



Coventry City Council

Equality Impact Assessment Report

1st April 2024 – 31st March 2025



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Foreword



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Cabinet Member for Policing & Equalities

I am delighted to share this Equality Impact Assessment Report for 2024-2025, which shows some of the work that we've been doing over the past year to make Coventry City Council a more inclusive, diverse and equitable organisation. The report also demonstrates the Council's commitment to meeting its obligations under the Public Sector Equality Duty.

Coventry is a city with a rich heritage – a city that is proud to be diverse, proud to be multi-cultural and welcoming to all. We must ensure that as an organisation, we continue to advance our efforts on diversity and inclusion so that we can meet the needs of all the communities that make up our wonderful city. Our Equality Impact Assessment process is an invaluable tool for us as we work towards this aim.

As Deputy Leader and Cabinet Member with lead responsibility for diversity and inclusion – I am committed to ensuring this work continues to progress at pace and that we deliver actions that match our ambitions for the Council to become a lead public sector organisation in this area.

Contents Page:

| | |
|---------|---|
| Page 4 | Introduction |
| Page 5 | Coventry as a Marmot City |
| Page 5 | Digital Inclusion |
| Page 6 | Care Experienced |
| Page 6 | Equality Impact Assessment Training |
| Page 6 | Equality Impact Assessments completed 2024/25 |
| Page 8 | Visual summary of EIA outcomes 2024/25 |
| Page 12 | Equality Impact Assessment Analysis |
| Page 12 | Summary of EIA's by Protected Characteristics |
| Page 17 | Visual summary of the results of Budget Setting 2025-2026 and One Coventry Approach Proposal EIAs |
| Page 18 | Budget Equality Impact Assessment Analysis |
| Page 19 | Changes to the Equality Impact Assessment Process |

1.0 Introduction

The Equality Act 2010 contains the Public Sector Equality Duty, also called the general duty. This general duty means the Council must have 'due regard' to the need to:

- eliminate unlawful discrimination, harassment and victimisation.
- advance equality of opportunity between different groups; and
- foster good relations between different groups.

An Equality Impact Assessment (EIA) is a tool to ensure that we consider the effect of the Council's decision-making processes on different groups of people with protected characteristics (see figure 1 below). In Coventry we have also prioritised additional characteristics for consideration as part of the EIA process.

Protected Characteristics identified in the Equality Act 2010

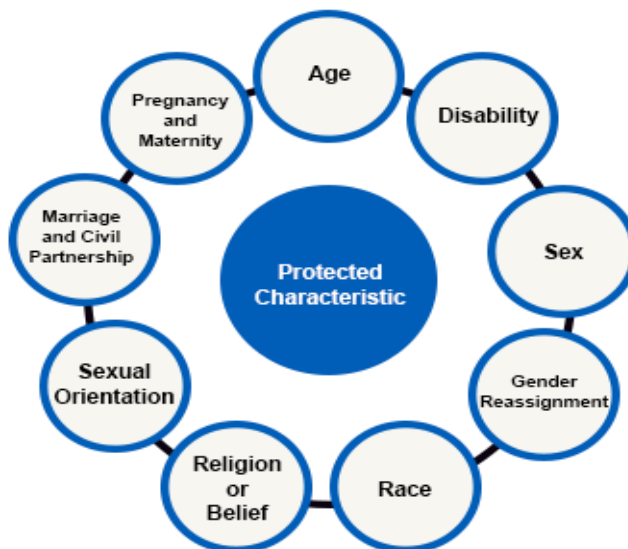


Figure 1

An EIA shows how equality information and data relating to a policy/project/review has been used to understand the potential impact that the policy/project/review will have on people with protected characteristics.

The EIA process is an evidence base to show how the Council is paying due regard to the requirements of the general duty under the Public Sector Equality Duty.

An EIA should be carried out at the earliest opportunity in the following instances:

- Developing new:
 - Strategies / Policies
 - Guidelines
 - Services / Functions
 - Projects

➤ Reviewing:

- Existing Strategies / Policies
- Existing Guidelines
- Existing Services / Functions

This report is split into 2 parts and summarises:

- **Part 1:** Operational EIAs undertaken by the Council between 1st April 2024 and 31st March 2025, providing analysis of the equalities impact identified on different groups.
- **Part 2:** Specific EIAs undertaken by the Council during the budget setting process for 2025-2026 and the One Coventry proposal EIAs

2.0 Coventry as a Marmot City

In 2019, Coventry City Council, in collaboration with other statutory organisations, introduced a requirement to consider the impact of decisions on health inequalities. This initiative stems from the city's commitment to maintaining its status as a 'Marmot City', dedicated to addressing and reducing health disparities.

Council decisions can significantly influence the well-being of Coventry residents. Often, any adverse effects are disproportionately experienced by individuals in lower socio-economic groups, thereby exacerbating existing inequalities. It is therefore essential that potential negative impacts on these populations are identified and, where possible, mitigated.

3.0 Digital Inclusion

In 2023, Coventry City Council introduced the requirement to consider Digital Inclusion as part of the Equality Impact Assessment (EIA) process. This reflects the growing importance and urgency of digital literacy across all sectors of society.

By embedding Digital Inclusion within the EIA framework, the Council seeks to ensure that all protected and vulnerable groups—including those affected by unemployment, homelessness, and low educational attainment—have equitable access to Council services. This approach supports the Council's commitment to reducing digital exclusion and promoting fairness in service delivery.

4.0 Care Experienced

Part way through the operational year 2024-25, Coventry City Council formally adopted an additional group "**Care Experienced**" for consideration within the EIA process. 'Care-Experienced' refers to any Care Leaver (as defined by The Children (Leaving Care) Act 2000), namely someone who has been in the care of Coventry City Council for a period of 13 weeks or more spanning their 16th birthday.

Adding care experienced will allow Coventry City Council to ensure the unique experiences and needs of care experienced individuals are considered at policy level. By identifying the proportion of

care experienced individuals who access our services, we can gain a more accurate understanding of the reach and impact of our initiatives and that of our partners.

5.0 Equality Impact Assessment Training

The primary source of training for the EIA process has been the provision of online webinars. Please click on the link below to view the webinars:

[https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-\(EIA\).aspx](https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx)

In addition to delivering webinars, the team also provided tailored training sessions to individual staff members or departments, as required. The training sessions were held online or face to face and covered the following:

- The equality legislation -Including the Equality Duty 2010 and The Public Sector Duty
- The role of Council services in improving equality and diversity in service provision
- Benefits of completing EIA's
- Step by step guide to completing EIA's
- Health Inequalities
- Digital Inclusion

6.0 Equality Impact Assessments completed during 2024/25

Between 1st April 2024 and 31st March 2025, Coventry City Council completed **72** Equality Impact Assessments, of which:

- 3 were internally focused (carried out by the People Directorate in relation to internal Council processes and/or structures)
- 42 were related to service provision
- 21 were for the 2025 / 2026 budget setting process
- 6 were for the One Coventry Services proposals

Part 1

Equality Impact Assessments 2024-25

7.0 Visual summary of the outcomes of Equality Impact Assessments – 1st April 2024 to 31st March 2025

Table 1 below presents the outcomes of 45 Equality Impact Assessments distinguishing between internal-only EIAs and external EIAs related to service provision.

Green Box shows a positive impact; **Red Box** shows a negative impact; and **Orange** shows both positive & negative impacts.

n/a refers to an EIA completed prior to the introduction of the 'Care-Experienced' category

| | Protected / Additional Groups | | | | | | | | | | | |
|---|-------------------------------|----------------|------------|------------|------------------------|-------------------------------|------|---------------------------|-----|-----------------------|---------------------|-----------------|
| | Age 0 – 18 | Age 19 – 64 | Age 65+ | Disability | Gender Reassignment | Pregnancy and Maternity | Race | Religion and Belief | Sex | Sexual Orientation | Care Experienced | Internal EIA |
| Asda Roundabout and London Road South – Abbey Road to Toll Bar End | | | | | | | | | | | | |
| CovConnects Mifi units within Device Bank | | | | | | | | | | | | |
| Holiday Activities and Food Programme Booking System | | | | | | | | | | | n/a | |
| Integrated Community equipment services – Infection control and decontamination of medical devices policy | | | | | | | | | | | n/a | |
| Coventry Youth Justice Plan – 2023 – 2025 Strategy – Update 2024 | | | | | | | | | | | n/a | |
| Digital Change and Quality Assurance | | | | | | | | | | | | |

| | Protected / Additional Groups | | | | | | | | | | | |
|---|-------------------------------|----------------|------------|------------|------------------------|-------------------------------|------|---------------------------|-----|-----------------------|---------------------|-----------------|
| | Age 0 – 18 | Age 19 – 64 | Age 65+ | Disability | Gender Reassignment | Pregnancy and Maternity | Race | Religion and Belief | Sex | Sexual Orientation | Care Experienced | Internal EIA |
| Complaints Policy | | | | | | | | | | | | |
| Coventry Care Facilities JV Project – Walsgrave Road | | | | | | | | | | | | |
| Indoor Sports Facilities Strategy 2024 | | | | | | | | | | | | |
| Coventry HRDC | | | | | | | | | | | | |
| Supported Temporary Accommodation Expansion | | | | | | | | | | | n/a | |
| Edgewick Park PSPO 2025 | | | | | | | | | | | | |
| Our Coventry Programme | | | | | | | | | | | | |
| Health Access Refugee Programme | | | | | | | | | | | n/a | |
| Proposed New Equality Objectives – 2025 / 2028 | | | | | | | | | | | | |
| PFI Street Lighting LED Upgrade | | | | | | | | | | | n/a | |
| Coventry Very Light Rail Showcase | | | | | | | | | | | | |
| Regulation and Communities Enforcement Policy | | | | | | | | | | | n/a | |
| Binley Road Cycleway – Clifford Bridge Road Section | | | | | | | | | | | n/a | |
| Performance Planning | | | | | | | | | | | | |
| Recruitment Restructure | | | | | | | | | | | | |

| | Protected / Additional Groups | | | | | | | | | | | |
|---|-------------------------------|----------------|------------|------------|------------------------|-------------------------------|------|----------------------------|-----|-----------------------|---------------------|-----------------|
| | Age 0 – 18 | Age 19 – 64 | Age 65+ | Disability | Gender Reassignment | Pregnancy and Maternity | Race | Religio n and Belief | Sex | Sexual Orientation | Care Experienced | Internal EIA |
| Procurement of early intervention and substance misuse service for young people | | | | | | | | | | | n/a | |
| Recommission of Carers Support Services | | | | | | | | | | | n/a | |
| Blue Ribbon Island Scheme | | | | | | | | | | | n/a | |
| Market Position Statement | | | | | | | | | | | n/a | |
| Family Hub and Start for Life Grant – Dad's | | | | | | | | | | | n/a | |
| CovConnects Map | | | | | | | | | | | n/a | |
| London Road North Cycleway | | | | | | | | | | | n/a | |
| Review of current Envirocrime fixed penalty fines | | | | | | | | | | | n/a | |
| Electric Vehicle Charging Infrastructure Strategy | | | | | | | | | | | n/a | |
| Disclosure and Barring Service Policy | | | | | | | | | | | | |
| Fostering Medicals | | | | | | | | | | | | |
| Housing Assistance Policy – Disabled Facilities Grants | | | | | | | | | | | | |
| Community Safety Team Change Proposal | | | | | | | | | | | | |
| Asset Management Strategy | | | | | | | | | | | | |
| Recommissioning of Long – Term Home Support | | | | | | | | | | | n/a | |
| Festival Of Christmas | | | | | | | | | | | | |

| | Protected / Additional Groups | | | | | | | | | | | |
|--|-------------------------------|----------------|------------|------------|------------------------|-------------------------------|------|----------------------------|-----|-----------------------|---------------------|-----------------|
| | Age 0 – 18 | Age 19 – 64 | Age 65+ | Disability | Gender Reassignment | Pregnancy and Maternity | Race | Religio n and Belief | Sex | Sexual Orientation | Care Experienced | Internal EIA |
| Develop Coventry's Offer of Speech Language and Communication | | | | | | | | | | | | |
| Review of Gambling Act 2005 - Policy | | | | | | | | | | | n/a | |
| Research Governance Policy | | | | | | | | | | | | |
| Coventry Local Plan Review – Proposed Submission (Regulation 19) | | | | | | | | | | | n/a | |
| Go Walks Project | | | | | | | | | | | n/a | |
| Supporting people with TB and HIV Services | | | | | | | | | | | n/a | |
| Creation on City wide Public Spaces Protection Order (PSPO) 2024 | | | | | | | | | | | n/a | |

7.1 Analysis of Outcomes

As shown in figure 2, between 1st April 2024 and 31st March 2025, Coventry City Council completed 45 Equality Impact Assessments, of which 3 were internally focused and 43 related to service provision.

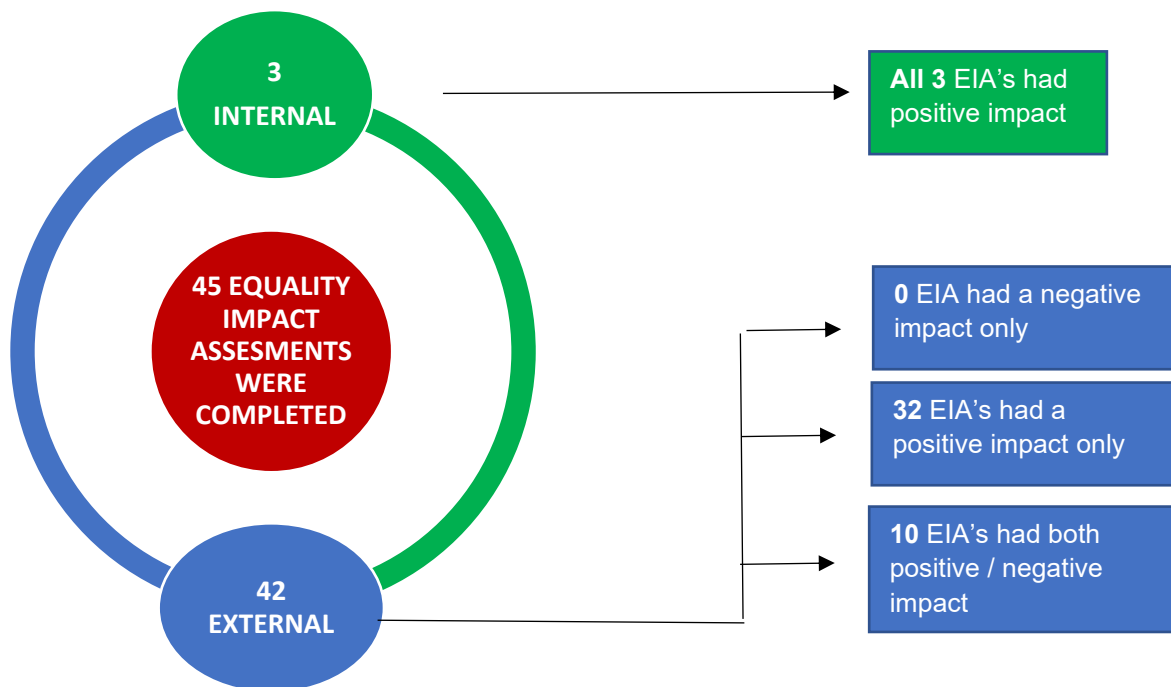


Figure 2

As illustrated in Figure 2, 32 out of the 42 externally focused Equality Impact Assessments (EIAs), along with all 3 internally focused EIAs, identified a positive impact as the outcome of the assessment. This indicates that the proposed changes outlined in these EIAs are expected to have a beneficial effect on protected and additional groups.

The remaining 10 EIA's identified both positive and negative impacts. In these instances, the proposals would potentially have both positive and negative impacts on the protected characteristics (for example, where services have been digitised this has resulted in positive impacts for many groups but sometimes negative impacts for older age groups and disabled people).

There were no EIAs which identified negative impact as the overall outcome of the assessment.

This analysis shows that due regard to equality has been paid in the development or review of new policies, strategies and services. However, please note in some cases data was not always available for all the protected characteristics and additional groups - therefore the analysis contained within EIAs may not have been fully comprehensive. In these cases, actions were set in the EIA to collect and analyse relevant data moving forward.

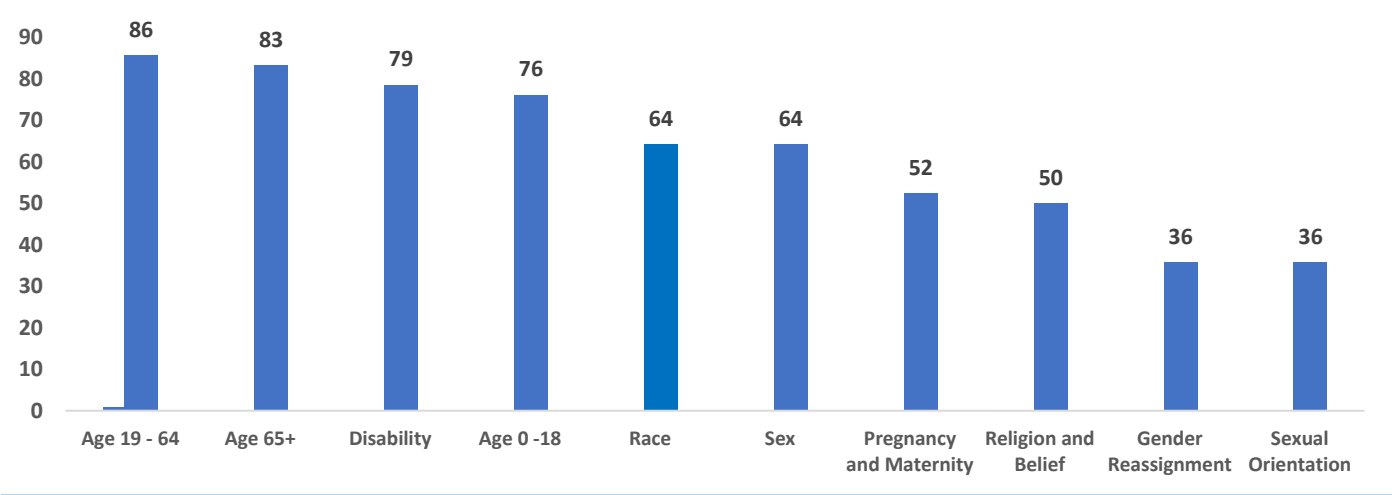
7.2 Summary of EIA's by Protected Characteristics as a % from EIAs received

Detailed analysis has been carried out on the potential impact on different groups, identifying those that experienced the most negative impact, the most positive impact, or no impact at all. The impact has been illustrated below.

7.2.1 Positive Impact

Of the 42 external EIA’s relating to service provision completed this financial year, the most positively impacted protected characteristic is **Age 19 – 64**, age 65, followed by **Disability**. See Figure 3.

Figure 3 – Positive Impact as an % by Protected Characteristics



Examples of positive impact have included:

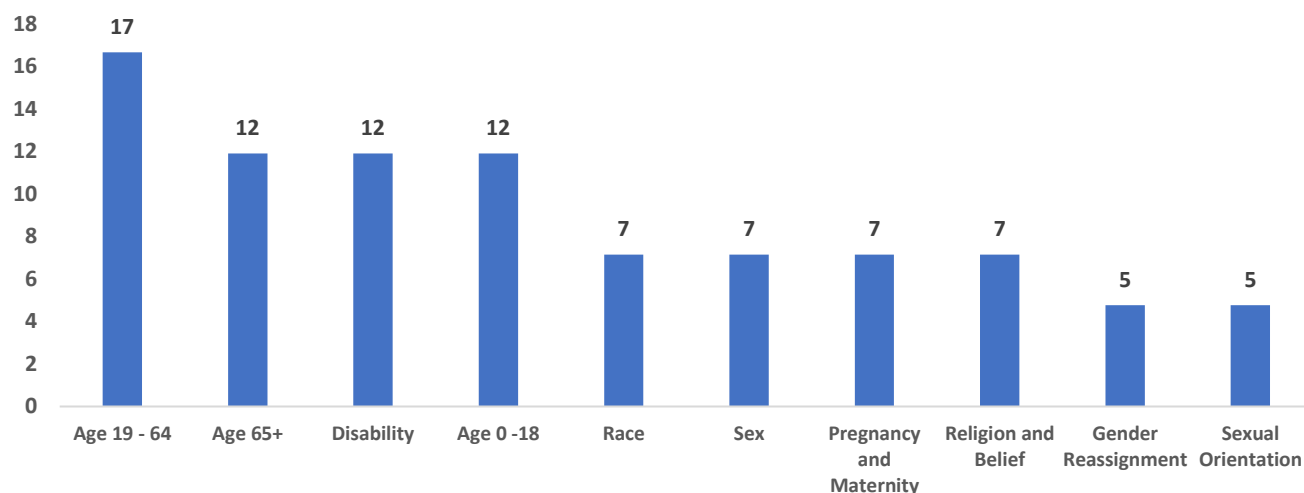
EIA: CovConnects Map: Bespoke conversations with venues present on the #CovConnects Map such as Libraries and Family Hubs will occur, regarding how best to support residents who don't have immediate access to the internet to access the Map in meaningful ways. Additionally, physical printouts showcasing the Map will be made and distributed to venues.

EIA: London Road Cycleway: People aged 19-64 will be encouraged to cycle or walk using the segregated cycleway and footpaths which can make them feel safer and less vulnerable to vehicles. This can also influence them to be more confident and independent when it comes to travelling to the nearest supermarket or round the community as well as having the need to commute.

7.2.2 Positive and Negative Impact

Among the 43 external EIAs related to service provision completed this financial year, the protected characteristic most significantly impacted, both positively and negatively, is Age (19-64 and 65+), followed by disability. See Figure 4.

Figure 4 – Positive and Negative Impact as an % by Protected Characteristics



Examples of both positive and negative impact are:

EIA: Electric Vehicle Charging Infrastructure Strategy:

Positive impact examples on particular groups of the Electric vehicle Charging Infrastructure strategy:

- Electric cars have no tailpipe emissions, although they do still emit particulate matter from tyre and brake wear. (*Impact on all Age groups, Pregnancy and Maternity, Disability*).
- By increasing the usage of electric vehicles, this will allow these groups to have a cleaner environment with fewer pollutants, enjoy outdoor space and be able to enjoy a healthier lifestyle.
- Most electric cars are automatic, which can improve the driving experience for those who may struggle to change gears (*Impact on Disability, 65+*)
- PAS 1899 was published in 2022 to provide best practice on ensuring that charge point installations are accessible for all drivers. CCC will look to follow all best practice guidance and encourages all private charge point installers to do the same. (*Impact on Disability*)
- By installing more chargepoints, there is a greater chance of them being located closer to their properties making it easier to travel between charge point and home. (*Impact on Disability*)

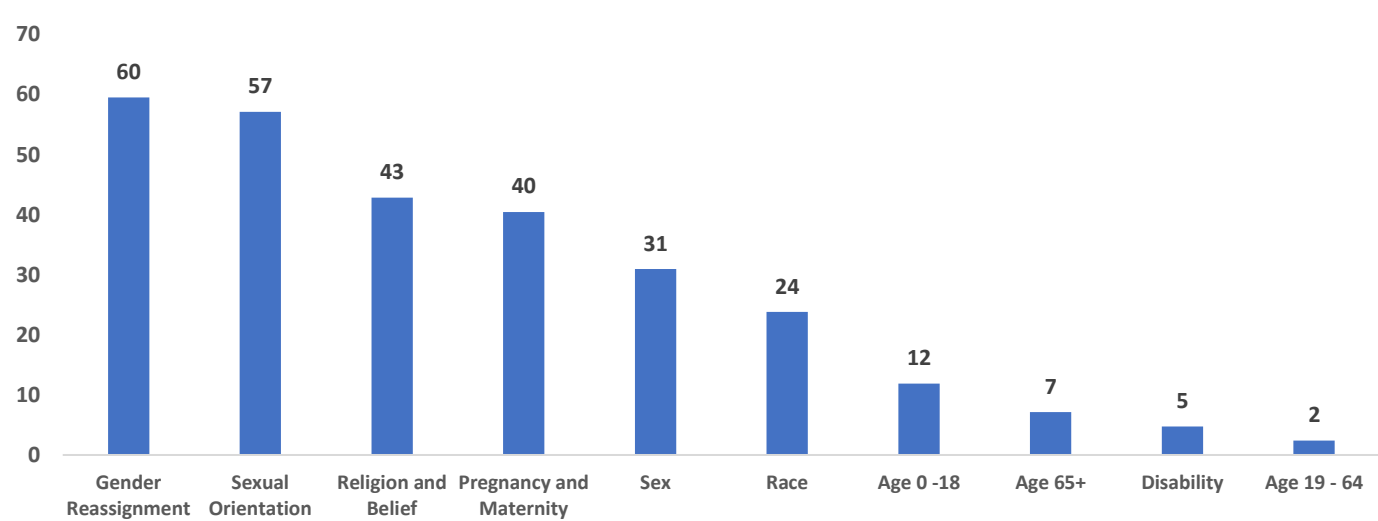
Negative impact examples of the Electric vehicle Charging Infrastructure strategy:

- For charge points installed on residential roads, people with mobility issues may struggle to walk a longer distance back to their property (*Impact on Disability*)
- For charge points in regular sized on-street parking bays, wheelchairs users could struggle to navigate to the charge point if there are kerbs or other cars parked in the neighbouring spaces. (*Impact on Disability*)

7.2.3 No Impact

Figure 5 highlights that marriage and civil partnership followed by gender reassignment, sexual orientation and religion were the least impacted protected characteristic.

Figure 5 – No Impact as an % by Protected Characteristics



There are several reason why protected characteristics might not be impacted such as:

- 1. **Relevance to the Policy or Practice:** Not all policies or practices will affect every protected characteristic. For example, a policy related to physical accessibility might primarily impact individuals with disabilities.
- 2. **Scope of the Assessment:** The scope of the EIA might be limited to specific areas, meaning some characteristics might not be relevant to the assessment.
- 3. **Data Availability:** There might be insufficient data on certain protected characteristics, making it difficult to assess their impact accurately

Part 2

Specific EIAs for Budget-Setting 2025-2026 and the One Coventry Proposal EIAs

8.0 Visual summary of the outcomes of EIAs on the Budget proposals 2025 / 2026 and One Coventry Services proposals

Table 2 below presents the outcomes of 27 EIA's completed.

| | Impact Type | | | |
|--|-----------------|-----------------|-----------------------------------|----------------|
| | Positive Impact | Negative Impact | Both Positive and Negative Impact | Impact Unknown |
| Market Management | | ✓ | | |
| Service changes, improvement and staffing efficiency | | | ✓ | |
| Redesign and restructure of service to reduce cost through rationalisation of senior managers | | | | ✓ |
| Opportunities to streamline early help and prevention services but also focus on intervention in families' lives being at lowest possible levels | | | ✓ | |
| Planned withdrawal from services upon the cessation of grant funded projects with drawn up exit plans | | ✓ | | |
| Strengthened processes around children coming into care, placement decisions and funding | ✓ | | | |
| Continued challenge of partners to provide equitable contributions including for care packages | | | | ✓ |
| Seek to maximise digital opportunities | | | | ✓ |
| Senior Management capacity | | | ✓ | |
| Bereavement Services | | ✓ | | |
| Cultural Services internal provision | | | | ✓ |
| Climate Change and Sustainability | | ✓ | | |
| Election Efficiencies | | | | ✓ |
| Redesign of Council Tax Support Scheme 2025 / 2026 | | | ✓ | |
| Finance Discretionary payments | | ✓ | | |
| War Memorial Park Car Park price increase | | ✓ | | |
| Budget Reduction - City Events | | ✓ | | |
| Parks & Open Spaces | | ✓ | | |
| Reduction in Street Cleaning | | ✓ | | |
| Charging Schedule 2 Waste Disposal | | ✓ | | |
| Your Coventry – Printed Magazine | | | ✓ | |
| One Coventry Services EIAs | | | | |

| | | | | |
|-------------------------------------|--|---|---|--|
| Bell Green Library Services | | ✓ | | |
| Coundon Library Services | | ✓ | | |
| Dover Street | | | ✓ | |
| Holbrooks Library Services | | ✓ | | |
| Relocation of Pathways Family Hub | | | ✓ | |
| Relocation Of Moat House Family Hub | | | ✓ | |

8.1 Analysis of Outcomes

As shown in table 2, this year budget setting and One Coventry Approach process involved 27 proposals

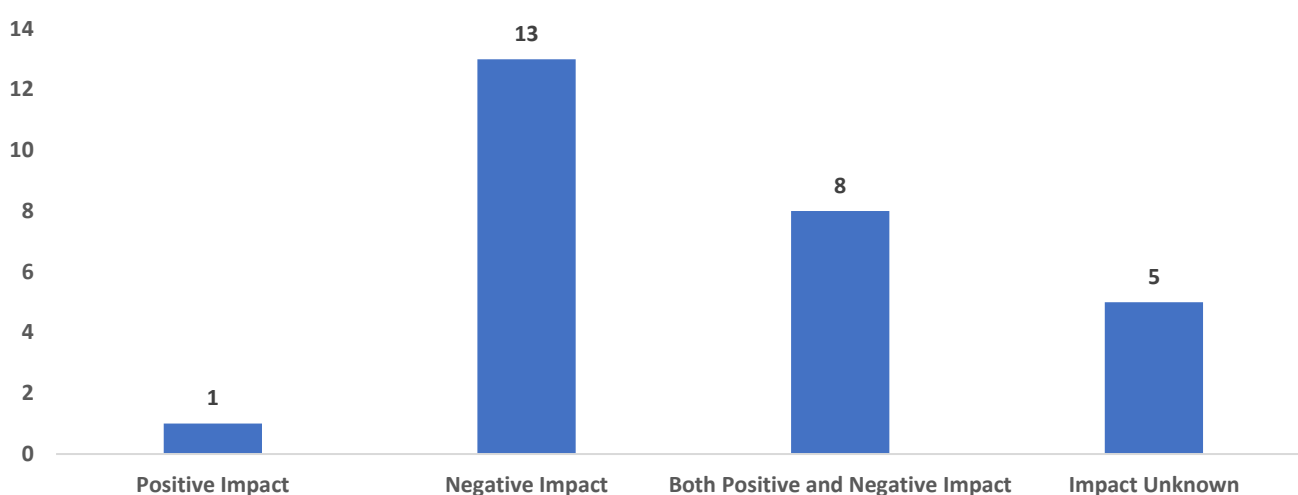


Figure 6 highlights that 13 of the 27 Equality Impact Assessments (EIAs) identified disproportionately negative impacts of the budget proposals.

Of the 27 proposals reviewed, one identified a positive impact, while eight indicated that the impact was unknown. This uncertainty is likely due to a lack of sufficient data regarding how different groups might be affected by the proposals. Without comprehensive and disaggregated data, accurately predicting the potential impacts during the assessment phase can be challenging. In some cases, the full extent of the impact only becomes evident after implementation, as unanticipated effects may emerge that were not foreseeable during the initial evaluation.

Additionally, 5 of the 21 EIAs identified both positive and negative impacts. The EIA process ensured that any negative impact was mitigated and monitored.

9.0 Changes to the Equality Impact Process

Coventry City Council is committed to continually improving the Equality Impact Assessment (EIA) process. From April 2025, the following changes will be implemented:

- **Inclusion of Additional Groups:** The EIA process will now consider the armed forces.
- **Enhanced Guidance:** The EIA guidance will be strengthened to ensure users can incorporate impacts of digital inclusion within both the protected group table and the additional groups table.
- **Re-introduction** of face-to-face training sessions