-type: none"> <li>• Ararat Baptist Church</li> <li>• Albany Road Baptist Church</li> <li>• All Saints Llandaff North</li> <li>• All Saints Rhiwbina</li> <li>• Al-Manar Centre Trust</li> <li>• Belmont Tremorfa Family Church</li> </ul>	<ul style="list-style-type: none"> <li>• St. Catherine's Church Hall</li> <li>• Tabernacle Cardiff</li> <li>• The Church of the Resurrection</li> <li>• Thornhill Church</li> <li>• Tredegarville Baptist Church</li> <li>• University Catholic Chaplaincy</li> </ul>

<ul style="list-style-type: none"> <li>• Bethel Baptist Church</li> <li>• Bethesda Church</li> <li>• Bethesda United Reformed Church</li> <li>• Beulah United Reformed Church Rhiwbina</li> <li>• Blessed Sacrament Rumney</li> <li>• Canton Uniting Church</li> <li>• Cardiff Buddhist Centre</li> <li>• Cardiff Chinese Christian Church</li> <li>• Cardiff Metropolitan Cathedral of St David city centre</li> <li>• Cardiff Reform Synagogue</li> <li>• Cathays Methodist Church</li> <li>• Cathedral Road Pontcanna</li> <li>• Christ Church Radyr</li> <li>• Christ the King Llanishen</li> <li>• Christchurch United Church</li> <li>• Church of the Resurrection Ely</li> <li>• City Church Cardiff</li> <li>• Conway Road Methodist Church</li> <li>• Cyncoed Methodist Church</li> <li>• Dar-ul-Isra Mosque</li> <li>• Dewi Sant city centre</li> <li>• Emmanuel Baptist Church</li> <li>• Gabalfa Baptist Church</li> <li>• Garden of the Lord Tremorfa</li> <li>• Glenwood Church Centre &amp; Wellbeing Space</li> <li>• Greek Orthodox Church of St Nicholas</li> <li>• Heath Evangelical Church</li> <li>• Highfields Church</li> <li>• Hindu Cultural Association of Wales India Centre Cardiff</li> <li>• Holy Family Fairwater and St Mary of the Angels Canton</li> <li>• Jalalia Mosque &amp; Islamic Education Centre</li> <li>• Kagyu Samye Dzung</li> <li>• Lisvane Memorial Hall</li> <li>• Llandaff Cathedral</li> <li>• Llandaff North Christian Centre</li> <li>• Llanishen Baptist Church</li> <li>• Llanishen Evangelical Church</li> <li>• Mackintosh Evangelical Church</li> <li>• Masjid Umar Mosque</li> <li>• Park End Presbyterian Church Of Wales</li> <li>• Pentyrch Street Baptist Church</li> </ul>	<ul style="list-style-type: none"> <li>• Wesley Methodist Church Cardiff</li> <li>• Whitchurch Methodist Church</li> <li>• Pontprennau Community Church Centre</li> <li>• Quaker Meeting House</li> <li>• Rhiwbina Baptist Church</li> <li>• Rumney Gospel Chapel</li> <li>• Sanatan Temple</li> <li>• Shiloh Pentecostal Fellowship</li> <li>• Shree Swaminarayan Temple Cardiff</li> <li>• Sikh Gurdwara Temple Roath</li> <li>• Siloam Baptist Church</li> <li>• St Alban-on-the-Moors Splott</li> <li>• St Augustine's Church Rumney</li> <li>• St Brigid's Llanishen</li> <li>• St Cadoc's Church Llanrumney</li> <li>• St David's Evangelical Lutheran Church</li> <li>• St Dyfrig and St Samson Grangetown</li> <li>• St Edeyrn's Old St Mellons</li> <li>• St Edward the Confessor Roath</li> <li>• St Faith's Llanishen</li> <li>• St Francis &amp; St Clare's Parish Ely</li> <li>• St Isan's Llanishen</li> <li>• St John the Baptist Danescourt</li> <li>• St John the Evangelist Canton</li> <li>• St Joseph's Gabalfa</li> <li>• St Luke's Canton</li> <li>• St Margarets Church Roath</li> <li>• St Mark's Gabalfa</li> <li>• St Martin's Roath</li> <li>• St Mary the Virgin Butetown</li> <li>• St Mary's Whitchurch</li> <li>• St Mellons Baptist Church</li> <li>• St Michael and All Angels Cathays</li> <li>• St Patrick's Grangetown</li> <li>• St Paul's Cyncoed</li> <li>• St Paul's Grangetown</li> <li>• St Philip Tremorfa</li> <li>• St Saviour's Splott</li> <li>• St Thomas's Birchgrove</li> <li>• St. Andrew's United Reformed Church and Church of St Andrew &amp; St Teilo Cathays</li> </ul>
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### Venues hosting paper copies of the survey

<ul style="list-style-type: none"><li>• Craft In The Bay</li><li>• Cardiff Indoor Market (Posters)</li><li>• Central Library Hub</li><li>• Canton Library</li><li>• Chapter Arts Centre (Posters)</li><li>• Ely and Caerau Hub</li><li>• Dusty Forge</li><li>• Fairwater Hub</li><li>• Radyr Hub</li><li>• Llandaff North and Gabalfa Hub</li><li>• Whitchurch Hub</li><li>• Whitchurch Community Centre</li><li>• Rhiwbina Hub</li><li>• Thornhill Church Centre</li><li>• Llanishen Hub</li><li>• Rhydypennau Hub</li><li>• Cathays Branch and Heritage Library</li><li>• Penylan Library and Community Centre</li></ul>	<ul style="list-style-type: none"><li>• Llanedeyrn Powerhouse Hub</li><li>• St Mellons Hub</li><li>• CCHA (Trowbridge Community Centre)</li><li>• Rumney Hub</li><li>• Llanrumney Hub</li><li>• STAR Hub</li><li>• Tremorfa Community Hall</li><li>• Grangetown Hub</li><li>• Grange Gardens</li><li>• Butetown Hub</li><li>• Butetown Community Centre</li><li>• Butetown Pavilion – Youth Hub</li><li>• Other CC teams: other front-facing Council staff working on projects engaging with seldom-heard communities, including volunteer managers, Into Work advisors and Digital Inclusion officers.</li></ul>
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### Face-to-Face Engagement

<ul style="list-style-type: none"> <li>• Central Library Hub</li> <li>• Butetown Hub and local shops</li> <li>• Butetown Community Centre</li> <li>• Butetown Pavilion and shop</li> <li>• Canton Library</li> <li>• Capel Y Bawb</li> <li>• Ely &amp; Caerau Hub</li> <li>• Fairwater Hub</li> <li>• Grange Pavilion</li> <li>• Llandaff North &amp; Gabalfa Hub</li> <li>• Llanedeyrn Powerhouse</li> </ul>	<ul style="list-style-type: none"> <li>• Penylan Library and Community Centre</li> <li>• Pride 2024</li> <li>• Rhiwbina Hub</li> <li>• South Riverside Community Development Centre</li> <li>• Splott Community Volunteers</li> <li>• STAR Hub</li> <li>• St Mellons Hub</li> <li>• Tremorfa food bank.</li> <li>• Whitchurch Hub</li> </ul>
<p><b>Face-to-Face: Young People</b></p>	
<ul style="list-style-type: none"> <li>• South Wales Islamic Centre, Alice St (school)</li> <li>• Child Friendly City Team / Cardiff Commitment</li> <li>• Youth Services</li> </ul>	<ul style="list-style-type: none"> <li>• Into Work Care Academy pre-training induction groups</li> <li>• Education Team</li> <li>• The Sprout / Promo Cymru</li> <li>• Bullies Out</li> <li>•</li> </ul>
<p><b>Face to Face: Older People (75+)</b></p>	
<ul style="list-style-type: none"> <li>• Cymru Older People Alliance</li> <li>• Elder-specific groups in Hubs and community spaces eg Golden Oldies, Chai &amp; Chat (mixed groups)</li> </ul>	<ul style="list-style-type: none"> <li>• Day Opportunities team elder inclusion project</li> <li>• Elder outreach work via Community Volunteers team</li> <li>• Older Peoples Commissioner</li> </ul>
<p><b>Face to Face: Race - Ethnicity</b></p>	
<ul style="list-style-type: none"> <li>• African Community Centre</li> <li>• South Wales Islamic Centre, Alice St (mosque)</li> <li>• Independent ESOL teachers &amp; classes (feedback from mixed group and women only group)</li> <li>• Community leaders eg Somali community Butetown.</li> <li>• Hong Kong BN(O) Welcome Hub</li> <li>• Show Racism the Red Card</li> <li>• Race Council Cymru</li> <li>• United 2 Change Cymru</li> <li>• India Centre</li> </ul>	<ul style="list-style-type: none"> <li>• Oasis (refugees)</li> <li>• PowerHouse masjid</li> <li>• Race Equality First (women’s group)</li> <li>• Sanatan Temple</li> <li>• Sikh Gurdwara, Pearl St</li> <li>• Women Connect First</li> <li>• Bangladeshi Women’s Group (Mackintosh Centre)                             <ul style="list-style-type: none"> <li>• BAWSO</li> <li>• Gypsy &amp; Traveller – There &amp; Back Again Wales</li> <li>• Gypsies &amp; Travellers Wales</li> </ul> </li> </ul>
<p><b>Face to Face: People Who Identify As Disabled</b></p>	
<ul style="list-style-type: none"> <li>• British Deaf Association</li> <li>• Deaf Hub Cymru (DHW)</li> <li>• Cardiff People First (learning difficulties)</li> </ul>	<p><b>(BSL focus group at Central Library, followed by BSL focus group at DHW coffee morning at Chapter Arts.)</b></p>

<ul style="list-style-type: none"> <li>• RNIB</li> </ul>	
<b>Face to Face: Sexual Orientation &amp; Gender Reassignment</b>	
<ul style="list-style-type: none"> <li>• Stonewall</li> </ul>	<ul style="list-style-type: none"> <li>• The Transocial meet up</li> </ul>
<b>Face to Face: Welsh Language</b>	
<ul style="list-style-type: none"> <li>• Menter Caerdydd</li> </ul>	
<b>Face to Face: Cabinet &amp; Elected Members</b>	
<ul style="list-style-type: none"> <li>• Policy Performance and Review Scrutiny Committee</li> <li>• Councillor H Gunter</li> <li>• Councillor Ash-Edwards</li> </ul>	<ul style="list-style-type: none"> <li>• Councillor A Lister</li> <li>• Councillor N Mackie</li> <li>• Councillor B Malik</li> </ul>
<b>Face to Face: All Protected Characteristics</b>	
<ul style="list-style-type: none"> <li>• Carers Wales</li> <li>• Regional Community Cohesion Co-ordinator</li> <li>• FOR Cardiff</li> </ul>	<ul style="list-style-type: none"> <li>• Public Service Equality Network</li> <li>• Grange Pavilion – Board Chair</li> <li>• Central Library Hub – Community Liaison Officer</li> </ul>

Objective 1 – A fairer Cardiff- comments:

Objective 1 Themes	No	%	Example Comments
<b>More action detail/solutions needed</b>	<b>44</b>	<b>24.9</b>	<ul style="list-style-type: none"> <li>- <i>Set out specific measurable goals which can be monitored and reviewed</i></li> <li>- <i>Good aim but which practical steps are planned to achieve this with limited finance</i></li> <li>- <i>Difficult to object with the objective, however is the how that matters as well</i></li> <li>- <i>Let it happen takes time to plan. I understand that but it then gets cost . 5years in the making to not happen again. Do it now start today</i></li> </ul>
<b>Agree in principle</b>	<b>40</b>	<b>22.6</b>	<ul style="list-style-type: none"> <li>- <i>I believe in equality for all. However very often these consultations seem more about helping minorities at the expense of the majority</i></li> <li>- <i>It is admirable goal</i></li> <li>- <i>Racial equity is important</i></li> <li>- <i>I agree with the objective however I feel individuals I.E. the general public need to do their bit to support this objective and not always expect to get something for nothing.</i></li> </ul>
<b>Cautious of positive discrimination</b>	<b>35</b>	<b>19.8</b>	<ul style="list-style-type: none"> <li>- <i>I agree inequalities should be reduced, however that should not mean others are brushed aside or dismissed. I.e white British people should not be excluded from opportunities just so POC can have the opportunities.</i></li> </ul>

			<ul style="list-style-type: none"> <li>- Everyone must include everyone., and not just those who shout the loudest, or are the newest 'on the block'.</li> <li>- Does this include white people , strate people and men</li> </ul>
<b>Suggestions to include certain groups</b>	<b>33</b>	<b>18.6</b>	<ul style="list-style-type: none"> <li>- Need BSL</li> <li>- Should include care leavers and care experienced people</li> <li>- A fairer society means support for those of us unable to cycle or who cannot easily access bus services. Living on a steep hill which have difficult walking up or down I am forced to use a car. You are making this impossible.</li> </ul>
<b>Immeasurable / unachievable</b>	<b>29</b>	<b>16.4</b>	<ul style="list-style-type: none"> <li>- Given the problems of finance faced by the council I think it needs to recognise that it can AIM to reduce inequality but may not have the resources available to do so.</li> <li>- Is this aim realistic - highly unlikely to achieve equality but very worthy</li> </ul>
<b>Misc.</b>	<b>22</b>	<b>12.4</b>	<ul style="list-style-type: none"> <li>- It is a matter NOW, not in months or year to come.</li> <li>- The rich have got richer , the poor have got poorer over the last 25-30 years We are a divided with lack of resources it has become hard , dangerous , complicated without prejudice and no discrimination to anyone Please put the native population priority</li> </ul>
<b>Waste of time/money. Focus on core activities</b>	<b>22</b>	<b>12.4</b>	<ul style="list-style-type: none"> <li>- Utopian aim. Life is not fair. Resources to be expended proportionately across different groups not disproportionately in supporting vociferous minorities.</li> <li>- Local councils need to provide basic services - road repair, maintaining parks etc. Whether things in life are fair is irrelevant. Just fill the potholes and leave us alone.</li> </ul>
<b>Reduce inequality</b>	<b>21</b>	<b>11.9</b>	<ul style="list-style-type: none"> <li>- Need to reduce inequality that LGBTQIA +, disability, mental health people experience in employment, nhs treatments.</li> <li>- Inequality reduction is a must.</li> </ul>
<b>More info required</b>	<b>16</b>	<b>9.0</b>	<ul style="list-style-type: none"> <li>- Will this objectives be on percentage of community/ gender/</li> <li>- Nice idea, but what does it mean in practice?</li> </ul>
<b>Poverty Comments</b>	<b>13</b>	<b>7.3</b>	<ul style="list-style-type: none"> <li>- Given that economic inequality is the main driver...what will the LA do to reduce this?</li> <li>- Reducing inequality will be about reducing poverty. Poverty is the key indicator for lack of opportunity, not someone's nationality, religion, sexual identity etc. Focusing too much on the protected characteristics is a distraction and will hardly tackle</li> </ul>

			<i>inequality.</i>
<b>Education</b>	12	6.8	<ul style="list-style-type: none"> <li>- <i>It starts young. Schools must be able to stop bullying and assist the brightest as well as the less able.</i></li> <li>- <i>Important to consider inequality between groups and within groups, and different matters where inequality may be found e.g. educational attainment, support for non-school learning, wage gaps, support groups, etc</i></li> </ul>
<b>Accessibility</b>	12	6.8	<ul style="list-style-type: none"> <li>- <i>More needs to make leaflets in various languages, Urdu, Hindi, Arabic, Bengal</i></li> <li>- <i>Encourage new businesses to provide proper accessibility for shops eg: maps, quiet times, wheelchair access, wheelchair and aid access around shops/ buildings</i></li> </ul>
<b>Housing concerns</b>	11	6.2	<ul style="list-style-type: none"> <li>- <i>I think you prioritise ethnic majorities over our young people forced to sleep on the streets and families in hostels.</i></li> <li>- <i>the way those needing emergency housing and the homeless are treated is greatly unfair and dehumanising. hotels are not homes, there is no space to work, relax, cook, clean, which leads to a higher cost of living. Those in work yet still homeless face sky-high rents and a lot of arrogant assumptions. there is a disgusting lack of provision for those on the streets to the detriment of those out in the cold, wet and heat themselves and the other residents of this city. Cardiff will not be fair until every resident has a permanent abode.</i></li> </ul>
<b>Strategy / survey concerns</b>	9	5.1	<ul style="list-style-type: none"> <li>- <i>It's mom and apple pie but also bland and meaningless.</i></li> </ul>
<b>Health &amp; Wellbeing concerns</b>	8	4.5	<ul style="list-style-type: none"> <li>- <i>We largely agree with the objective of 'A Fairer Cardiff' and are pleased to see the inclusion of older people in the comments on 'Supporting People in Work' (pp.16-17). However, we would like to see the experiences of older people integrated more thoroughly into the measures taken to fulfil this objective. Under 'Reducing Health Inequalities Across the City' (pp.14-15), it should be noted that older people also regularly experience 'difficulties and barriers' in accessing healthcare. This may be due to disability, social isolation or limited public transport. For example, 28.89% of Cardiff-based respondents to our 2024 annual survey struggled with public transport in the last 12 months, with some noting that there was no bus service between their closest hospital and their home. As such, any attempt to reduce health inequities in Cardiff must also consider disadvantages experienced by older</i></li> </ul>

			<i>people. Similarly, the aim of working with 'people with mental health needs' to build services around them (p.15) must include older people. Older people are often left out of mental health discussions, despite older people being more affected by mental health conditions linked to age-related factors such as bereavement, long-term disability and loneliness. We would therefore like to see a commitment to engaging with older people about mental health and delivering services to suit their needs.</i>
<b>Employment concerns</b>	5	2.8	- <i>Staff haven't got equal opportunity when it comes to Training, development and progression.</i>
<b>Total</b>	<b>177</b>	-	

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

## Objective 2 – An accessible Cardiff- comments:

Objective 2 Themes	No	%	Example Comments
<b>Transport / infrastructure concerns</b>	<b>56</b>	<b>32.9</b>	<ul style="list-style-type: none"> <li>- Good affordable public transport around the city is vital to this.</li> <li>- State of pavements tricky for people with physical disabilities in many parts of city. Walkabouts with citizens affected by e.g. reduced mobility, vision and hearing are very good in identifying problems</li> <li>- Public transport infrastructure key</li> <li>- Accessible for all. Cardiff is changing. Bus services do not always run for all. Some areas buses stop at early times. City centre congested. A lot of Wait for disabled ,etc.</li> <li>- Urban spaces pose many barriers to older people, e.g. uneven pavements, poor lighting, lack of public toilets.</li> </ul>
<b>Accessibility</b>	<b>46</b>	<b>27.1</b>	<ul style="list-style-type: none"> <li>- There are housing developments in Cardiff, including where I live, that have no step free access out of the road. Both footpaths out of my street have steps, the only step-free access is by road and is steep, so if my mobility is bad I can't go anywhere because I need help with my wheelchair</li> <li>- While I understand the logic behind the general move to digital access, it's difficult for people to know where to look for eg paper copies of surveys. Once you know, you know, but if you don't use a library, or the internet, people remain outside of the decision making process.</li> <li>- The eastern part of Cardiff is poorly served by transport links and this directly affects the ability of people in this part of Cardiff to "access all it has to offer". The Parkway railway station and bus rapid transit link are urgently needed to improve accessibility, particularly for the elderly, disabled and those without cars.</li> <li>- Transport is a barrier as some people can't even afford the bus and have to walk maybe 30-45 minutes to get to somewhere more affordable. Also, there might not even be any buses going that way. Cycle lanes are good, except for when cars park on them, but not so good if you can't afford a bike or a trailer to take your children with you.</li> </ul>
<b>Reduce inequality</b>	<b>30</b>	<b>17.6</b>	<ul style="list-style-type: none"> <li>- When you live with racism each day it is hard to believe that the process and procedures will change. We see personal attacks against black MP and MS and local councillors by the BBC and news papers so we can't believe the is will change</li> </ul>

			<ul style="list-style-type: none"> <li>- Community activities need to be more accessible to all and affordable. Cardiff prices are 30% more expensive than other parts such as the valleys. This presents a real challenge for those wishing to visit Cardiff with families etc.</li> <li>- Cardiff is not accessible for the disabled. Many disabled parking spaces have been removed and the remainder are too far to walk for someone with mobility issues. Ambulant disabled are discriminated against when there is an event in the stadium. Unable to walk the long distance to the stadium during road closures. Cardiff Council advertises Sophia Gardens as the nearest car park with disabled spaces. Parking here is usually free for disabled but on event days, everyone has to pay a vastly inflated price. The uphill walk to town is much too far to walk, and if the disabled person has tickets on the other side of the stadium, the walk doubles. I have been unable to attend any stadium event for some years, and I feel discriminated against as Cardiff is definitely not accessible for all.</li> </ul>
<b>More information / action needed</b>	<b>28</b>	<b>16.5</b>	<ul style="list-style-type: none"> <li>- Opportunities need to be supported by proactive advertising and commitment to deliver.</li> <li>- Certain people when sent out letters or messages regarding their housing or need to complain do not know how to due to language barriers. So some things go un-done due to this. Recent situation: residents were sent letters regarding work being done in where they live , but they didn't understand what was contained in letter as was only in English and didn't know how to ask for help concerning explanation.</li> </ul>
<b>Suggestions to include certain groups</b>	<b>29</b>	<b>17.1</b>	<ul style="list-style-type: none"> <li>- Doesn't mention physical disabilities, which should be included here. Thinking about accessible transport and infrastructure e.g. pavements.</li> <li>- How are you going to achieve this for autistic people?</li> <li>- Activities, grants, etc are not accessible to working families, youth clubs are only for minorities in deprived areas, baby / toddler clubs are only for those on benefits, nothing available for those working typical office hours.</li> </ul>
<b>Misc.</b>	<b>22</b>	<b>12.9</b>	<ul style="list-style-type: none"> <li>- Some accessibilities are more equal than others at present. Riders of e scooters and fast e-bikes are left largely free to plough down pavements especially in the city causing alarm and fear of injury. E-scooters are not even legal on public highways</li> <li>- It needs not just to be written it needs to become the city of culture</li> </ul>

<b>Waste of time/money. Focus on core activities.</b>	<b>21</b>	<b>12.4</b>	<ul style="list-style-type: none"> <li>- Complete waste of time. Woke propaganda. Tick box exercise.</li> <li>- Waste of council tax. Get the basics done (roads, waste collections, parks, pavements) with our council tax money. Leave the rest to the third sector, we do it better than you.</li> </ul>
<b>Immeasurable / unachievable</b>	<b>21</b>	<b>12.4</b>	<ul style="list-style-type: none"> <li>- Fair for all will be a tough shout</li> <li>- I agree with the objective but it will be difficult if not impossible to achieve, at least for some citizens. It is therefore important that the objective is backed up by ambitious but achievable, SMART targets.</li> </ul>
<b>Current council policy concerns</b>	<b>18</b>	<b>10.6</b>	<ul style="list-style-type: none"> <li>- Accessibility must be at the forefront of all current and future roads buildings etc. Money should not be spent on correcting the many inaccessible areas which already exist unless that money cannot be used somewhere which gives benefit to more people</li> <li>- The drastic reduction in bus routes and frequencies coupled with increasing emphasis of cycle lanes imply a total lack of insight into people with disabilities i</li> </ul>
<b>Poverty comments</b>	<b>15</b>	<b>8.8</b>	<ul style="list-style-type: none"> <li>- This needs to be more than physical access. It needs to include other barriers like income to be effective.</li> <li>- Again the costs of leisure and the poor bus service ensures many poorer people are excluded. Everything is so expensive with few concessions for Cardiffians</li> </ul>
<b>Cautious of positive discrimination</b>	<b>13</b>	<b>7.6</b>	<ul style="list-style-type: none"> <li>- How will you address situations where needs of people with different protected characteristics conflict?</li> <li>- Stop spending on minorities and focus on majority</li> </ul>
<b>Agree in principle</b>	<b>12</b>	<b>7.1</b>	<ul style="list-style-type: none"> <li>- How could anyone disagree with this?</li> </ul>
<b>Address digital exclusion</b>	<b>7</b>	<b>4.1</b>	<ul style="list-style-type: none"> <li>- Excellent objective but won't work in practice. Since the pandemic, all bus stop maps have been removed. There's an assumption we will all look on our smartphone at Google maps to find our way around or call Traveline Cymru/Cardiff Bus etc. That's not accessible if I struggle with technology or cannot afford it. Bring back the bus maps in stops to help us be accessible. Also, there are 3 camera cars serving the whole of the city yet my own children could not get to school from our home if they required a wheelchair or were blind due to inner-city and suburban poor parking near junctions. Instead they have to walk into the main road when crossing side road to side road. Having attended PACT meetings, neither the police nor civil enforcement officers deal with this issue in my locality or most. I have reported on the app but they don't get told off</li> </ul>

			<i>so continue. Forces those with additional learning needs and/or disabilities to have to stay at home and miss out. Another issue is that you cannot be a parent in Cardiff unless you have a smartphone - good luck if you have just lost your job and cannot afford a phone or data. Your children can't order their school lunches or book trips on ParentPay, they'll come to school in uniform non-uniform days as everything is sent digitally from school. Paper is obsolete meaning the worse off miss out. Thousands of school lost property items are binned each summer that could go to Better fit charity to help the poorest.</i>
<b>Health &amp; wellbeing concerns</b>	<b>6</b>	<b>3.5</b>	<i>- Cardiff is fine if you are young and active but, if you are old or disabled, it is a terrible place.</i>
<b>Strategy / Survey concerns</b>	<b>6</b>	<b>3.5</b>	<i>- Regardless is too strong a word. You cannot make such a blanket statement and you certainly won't apply it to the majority demographic of the city.</i>
<b>Total</b>	<b>170</b>	<b>-</b>	

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

Objective 3 – An inclusive Cardiff- comments:

Objective 3 Themes	No	%	Example Comments
Agree in principle	48	26.5	<ul style="list-style-type: none"> <li>- While it is vital for difference and minority to be understood and celebrated, let's not do this at the expense of the majority. There is sometimes a sense that the tail is wagging the dog and the often silent majority are left feeling disenfranchised and overlooked.</li> <li>- A nice idea but cannot see how it would work, especially regarding extremely different cultural differences</li> <li>- Everybody has knowledge to share. This is basic for integration. We want to feel part of a community where we feel useful and valued</li> <li>- This is very important</li> </ul>
More action detail/solutions needed	33	18.2	<ul style="list-style-type: none"> <li>- We need to see the details of how this will be achieved.</li> <li>- pretty words - interested to see if they are just words</li> <li>- EDI must be anchored to real measurable outcomes, otherwise it becomes just a box ticking exercise</li> <li>- Nice idea, but what does it mean in practice?</li> </ul>
Disagree with approach/ objective	31	17.1	<ul style="list-style-type: none"> <li>- I'm not sure about this - celebrating different communities may make it harder for people from different backgrounds to integrate with each other - if there are regular celebrations and events for particular groups, there's less need for each group to mix with each other. 100% everyone should feel welcome and valued, but an approach that works on getting people together may make for a more cohesive community, rather than lots of separate communities in the same place.</li> <li>- Actually not everything can always be inclusive all the time. It's good to have a female only domestic violence service to ensure safety. It's good to have a male only rugby team for safety. It's good to have a safe space where only lesbians or gay men can meet for safety and support. It's good to have a group where black people can talk about racism. Not everything should include everyone. That's just daft.</li> <li>- I would not want radical or destructive communities to feel they belong to Cardiff</li> </ul>
Suggestions eg re certain groups or ways to achieve the objective	29	16.0	<ul style="list-style-type: none"> <li>- The stated objectives for 'Improving Outcomes for LGBTQ+ People' do not adequately address the issues LGBTQ+ people are facing in Cardiff, especially for trans / gender non-conforming people who are more likely to face abuse day-to-day. Pride Cymru is important, but it is treated primarily as a</li> </ul>

			<p><i>celebration rather than a vehicle for change, and not everyone is comfortable being in an alcohol-centred environment. A more creative approach involving community outreach should be explored to dispel harmful myths and address the root of homophobia/biphobia and transphobia in our city. The council should not rest on its laurels as 'top European city to be LGBTQ+' as it is dismissive of the discrimination LGBTQ+ people face, which is often unreported.</i></p> <ul style="list-style-type: none"> <li>- <i>Should include care experienced people and services being more trauma informed to understand the unique complexities and challenges of care experienced</i></li> <li>- <i>Each area of Cardiff especially the estates and poorer ones but a good idea for Lisvane etc - to have a community Faire. Invite craft groups to have a stall to show and sell what they make and where they meet. And locals food and drink eg Welsh / Indian / Kurdish / Chinese etc. and stalls from Catholic / Protestant / Jews / Muslims / Sikh / Hindu / Jehovah / Scientology etc</i></li> </ul>
<b>Very difficult with ways of living / concerns re racism /discrimination</b>	<b>28</b>	<b>15.5</b>	<ul style="list-style-type: none"> <li>- <i>A nice idea but cannot see how it would work, especially regarding extremely different cultural differences</i></li> <li>- <i>Be aware of contradictions, e.g. virulent homophobia in some beliefs</i></li> <li>- <i>Celebrated? You mean putting up rainbow flags and marginalizing families and the religious?</i></li> </ul>
<b>Cautious of positive discrimination</b>	<b>19</b>	<b>10.5</b>	<ul style="list-style-type: none"> <li>- <i>Who will be included? Will you be more inclusive towards one group than another?</i></li> <li>- <i>you create segregation between communities through providing support to some, whilst those working hard to pay for it get nothing</i></li> </ul>
<b>Waste of Time / money focus on core activities</b>	<b>19</b>	<b>10.5</b>	<ul style="list-style-type: none"> <li>- <i>As money is short, is this a priority for expenditure when basic facilities are being cut? Everyone can celebrate lots of things already.</i></li> <li>- <i>A desirable outcome but, again, I am very sceptical that action taken in pursuit of this objective would be successful and think it is much more likely that it would just result in a waste of resources.</i></li> </ul>
<b>Need more info</b>	<b>15</b>	<b>8.3</b>	<ul style="list-style-type: none"> <li>- <i>Is this objective the same as objectives 4, I don't understand or can't see a difference.</i></li> <li>- <i>Not really sure what a council can do with this? Seems a bit waffly</i></li> </ul>
<b>Immeasurable / unachievable</b>	<b>14</b>	<b>7.7</b>	<ul style="list-style-type: none"> <li>- <i>You're never going to get even close to this. Its applaudable but ridiculous.</i></li> <li>- <i>beyond Cardiff capabilities</i></li> </ul>

<b>Current council policy concerns</b>	<b>12</b>	<b>6.6</b>	<ul style="list-style-type: none"> <li>- <i>It's not put into practice. There are no concessions for disabled children at paying facilities</i></li> <li>- <i>Cardiff Council over emphasises they are a sporting city and nation and physical agility and ability. The cycling lobby is too vocal and powerful and does not respect pedestrians and disability assuming cycling has a right of way in pedestrian areas and parks.</i></li> </ul>
<b>Recognition / preservation Welsh / British values</b>	<b>9</b>	<b>5.0</b>	<ul style="list-style-type: none"> <li>- <i>City should encourage people to be proud British/Welsh</i></li> </ul>
<b>Health &amp; Wellbeing concerns</b>	<b>6</b>	<b>3.3</b>	<ul style="list-style-type: none"> <li>- <i>I am unable to be included in so much because if my inability to stand for long times and to walk.</i></li> </ul>
<b>Misc.</b>	<b>10</b>	<b>5.5</b>	<ul style="list-style-type: none"> <li>- <i>I feel safe but not happy</i></li> <li>- <i>University has more impact on our housing than residents, impacting on the availability of family housing and negatively changing our city.</i></li> </ul>
<b>Total</b>	<b>181</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

Objective 4 – An Council that reflects its communities- comments:

<b>Objective 4 Themes</b>	<b>No</b>	<b>%</b>	<b>Example Comments</b>
<b>Cautious of positive discrimination</b>	<b>47</b>	<b>29.7</b>	<ul style="list-style-type: none"> <li>- <i>Positive action not positive discrimination</i></li> <li>- <i>Jobs should be for the best candidate, not for the best of a poor selection based on a diversity target</i></li> <li>- <i>This sounds more like a box ticking exercise rather than getting the right people for the right job &amp; doing it in the most efficient &amp; cost effective way</i></li> <li>- <i>This sounds like you're saying minorities will be given more opportunities than the majority purely because of their minority status. The best person should get the job/ progression/ opportunity not the person that ticks the diversity quota!</i></li> </ul>
<b>Suggestions re certain groups or ways to achieve the objective</b>	<b>30</b>	<b>19.0</b>	<ul style="list-style-type: none"> <li>- <i>a 'communities' based analysis can often obscure, for instance, women in some communities may struggle with patriarchal norms. Alongside understanding communities, we also need an analysis of sex-based oppression as a barrier to the inclusion of women.</i></li> <li>- <i>Create more job opportunities</i></li> <li>- <i>Language barriers are a big issue and must to be solved to create inclusive organisations that reflects the diversity</i></li> </ul>
<b>Agree in principle</b>	<b>26</b>	<b>16.5</b>	<ul style="list-style-type: none"> <li>- <i>How could anyone disagree with this?</i></li> <li>- <i>Reflecting the diverse communities within the</i></li> </ul>

			<p><i>Council's workforce its important however this needs to happen avross all positions w8thin the council. Again not clear on how is it going to be achieved</i></p> <ul style="list-style-type: none"> <li>- <i>This is a fine objective but ultimately the council needs to employ people based on ability to do the job. Part of that implication is that all the above objectives are met and employees are suitably qualified and/or trained for their roles</i></li> </ul>
<b>Other employment concerns</b>	<b>23</b>	<b>14.6</b>	<ul style="list-style-type: none"> <li>- <i>I think the objective to create a workplace 'where employees are confident to be themselves' can be taken advantage of. I'm afraid allowing people to come to work completely 'as themselves' could result in inappropriate clothing, or with badges/signs indicating they are aligned with certain groups, and these things could make others very uncomfortable. Sometimes one person's freedom to express curtails another person's freedom not to be humiliated or frightened.</i></li> <li>- <i>We want to see more senior officers from BAME community reflecting the workforce.</i></li> <li>- <i>Deaf and disabled people often lack the qualifications and experience to get Council jobs, due to lack of access to education and support in work. It needs to be made possible for people to start at the bottom and work their way up and learn skills.</i></li> </ul>
<b>Current council policy concerns</b>	<b>19</b>	<b>12.0</b>	<ul style="list-style-type: none"> <li>- <i>Why is this necessary. You should already be doing this</i></li> <li>- <i>Look at the figures. Less than 10% BAME but when they apply for jobs at Cardiff council only a few token hires happen. Even the few who do get hired are sacked in less than a year thanks to white HR policy and procedures</i></li> </ul>
<b>Waste of time/money. Focus on core activities</b>	<b>15</b>	<b>9.5</b>	<ul style="list-style-type: none"> <li>- <i>Not an area for budget spend. No positive discrimination.</i></li> <li>- <i>Given the financial mess that Cardiff is in, the council should be focussing on getting out of this mess and delivering front line services.</i></li> </ul>
<b>Need more info</b>	<b>15</b>	<b>9.5</b>	<ul style="list-style-type: none"> <li>- <i>how far off are you off this ambition, and how is this going to be achieved?</i></li> <li>- <i>I absolutely agree but I would like to know you are planning to achieve this.</i></li> </ul>
<b>Very difficult / unachievable</b>	<b>8</b>	<b>5.1</b>	<ul style="list-style-type: none"> <li>- <i>i'll believe it if I see it</i></li> </ul>
<b>Strategy / survey concerns</b>	<b>6</b>	<b>3.8</b>	<ul style="list-style-type: none"> <li>- <i>So vague</i></li> </ul>
<b>Misc.</b>	<b>14</b>	<b>8.9</b>	<ul style="list-style-type: none"> <li>- <i>Inclusive must include adopting our values as well as</i></li> </ul>

			<i>individual cultures</i>
<b>Total</b>	<b>158</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

Objective 5 – Equality, Diversity and Inclusion at the heart of the organisation- comments:

Objective 5 Themes	No	%	Example Comments
<b>Suggestions eg re certain groups or ways to achieve the objective</b>	<b>34</b>	<b>24.8</b>	<ul style="list-style-type: none"> <li>- <i>Equity is more significant than equality</i></li> <li>- <i>In short, in order for Cardiff council's core processes to support ED&amp;I there needs to be more diverse employees who have the lived experience necessary to ensure those processes are fit for purpose and do not unintentionally exclude or disadvantage people starting with key services such as education, housing, employment and policing. All of which as it stands are systemically disadvantages specific groups such as single parents, carers, black men and disabled people.</i></li> <li>- <i>Inclusion of those with underlying disability eg epilepsy, ADHD, depression, autism</i></li> </ul>
<b>Waste of Time / money focus on core activities</b>	<b>29</b>	<b>21.2</b>	<ul style="list-style-type: none"> <li>- <i>This is NOT what should be at the heart of a council. The heart of a council should be to cover ALL the basic services and manage their books.</i></li> <li>- <i>The cost of supporting this objective shouldn't override or take from funding of social care activities</i></li> <li>- <i>Stop wasting our council tax money on this nonsense!</i></li> </ul>
<b>More information needed</b>	<b>23</b>	<b>16.8</b>	<ul style="list-style-type: none"> <li>- <i>and how are we going to measure these aims to check that we are moving in the right direction? We might all be facing the same storm but we are not in the same boat.</i></li> <li>- <i>Targets not just words</i></li> </ul>
<b>Agree in principle</b>	<b>24</b>	<b>17.5</b>	<ul style="list-style-type: none"> <li>- <i>It should already.</i></li> <li>- <i>Sounds good, but what does it mean in practice?</i></li> <li>- <i>A good objective but the Council needs to be open to scrutiny. Review the Positive with People With Disabilities. Independent scrutiny via Disability Employment Advisor.</i></li> </ul>
<b>Current council policy concerns</b>	<b>22</b>	<b>16.1</b>	-
<b>Cautious of positive discrimination</b>	<b>18</b>	<b>13.1</b>	-
<b>Other employment concerns</b>	<b>10</b>	<b>7.3</b>	-
<b>Strategy / survey concerns</b>	<b>5</b>	<b>3.6</b>	-

Misc.	11	8.0	-
<b>Total</b>	<b>137</b>	<b>-</b>	

Note: Respondents could leave multiple comments, therefore total may exceed 100%

Is there anything missing from these draft Equality Objectives that you think should be included?:

Theme	No	%	Example Comments
<b>Suggestions eg re certain groups or ways to achieve the objective. (Of these, 17 comments were re disability, and 11 re gender)</b>	<b>82</b>	<b>48.0</b>	<ul style="list-style-type: none"> <li>- Opportunity for older people are very often left out from these kind of policies.</li> <li>- There continues to be a total lack of facilities for people with disabilities (especially for those whose disabilities 'aren't always visible'). One very important 'Objective' would be to have more toilet facilities in public places. There are thousands of people in Wales who have a bowel disease such as Crohn's disease, Ulcerative colitis &amp; Diverticulitis etc., which has a significant impact on their lives. There needs to be more public awareness and more support from the Senydd</li> <li>- Something around the concept that people shouldn't be treated the same in order to be treated fairly - equity vs equality.</li> <li>- Not sure if it's an objective, but something about working on feedback and recognising that equality is an ongoing process that takes time and is affected by other factors may be useful - a commitment to learning openly and listening to all communities including mediating any issues and showing commitment to implementing local ideas</li> <li>- Equality in employment. Language skills are the barrier to employment. Employing people with experience and abilities while taking into account the language</li> <li>- What should be included, is the consideration on improvement of accessibility and productivity for sight impaired people.</li> <li>- Protection of Womens Rights</li> <li>- All the above are important, but don't forget to push being Welsh. Being Welsh is important, be it by birth or by choice, and this needs to be reflected.</li> </ul>
<b>Needs detail / Action Plan / Targets</b>	<b>42</b>	<b>24.6</b>	<ul style="list-style-type: none"> <li>- Regular evaluation of how well objectives are being achieved - if you don't measure it, you can't manage it.</li> <li>- Clarity on the actions being taken to objectives and who plays part on it. How other sectors, such as the</li> </ul>

			<p><i>community and third sector can get involved</i></p> <ul style="list-style-type: none"> <li>- <i>These need to have guidance about what meeting these targets look like in reality</i></li> <li>- <i>What do they actually mean in practice?</i></li> </ul>
<b>Waste of Time / money focus on core activities</b>	<b>20</b>	<b>11.7</b>	<ul style="list-style-type: none"> <li>- <i>An acknowledgement that delivering services is the most important thing and shouldn't be compromised by focusing too much on these aims, however, good they are.</i></li> <li>- <i>The council should delivery services not social engineering</i></li> </ul>
<b>Recognition Welsh / British values</b>	<b>12</b>	<b>7.0</b>	<ul style="list-style-type: none"> <li>- <i>Ensuring Welsh equality by protecting, promoting and celebrating Welsh language and culture.</i></li> </ul>
<b>Employment concerns</b>	<b>9</b>	<b>5.3</b>	<ul style="list-style-type: none"> <li>- <i>Reliable support needs to be offered to anyone struggling with the effects of being treated with discrimination,. Especially with in the work place. People should be examined or tested on their biases and gives resources to combat them .</i></li> </ul>
<b>Accessibility</b>	<b>8</b>	<b>4.7</b>	<ul style="list-style-type: none"> <li>- <i>An accessibility plan to build and develop more accessible housing for disabled people and a road and pavements improvement plan to make the city accessible for disabled people and elderly</i></li> </ul>
<b>Poverty Comments</b>	<b>7</b>	<b>4.1</b>	<ul style="list-style-type: none"> <li>- <i>You want Cardiff to continue to be a child friendly city, but it is only child friendly to those who can afford to pay for things like soft play (avg £9), music classes (£15/hour), swimming (£30/month), etc. Childcare on average is £80/day. Ethnic minorities or people on low incomes can't afford these things! So, child friendly is really only for those who can afford it, not for everyone.</i></li> </ul>
<b>Transport / infrastructure concerns</b>	<b>7</b>	<b>4.1</b>	<ul style="list-style-type: none"> <li>- <i>Please improve transport</i></li> </ul>
<b>Cautious of positive discrimination</b>	<b>5</b>	<b>2.9</b>	<ul style="list-style-type: none"> <li>- <i>Strongly agree but this must still require the best qualified person to get the job.</i></li> </ul>
<b>Current council policy concerns</b>	<b>5</b>	<b>2.9</b>	<ul style="list-style-type: none"> <li>- <i>Wider representation in various positions</i></li> </ul>
<b>Strategy / Survey concerns</b>	<b>5</b>	<b>2.9</b>	<ul style="list-style-type: none"> <li>- <i>The surveys and consultations need to have an Easy Read version for people with a learning disability, OR have someone to explain it.</i></li> </ul>
<b>Agree in principle</b>	<b>5</b>	<b>1.9</b>	<ul style="list-style-type: none"> <li>- <i>An acknowledgement that delivering services is the most important thing and shouldn't be compromised by focusing too much on these aims, however, good they are.</i></li> </ul>
<b>Misc.</b>	<b>16</b>	<b>9.4</b>	<ul style="list-style-type: none"> <li>- <i>Health Care - 3 weeks to get a Dr's appointment - disgusting lack of NHS dentists and the £60 cost even if you have PIP / Pension Credit. Free checkup but then it ends. Used to be free!! Long wait for hospital appointments. Lack of care provision for</i></li> </ul>

			<i>the elderly and Health for those with disabilities or long term health issues.</i>
<b>Total</b>	<b>174</b>	<b>-</b>	

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

Is there something else you feel we should include as an area to focus on, to improve equality, diversity and inclusion in Cardiff?

<b>Theme</b>	<b>No</b>	<b>%</b>	<b>Example Comments</b>
<b>Suggested group</b>	<b>47</b>	<b>25.5</b>	<ul style="list-style-type: none"> <li>- <i>The elderly - they always seem to be bottom of any lists</i></li> <li>- <i>Focus on developing places and support for youths. Cardiff is becoming a dangerous area for young people especially again in the southern arc of the city. To reduce any inequalities you have to look at services available to young people especially in those areas and all young people not one group.</i></li> <li>- <i>Engage with minority communities. Find out what struggles they face. Overhaul services and redirect to those communities especially health.</i></li> <li>- <i>Women's issues - services that cater to women's specific needs such as pregnancy, menopause, menstruation, their need for safe space for their security and dignity</i></li> </ul>
<b>Health &amp; Wellbeing / Environment concerns</b>	<b>38</b>	<b>20.7</b>	<ul style="list-style-type: none"> <li>- <i>People need to be able to access services &amp; amenities close to home such as shops, healthcare, education &amp; employment. Also need to focus on improving the environment and air quality to ensure equality of health,</i></li> <li>- <i>More money spent in deprived areas not used for things like splash pads for wealthier children (Canton/Pontcanna) and removal of sports hall for poorer ones(Splott). Poorer communities are becoming angry and feeling neglected when things like this happen.</i></li> <li>- <i>Combating drug distribution Stop expanding the sale of electronic cigarettes to young people and children</i></li> <li>- <i>Social isolation especially elderly</i></li> </ul>
<b>Transport / infrastructure concerns</b>	<b>30</b>	<b>16.3</b>	<ul style="list-style-type: none"> <li>- <i>cost, Frequency and reliability of public transport in cardiff - Public transport is vital to reducing pollution, but also disproportionately used by people from deprived backgrounds. Public transport in the capital is shockingly poor at present, with no real commitment to improvement in the short term. A safe, reliable and efficient public transport system is</i></li> </ul>

			<p><i>essential to supporting equality and diversity, as it is to reducing pollution</i></p> <ul style="list-style-type: none"> <li>- <i>Frequent and reliable services in all areas of cardiff are vital bus for everyone to access all council / social service and easily access bus stops due to new cycle lane</i></li> <li>- <i>Transport - it is poor. Also you are making stupid decisions that are driving people away from the city centre which looks run down in parts.</i></li> </ul>
<b>Housing concerns</b>	<b>27</b>	<b>14.7</b>	<ul style="list-style-type: none"> <li>- <i>Not just affordable housing, but social housing is needed more than ever.</i></li> <li>- <i>Housing is a big problem in Cardiff</i></li> <li>- <i>Tackling the issue of the homeless, begging, open drug use and other criminality that have become a common feature of the city centre as well as the main shopping areas of the suburbs would have a marked impact on all of the above. Creating a community that people can be proud of will encourage and promote a sense of inclusion and bring people together with a common purpose. All the things referred to just highlight how broken our communities are, if this doesn't change at local level its not going to change in the wider arena. Give communities something to be proud of.</i></li> </ul>
<b>Accessibility</b>	<b>28</b>	<b>15.2</b>	<ul style="list-style-type: none"> <li>- <i>Cardiff is not accessible for the disabled. Many disabled parking spaces have been removed and the remainder are too far to walk for someone with mobility issues.</i></li> <li>- <i>Digital inclusion, elderly inclusion youth engagement accessibility in public spaces addressing systemic bias economic empowerment.</i></li> <li>- <i>Cardiff Bus have removed several routes affecting (detrimentally) access to health services, education etc....</i></li> </ul>
<b>Safety</b>	<b>19</b>	<b>10.3</b>	<ul style="list-style-type: none"> <li>- <i>Groups of boy's that hang around the shopping area in Llanrumney making women feel very vulnerable when walking past them and the smell of drugs that they are smoking</i></li> <li>- <i>Hate crimes, let people live their lives, manage ASBO, manage crime, manage drugs related issues, value for money against paid council tax</i></li> </ul>
<b>More information needed</b>	<b>17</b>	<b>9.2</b>	<ul style="list-style-type: none"> <li>- <i>All of these suggestions are great in theory but at what cost. Rates have jumped up this year so how is this going to all be costed? It feels like you're putting the cart in front of the horse. People need more detail to make an informed decision.</i></li> <li>- <i>Less lovely wording and more actual action... and not to fulfil data requirements but to effect change.</i></li> </ul>

<b>Poverty Comments</b>	<b>15</b>	<b>8.2</b>	<ul style="list-style-type: none"> <li>- Education for non mainstream pupil, more money to support FSM, low incomes in school</li> <li>- There could be more in this strategy about economic justice and how this can contribute to improved equalities outcomes - not just access to jobs but access to jobs that promote ED&amp;I more broadly, community wealth building, employee ownership, co-operative models etc. There's also not much in the document about access to arts and culture?</li> </ul>
<b>Waste of time/ money Focus on core activities</b>	<b>15</b>	<b>8.2</b>	<ul style="list-style-type: none"> <li>- Stop wasting our money on this woke nonsense</li> <li>- Do the basic services well across the city. Fill the potholes, mow the lawns, keep the libraries open. Stop the vanity projects. That's what the council is there to do. There is no gap in equality of opportunity and diversity and inclusion should not be forced.</li> </ul>
<b>Recognition Welsh / British population &amp; values</b>	<b>11</b>	<b>6.0</b>	<ul style="list-style-type: none"> <li>- White working class English speaking population have no assistance with any of the above</li> </ul>
<b>Employment concerns</b>	<b>11</b>	<b>6.0</b>	<ul style="list-style-type: none"> <li>- Less ethnic enclaves and an improved integration both in residential areas and workplaces</li> </ul>
<b>Cautious of the strategy / positive discrimination</b>	<b>11</b>	<b>6.0</b>	<ul style="list-style-type: none"> <li>- its been done before, NHS and other organisations. You just need tweaks and welcome applications, you are alienating people who feel we have an accepting community but feel a diversity push is too much</li> </ul>
<b>Education</b>	<b>10</b>	<b>5.4</b>	<ul style="list-style-type: none"> <li>- Guaranteed access to Welsh medium education</li> </ul>
<b>Support Women</b>	<b>11</b>	<b>6.0</b>	<ul style="list-style-type: none"> <li>- Women don't want men in their spaces regardless of how they are dressed or how they identify</li> </ul>
<b>Support marginalised Trans, LGBTQ+ community</b>	<b>7</b>	<b>3.8</b>	<ul style="list-style-type: none"> <li>- A specific area focused on Transgender individuals due to how high profile this equality issue actually is. By embedding it within other areas it does not show that Cardiff are taking a stand in protecting their citizens rights as it can be easily forgotten/ignored within another area. Cardiff needs to make an active decision to show that we are committed to providing an equal and safe environment for all transgender people, and more widely people who identify as LGBTQ+</li> </ul>
<b>Current council policy concerns</b>	<b>7</b>	<b>3.8</b>	<ul style="list-style-type: none"> <li>- Cardiff is rich in the arts, but the focus of the council is once again focused on Creative Industries ( chasing the money) and not the value of the arts in everyday life and how it aids the cognitive growth of young people. Once again it is no accident that the more prosperous areas have people who live longer. They can afford the price of a theatre ticket and the taxi there and back they can afford the flute and dance classes. many can't. As a capital city Cardiff</li> </ul>

			<i>should be embracing the richness that comes with its diversity and history. Instead it looks at how best to market it to the outside world. History will view this as cultural waste.</i>
<b>Concerns of racism</b>	<b>4</b>	<b>2.2</b>	- <i>The price of rent is very expensive, [there is] inequality and nationalities are racist</i>
<b>Misc.</b>	<b>16</b>	<b>8.7</b>	- <i>The right of protest should be protected and supported in Cardiff to ensure communities have their voice</i>
<b>Total</b>	<b>184</b>	<b>-</b>	

*Note: Respondents could leave multiple comments, therefore total may exceed 100%*

The issues which are most important FOR CARDIFF – Southern Arc / Rest of Cardiff split

RANKING comparison, from most chosen priority to least chosen.

This shows where there is consistency of ranking position (highlighted in blue), small variation (white), or greater difference (yellow).

**Priorities For CARDIFF (rank), by Southern Arc / Rest of Cardiff:**

Most important FOR CARDIFF	Overall (Base:683)	Southern Arc (Base:201)	Rest of Cardiff (Base:247)
Health	1	2	1
Education	2	1	2
Housing	3	3	3
Transport	4	4	4
Safety	5	5	5
Employment & Progression	6	6	7
Community Cohesion	7	7	6
Access to services	8	8	8
Physical Environment	9	9	9
Other (please specify)	10	10	10

**Priorities For CARDIFF (%), by Southern Arc / Rest of Cardiff:**

Most important FOR CARDIFF	Overall (Base:683)	Southern Arc (Base:201)	Rest of Cardiff (Base:247)
Health	44.5	39.3	47.0
Education	41.9	42.8	39.7
Housing	34.8	38.3	33.6
Transport	29.1	30.3	33.6
Safety	28.4	29.9	27.9
Employment & Progression	28.3	28.9	23.1
Community Cohesion	25.2	25.9	23.5
Access to services	20.5	18.4	21.9
Physical Environment	12.9	10.9	14.6
Other (please specify)	3.8	4.5	4.0
<b>Sum of %:</b>	269.4	269.2	268.8

Note: Respondents could select up to 3 options, therefore totals exceed 100%