Coventry City Council

Equality Impact Assessment Report

1st April 2023 – 31st March 2024

https://www.coventry.gov.uk/equality

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1.0 Introduction

The Equality Act 2010 includes the Public Sector Equality Duty, this duty requires public bodies to place equality at the heart of everything they do to meet the needs of those across all protected characteristics.

Coventry City Council is fully committed to ensuring a fair and equal service is provided to all, whether it is a service that is provided to Coventry citizens or to its employees in the context of its role as an employer. To ensure an equal service is provided, the Council makes effective use of the Equality Impact Assessment (EIA) tool.

The Equality Impact Assessment (EIA) tool ensures that the Council is paying due regard to the requirements of the general duty under the Public Sector Equality Duty. This has been done by considering the effect that existing / new policies, practices and decisions will have on the different groups protected (see figure 1) from discrimination as defined within the Equality Act 2010.

This report summarises:

1. The EIA's that were undertaken by the Council between **1st April 2023** to **31st March 2024** and provides analysis of the equalities impact identified in those EIAs on protected groups.
2. The EIA's that were undertaken by the Council during the budget setting process for 2024-2025

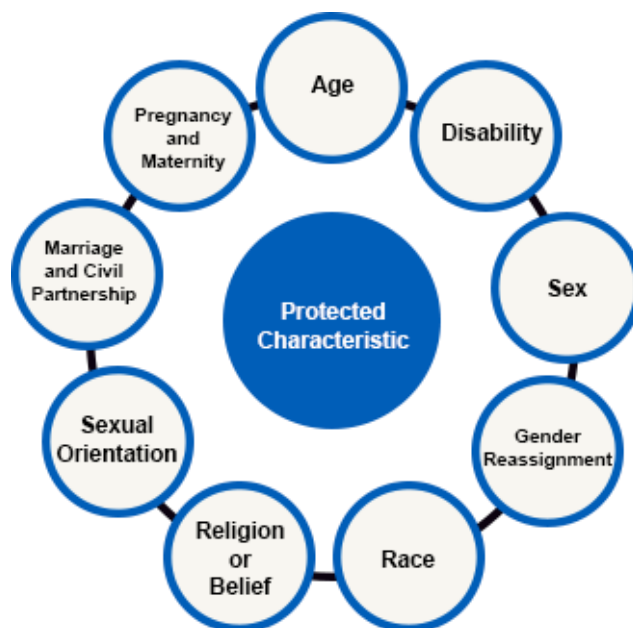## Protected Characteristics identified in the Equality Act 2010

Figure 1

2.0 Coventry as a Marmot City

The requirement to consider the **impact on health inequalities in the city** was introduced in 2016 because of the commitment made by Coventry City Council and other statutory organisations to maintain the city status as a '**Marmot City**' to work together to reduce health inequalities.

Decisions made by the Council have the potential to impact significantly on the lives of Coventry residents, and often any negative impact is felt most by those in the lowest socio-economic groups, therefore contributing to increasing inequalities. It is therefore important that negative impact is recognised and mitigated against where possible for these groups.

Therefore, in addition to the protected characteristics above, as part of the EIA process Coventry City Council have included questions relating to Heath Inequalities.

3.0 Digital Inclusion

The requirement to consider Digital Inclusion within the Equality Impact Assessment process was made in 2023. Digital literacy in all sectors of society is becoming more important and urgent.

As the internet becomes increasingly embedded in the lives of individuals, communities and commerce, it is more critical than ever before to ensure digital literacy for everyone. The wide gap between those who have easy access to the internet and those who do not, popularly known as the "digital divide", is more important than ever.

By incorporating Digital Inclusion within the form Coventry City Council is ensuring all protected groups and vulnerable groups such as unemployment, homelessness, level of educational qualification etc have equal access to the services provided by the Council.

4.0 Equality Impact Assessment Training

This year, Coventry City Council created online webinars to support the completion of the Equality Impact Assessment form. Please click on the link below to view the webinars:
https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx

Alongside the webinars, the team has provided bespoke training sessions to departments or individuals as and when 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 teams 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

5.0 Changes to the Equality Impact Process

Coventry City Council are committed to continually improve the Equality Impact Assessment process, this year we have made the following changes

- Launched the new online equality impact assessment form.
- Created webinars to support completion of the new form.
- Created a bespoke Budget Setting EIA form.

6.0 Visual summary of the results of Equality Impact Assessments – 1st April 2023 to 31st March 2024

The table below shows the outcomes of the EIAs carried out during 23-24.

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

	Protected Characteristics											
	Age 0-18	Age 19-64	Age 65+	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation	Internal
Agreed Syllabus – Religious Education	Green	Green	Green			Green	Green	Green	Green			
University of Warwick Campus Development Framework Masterplan – Supplementary Planning document	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	
Drug and Alcohol Strategy	Green	Green	Green	Green			Green	Green	Green		Green	
Culture Sports, Events and Destination Review	Green	Green	Green					Green		Green		
London Road, Abbey Road Cycleway	Green	Green	Green				Green				Green	
Palmer Lane Deculverting and Public Realm Improvements	Green	Green	Green				Green	Green				
Coventry Carers Action Plan	Green	Green	Green						Green	Green		
Coventry Parenting Strategy Refresh	Green	Green	Green			Green	Green	Green		Green		
Community Learning Curriculum Review		Orange	Orange	Orange				Green		Orange		
Coventry Funeral Director Service		Green	Green	Orange								
Domestic Retrofit Schemes 23 – 26	Green	Green	Green	Green			Green	Green			Green	
Adult Education Services Fees Strategy 2023 / 24		Orange	Orange	Orange					Orange			
Welfare Support Loan												Green

	Protected Characteristics											
	Age 0-18	Age 19-64	Age 65+	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation	Internal
Accelerating Refund Fund		G	G	G				G	G			
Deferred Payment Scheme		O	O	G								
Restructure of the Surveying Team												G
Move On – Amending the Process	G	G	G	G		G	G	G		G		
Adult Social Care Community Alternatives	O	O	O	O			O	O	G			
Coventry City Council Youth Justice Strategy and Plan Update	G			G			G	G	G	G	G	
WM Gigapark	G	G	G					G				
UK Shared Prosperity Fund – Lot 3 – Community, Place, People and Skills	G	G		G				G		G		
Health and Wellbeing Strategy	G	G	O	G	G		G	O	G	G	G	
City Centre Traffic Improvements – Trinity Street Loop	G	G	O	O			G			G		
City Centre Traffic Management Plan – Phase 1a 0 High Street Loop	O	O	O	O	O		O	O	O	O	O	
City Centre PSPO	O	O	O	G			G					
West Midlands Fostering Framework 2024	G	G		G			G	G	G	G		
Integration Services for Newly Arrived Communities	G	G	G	G			G	G	G	G		
Workforce EDI Policy 2023												G
Strategic Energy Partner Procurement	G	G	G	G				G		G		

	Protected Characteristics											
	Age 0-18	Age 19-64	Age 65+	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation	Internal
Dignity at work Policy												▊
Out of Hours Contract	▊	▊	▊	▊				▊	▊	▊	▊	
Start for life Digital Front door	▊	▊	▊				▊	▊				
Local Plan Review Issues and Options	▊	▊	▊					▊				
Procurement of Mental Health Support		▊	▊	▊	▊		▊			▊	▊	
Residential Childrens Homes Strategy	▊	▊		▊	▊			▊	▊	▊	▊	
Accidents, Incidents and Near Miss Reporting	▊	▊	▊	▊	▊			▊	▊	▊	▊	

7.0 Equality Impact Assessment Analysis

As shown below, in figure 2, between 1st April 2023 and 31st March 2024, Coventry City Council completed **37 Equality Impact Assessments,** of which 4 were internally focused EIA's and 33 were external EIA's relating to service provision.

Figure 2

4 INTERNAL

All 4 EIA's had positive impact

36 EQUALITY IMPACT ASSESMENTS WERE COMPLETED

32 EXTERNAL

0 EIA had a negative impact only

23 EIA's had a positive impact only

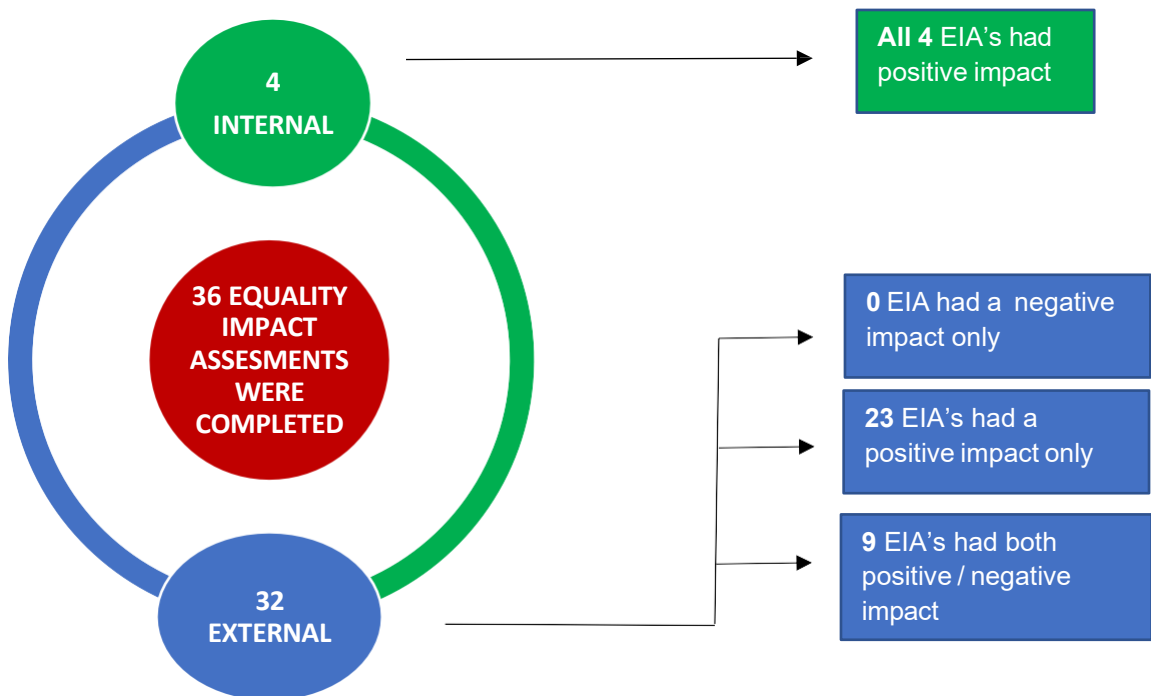**9** EIA's had both positive / negative impact

Figure 2, highlights 23 of the 36 external relating EIA's completed and all 4 internally focussed EIA's, positively impacted the protected groups. This means a positive **impact for** protected groups would be achieved by reshaping the service to target resources more effectively.

The remaining 10 EIA's identified both positive and negative impacts. This means re-shaping and re-thinking services often achieves 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.

This analysis shows that due regard to equality has been paid in the development/ review of new polices, strategies and services.

However, please note in some cases, data is not always available for all the protected characteristics / socio-economic groups - therefore the EIAs may not provide a comprehensive analysis.

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

A further analysis was undertaken to identify which protected characteristics were impacted the most negatively, positively or if they faced no impact. The impact has been illustrated below.

36 of the 37 EIA's completed this financial year experienced positive impact. The most positively impacted protected characteristic is age 19 – 64, disability followed by race. See Figure 3.

Figure 3 – Positive Impact as an % by Protected Characteristics
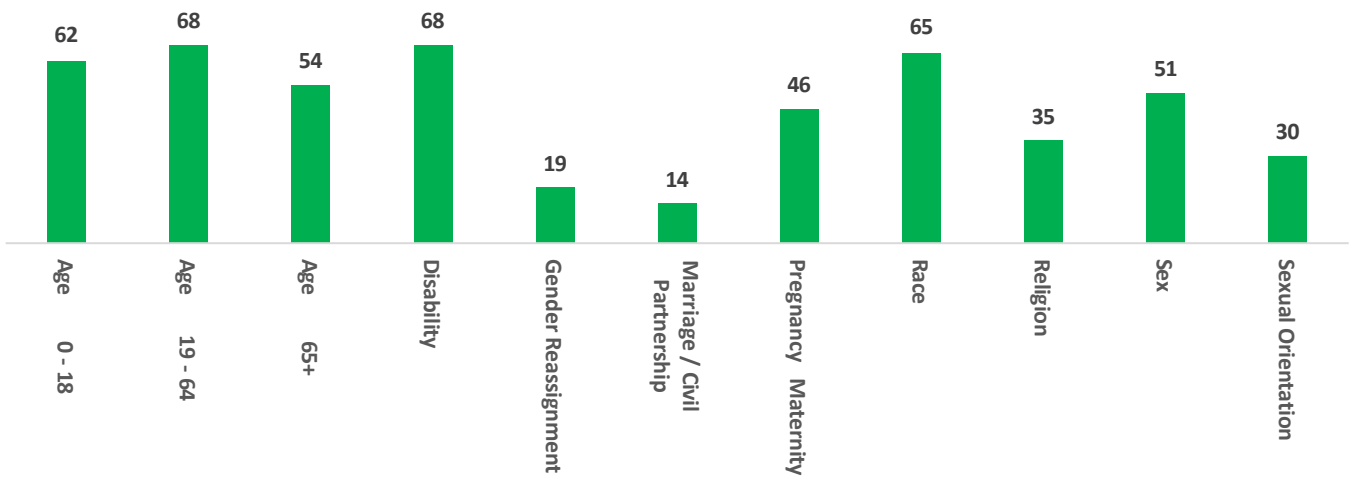
10 protected characteristics, experienced both a negative and positive impact. The EIA process ensured that any negative impact was mitigated and monitored. See Figure 4.

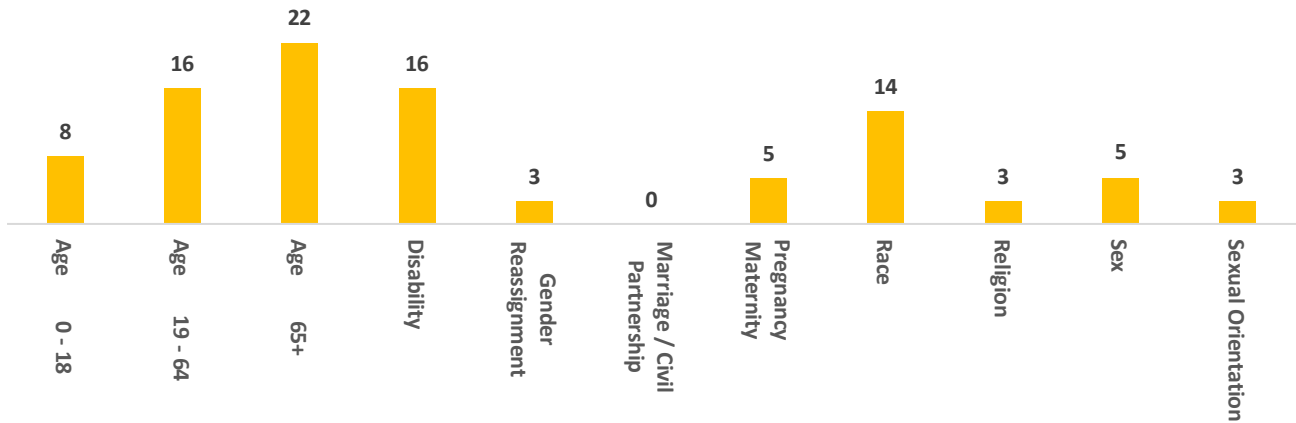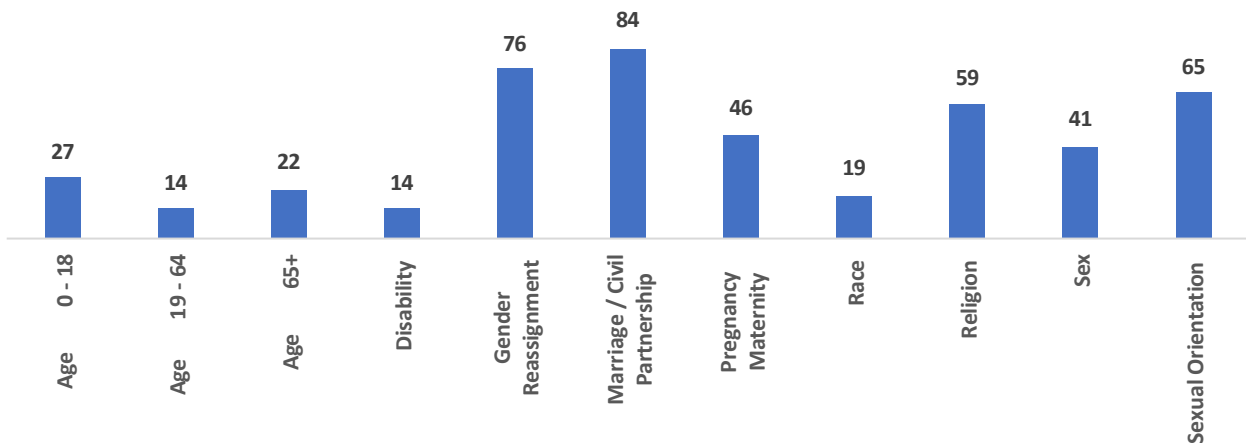**Figure 4 – Positive and Negative Impact as an % by Protected Characteristics**

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

8.0 An example of EIA April 2023 to March 2024 that resulted in a Positive Impact: West Midlands Giga Park

February 2024, the Economic Development team completed an EIA for the West Midlands Giga park. The WM Giga park is a 241.4ha site which falls within the Local Authority areas of Coventry and Warwick. The aspirations are to build new commercial and Research & Development space that will act as a major catalyst for modernising and growing the West Midlands automotive sector and linked Future Mobility and Advanced Manufacturing sectors.

The development is expected to lead to the creation of many new good quality jobs – almost 10,000 directly, many thousands of additional indirect jobs, and many more in the region's Advanced Manufacturing supply chain, especially as securing investors/occupants in the WM Gigapark site is expected to "crowd in" investment to other nearby sites in the Coventry area and the wider West Midlands in linked Advanced Manufacturing activities.

The outcome of this EIA was that there would be a **positive impact** on the following protected groups.

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	**P**	We expect a high number of the jobs to be created at the WM Gigapark to be entry level (including apprenticeships), and that through working in partnership with the Employment & Skills Service, we expect young people to fill a significant number of the jobs and training opportunities emerging at the site. There are also potentially positive health benefits for this cohort that could result – for example the regeneration of brownfield sites would create a safer, healthier space.
Age 19-64	**P**	We expect a high number of the jobs and training opportunities to be created at the WM Gigapark to be at a range of levels that could be taken by individuals that fall within this age cohort, not least through work with the Employment & Skills Service. We also expect a wide range of businesses to grow and diversify as a result of the regional revenue funding programmes, which would protect businesses and both create and safeguard additional jobs, which would have benefits for this cohort. There are also potentially positive health benefits for this cohort that could result from individuals from these groups accessing the new employment and training opportunities. The regeneration of brownfield sites would also lift property prices, and improve the environment and creates a safer, healthier space for this cohort.
Age 65+	**P**	We expect a high number of the jobs and training opportunities to be created at the WM Gigapark to be at a range of levels that could be taken by individuals that fall within this age cohort, not least through work with the Employment & Skills Service. We also expect a wide range of businesses to grow and diversify as a result of the regional revenue

		funding programmes, which would protect businesses and both create and safeguard additional jobs, which would have benefits for this cohort. There are also potentially positive health benefits for this cohort that could result from individuals from these groups accessing the new employment and training opportunities. The regeneration of brownfield sites would also lift property prices, and improve the environment and creates a safer, healthier space for this cohort.
Disability	P	Positive impact in that although the activities are not being explicitly directed at disabled people, we expect Coventry residents in this cohort to access job, upskilling and training opportunities as a result of both the direct job creation at the WM Gigapark and wider region revenue funding programmes.

We will work with partners to ensure that wraparound services (especially employment and skills) are delivered in a flexible manner to ensure the successful engagement of disabled beneficiaries and ensure that they complete the courses in question and obtain the qualifications. This will include the delivery of more intensive support to those who require it (e.g. those who may require more time to complete grant application forms). It will also include using buildings that have disabled access, especially for one-to-many support. Where appropriate, we will also liaise with the relevant delivery bodies to signpost both businesses and individuals supported through the regional programmes to other specialist support services that are directed at the disabled (e.g. through CCC's Employment & Skills Service and specialist external agencies) – this will include support to help more people with disabilities into work, and to encourage more businesses to be Disability Confident.

The production of batteries for the electric vehicle industry will also have immediate benefits on the pollution levels which will directly reduce the burden of disease from stroke, heart disease, lung cancer, and both chronic and acute respiratory diseases, including asthma. |
| Gender reassignment | NI | Activities have not been designed to explicitly target this cohort of people. Although some individuals from this cohort could positively benefit from the support activities and their outcomes and will work with prospective occupants at the WM Gigapark to ensure that their recruitment and training practices capture and reflect all social groups across Coventry's population, and employment and training support practices will be designed as flexibly as possible, it is difficult to say with certainty the likely scale of impact. |
| Marriage and Civil Partnership | NI | Activities have not been designed to explicitly target this cohort of people. Although some individuals from this cohort could positively benefit from the support activities and their outcomes, and will work with prospective occupants at the WM Gigapark to ensure that their recruitment and training practices capture and reflect all social groups across Coventry's population, and employment and training support |

		practices will be designed as flexibly as possible, it is difficult to say with certainty the likely scale of impact.
Pregnancy and maternity	NI	Activities have not been designed to explicitly target this cohort of people. Although some individuals from this cohort could positively benefit from the support activities and their outcomes, and will work with prospective occupants at the WM Gigapark to ensure that their recruitment and training practices capture and reflect all social groups across Coventry's population, and employment and training support practices will be designed as flexibly as possible, it is difficult to say with certainty the likely scale of impact.
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	Given the scale of new jobs and training opportunities that are expected to be created through the WM Gigapark, we expect Coventry residents from Minority ethnic groups will not only positively benefit from accessing the new job and training opportunities that will emerge directly from the WM Gigapark – we will seek to signpost prospective occupiers to the CCC Employer Hub to help ensure that their recruitment practices will be accessible to the full range of Coventry's population. We also expect businesses run by Minority Ethnic people to benefit positively from the region-wide revenue funding programmes. We will work in partnership with CCC's Employment & Skills and Migration Services in particular, as well as Community Development, to ensure that these communities are able to benefit directly from new employment and training opportunities that will emerge as impacts. We also have multi-lingual members of staff, and building on practice from the Covid-19 grants, we will use these members of staff to communicate with those businesses and individuals where English is not their first language.
Religion and belief	NI	Activities have not been designed to incorporate explicit targets for different religions and beliefs. We expect people from all religions and beliefs to benefit from the employment and training opportunities that will result from occupants at the WM Gigapark, but it is difficult to break down with certainty the precise scale of impact. We will also work with the prospective investors to ensure the design of the new buildings is as inclusive as possible, which includes (but not limited to) encouraging the installation of prayer rooms for all faiths.
Sex	NI	Activities have not been designed to incorporate explicit targets for males and females. We expect both males and females to benefit from the employment and training opportunities that will result from occupants at the WM Gigapark, but it is difficult to break down with certainty the precise scale of impact. We will also work in partnership with both prospectus occupants and CCC's Employment & Skills Service to maximise awareness of the new employment and training opportunities emerging at the WM Gigapark – and will consider further tailored promotional activities to encourage women to apply for roles and/or

		training places, given that they are historically under-represented in manufacturing and engineering professions.
Sexual orientation	**NI**	Activities have not been designed to incorporate explicit targets for people from different types of sexual orientation. We expect individuals of a range of sexual orientation to benefit from the employment and training opportunities that will result from occupants at the WM Gigapark, but it is difficult to break down with certainty the precise scale of impact. We will also work in partnership with both prospectus occupants and CCC's Employment & Skills Service to maximise awareness of the new employment and training opportunities emerging at the WM Gigapark, especially amongst social groups that have traditionally been under-represented in engineering and manufacturing professions.

9.0 An example of EIA April 2023 to March 2024 that resulted in both a Negative Impact and a Positive Impact: Coventry Adult Education Service Community Learning hourly tuition fees.

Coventry Adult Education Service Community Learning hourly tuition fees have not been reviewed since 2016-17. This is due to several circumstances including a price-freeze to support as many residents as possible during the coronavirus pandemic. Community Learning fees are typically £3.50 per guided learning hour; with fee remission available for those aged over 60, and those in receipt of certain income related state benefits via GoCV+ scheme (formerly known as Passport To Learning & Leisure - PTLL).

In line with the City Council's Medium Term Financial Strategy (MTFS) the default position is that fees and charges should increase annually in line with inflation and that income earning services should seek to at least cover their costs.

The increased fee proposed, will have a positive and negative impact made to the following protected groups.

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	**NI**	n/a
Age 19-64	**PN**	Positive: • The proposal to increase fees is part of a strategy to off-set possible reduction in overall fee income next academic year due to re-balancing the curriculum offer. As part of this, we plan to increase ESOL, Maths, English, Digital skills and Family Learning provision, using Community Learning Funding stream as a feeder/progression route into Adult Skills programmes. Taking a universal proportionalism approach to allocation of resources, these essential skills courses will be

		free of charge, and likely to engage more younger people, and residents most in need in this age group. • Residents may place more value on their course if fees are increased, and this, in turn, is likely to increase attendance and retention rates. Negative: • Higher fees could result in lower enrolments particularly those facing disadvantage/most in need who are our key target 'market'. This may also impact the wider determinants of health, the things people need to be healthy as education and learning can impact the jobs we access and/ or do, the money we earn and how that impacts the standard of life we live, and our health. Mitigation: • We will be increasing ESOL, Maths, English and Digital skills, Family Learning programmes through Community Learning. This provision will be free of charge to all residents, and likely to attract a younger audience. • We will retain Go CV+ Rates to offer significantly discounted fees for those on benefits
Age 65+	**PN**	Positive: as above Negative: • Increasing older persons fee rate to £3.00 per hour and increase age for eligibility to align with state pension age of 66 years old may put some people off enrolling for course. Mitigation: • Following an options appraisal, we are planning to retain, not remove, older persons discounted fee rate to minimise impact of increased fees. • Increase in ESOL, Maths, English and Digital skills offer (which will be free of charge) will be available to all eligible learners over 65
Disability	**PN**	Positive: as above Negative: • Some learners may not be able to afford increased fees impacting on learning opportunities. This may impact the wider determinants of health such as social interaction. Mitigation: • Majority of learners will be receiving welfare benefits and therefore still entitled to Go CV+ Rates. • Adult Education Service operates an Active Learning programme for adults with learning difficulties and disabilities

Gender reassignment	NI	Adult Education Service does not collect data in relation to this
Marriage and Civil Partnership	NI	Adult Education Service does not collect data in relation to this
Pregnancy and maternity	NI	Adult Education Service does not collect data in relation to this
Race (Including: colour, nationality, citizenship ethnic or national origins)	P/N	Positive: as above Negative: • Increase in fees for those learners who do not meet eligibility for funding (no resource to public funds, less than 3 year residency rule etc.) could mean some new/settled migrants are not able to afford learning opportunities. This may also impact the wider determinants of health. Mitigation: • The service is undertaking Objective 1 project with Insight/Equalities team, with a view to broaden diversity of learner demographic. • Plan to be developed to identify and implement alternative marketing methods to attract non-white communities. • Increase volume of essential skills courses such as English, Maths, Digital and Family Learning courses within Community Learning (free of charge) likely to engage a higher number of minority ethnic individuals/communities.
Religion and belief	NI	- Adult Education Service does not collect data in relation to this
Sex	P/N	Positive: • Currently the gender split for Community Learning enrolments is approx. 80% female and 20% male. In line with the Coventry skills strategy, WMCA priorities, and Adult Education plans there is a need to widen accessibility and engagement of non-regulated first steps learning to men. As part of this, we plan to increase ESOL, Maths, English and Digital skills provision, free of charge, through Community Learning programme. Women will benefit from access to these free courses too. Negative: • Increased fees on leisure/general interest courses may be a barrier for those on low incomes and lead to fewer enrolments. Given that the current learner demographics, women could be negatively impacted more than men, particularly older women. Mitigation: • Following an options appraisal, we are planning to retain, not remove, older persons discounted fee rate to minimise impact of increased fees • We will retain Go CV+ Rates to offer significantly discounted fees for those on benefits • We plan to increase ESOL, Maths, English and Digital skills provision. Taking a universal proportionalism approach to allocation of resources, these essential skills courses will be

		free of charge, and therefore likely to engage more younger males and females, particularly those facing social exclusion, financial hardship/barriers to learning.
Sexual orientation	**NI**	- Adult Education Service does not collect data in relation to this

10.0 Visual summary of the results of Budget Setting 2024-2025: Summary of Equality Impacts

The table below shows the potential equality impact of the policy proposals in the pre-budget report.

P shows a positive impact; **N** shows a negative impact; **PN** shows positive & negative impacts and **U** shows the impact is unknown at this stage. (No entry – indicates no impact)

	Age 0-18	Age 19-64	Age 65+	Disability	Gender Reassignment	Marriage & Civil	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation
Coventry Connects	PN	PN	PN	PN				PN			
Integrated Place Based Services	PN	PN	PN	PN			PN	PN	PN		
Common Roles	U	U	U	U	U	U	U	U	U	U	U
Advice Review	PN	P	P	PN			P	PN		PN	
Redesign Council Tax Support Scheme	PN	PN		PN		PN	PN			PN	
Garden Waste Charge		N	N	N				N		N	
Temporary Accommodation provision		P	P	P	P					P	
Overnight switch off street lighting		U	N	N			N	N		N	
City Centre car park price increase		N	N				N				
Residents Parking Permit fees		U	U	U				U			
War Memorial Car Park Increase	PN	PN	PN	PN				PN			
Traveler Incursions								P			
Transport Review	PN	PN		PN	U			U	PN	U	U
Funding to cultural organisations	U	U	U	U	U	U	U	U	U	U	U
Godiva Festival	N	N	N	N				N			
Expansion of Residential Strategy	P	P		P	P			P	P	P	P
Council Tax Premium for second homes		PN	PN								

11.0 Budget - Equality Impact Assessment Analysis

As shown below, in figure 6, Coventry City Council completed **17 Equality Impact Assessments** (see Appendix 2) as part of the budget setting process for 2024 to 2025, of which 3 faced positive impact, 4 faced negative impact, 7 faced both positive and negative impact and 3 faced an unknown impact. See Appendix 2
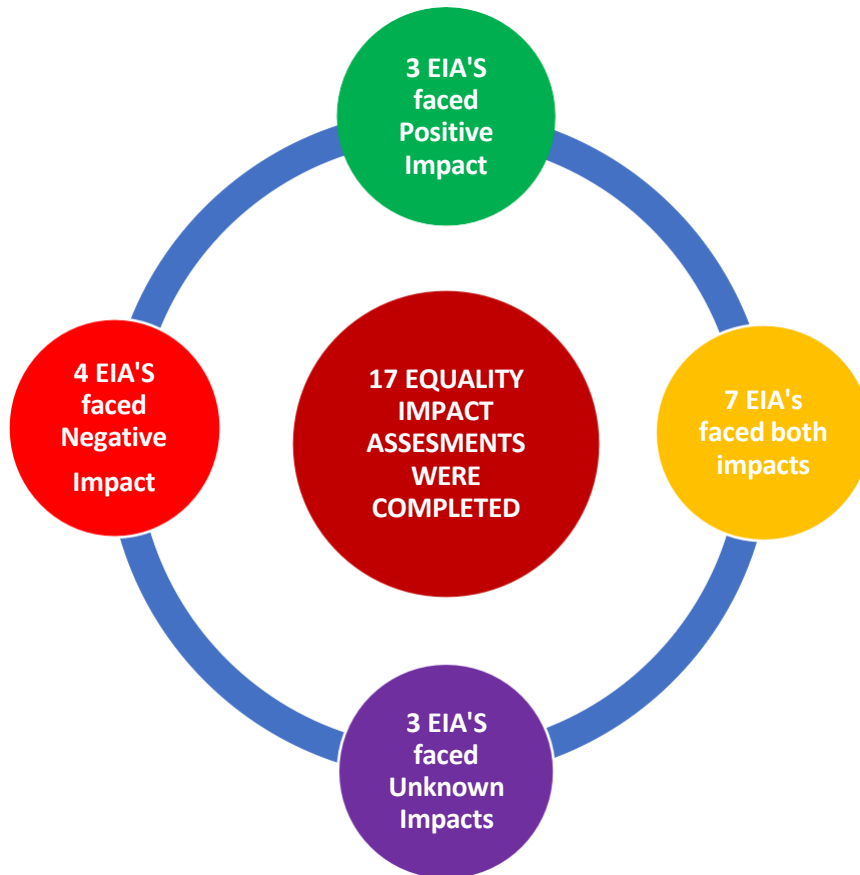

Figure 6

Appendix 1

Equality Impact Assessments

April 23 – March 24

Equality Impact Assessment

EIA-565883008 - Accidents, Incidents and Near Miss Reporting

Details

Title	Accidents, Incidents and Near Miss Reporting
Author	Rhona Parada (Digital Design and Change Officer)
Head of service	Angela White (Head of Occupational Health, Safety and Wellbeing)
Cabinet member	Councillor R Brown (Strategic Finance and Resources)

Context and background

EIA carried out on	Implementing new H&S management system
Background	The current H&S management system, Alcumus, is being replaced as the contract ends in March 2024. A new system is being built in-house by Digital Services using Granicus gov.Service. This new system will include an Accident, Incident and Near Miss module which will record data relating to those involved in an accident or an incident of violence and aggression. This data will include some protected characteristics.
Stakeholders	Health and Safety Team All Council employees School employees - including Head Teachers and School Business Managers Citizens of Coventry Visitors to Coventry
Responsibility	Angela White, Head of Occupational Health, Safety and Wellbeing

Consideration of impact

Baseline data and information	Not applicable. The service does not currently capture this level of data for analysis. The new system design is intended to capture this data to ensure that accidents and incidents of violence and aggression do not disproportionately impact on groups with protected characteristics.

Protected groups

Age 0-18	Positive impact - Collection of this data will help managers to ensure that accidents and incidents of violence and aggression do not disproportionately impact on groups with protected characteristics. It will also enable managers to determine accident/incident responses that meet the needs of those involved. Collection of this data cannot be mandated because information on any protected characteristics of the person involved in an accident or incident may not be immediately available to the reporter, so making this mandatory could act as a barrier to reporting.
Age 19-64	Positive impact - Collection of this data will help managers to ensure that accidents and incidents of violence and aggression do not disproportionately impact on groups with protected characteristics. It will also enable managers with accident/incident responses that meet the needs of those involved. Collection of this data cannot be mandated because information on any protected characteristics of the person involved in an accident or incident may not be immediately available to the reporter, so making this mandatory could act as a barrier to reporting.
Age 65+	Positive impact - Collection of this data will help managers to ensure that accidents and incidents of violence and aggression do not disproportionately impact on groups with protected characteristics. It will also enable managers with accident/incident responses that meet the needs of those involved.

Disability	Positive impact - Collection of this data will help managers to ensure that accidents and incidents of violence and aggression do not disproportionately impact on groups with protected characteristics. It will also enable managers with accident/incident responses that meet the needs of those involved. Collection of this data cannot be mandated because information on any protected characteristics of the person involved in an accident or incident may not be immediately available to the reporter, so making this mandatory could act as a barrier to reporting.
Gender reassignment	Positive impact - Collection of this data will help managers to ensure that incidents of violence and aggression do not disproportionately impact on groups with protected characteristics. It will also enable managers with accident/incident responses that meet the needs of those involved. Collection of this data cannot be mandated because information on any protected characteristics of the person involved in an accident or incident may not be immediately available to the reporter, so making this mandatory could act as a barrier to reporting.
Marriage and civil partnership	No impact - This data will not be collected.
Pregnancy and maternity	No impact - This data will not be collected.
Race	Positive impact - Collection of this data will help managers to ensure that incidents of violence and aggression do not disproportionately impact on groups with protected characteristics. It will also enable managers with accident/incident responses that meet the needs of those involved. Collection of this data cannot be mandated because information on any protected characteristics of the person involved in an accident or incident may not be immediately available to the reporter, so making this mandatory could act as a barrier to reporting.
Religion and belief	Positive impact - Collection of this data will help managers to ensure that incidents of violence and aggression do not disproportionately impact on groups with protected characteristics. It will also enable managers with accident/incident responses that meet the needs of those involved. Collection of this data cannot be mandated because information on any protected characteristics of the person involved in an accident or incident may not be immediately available to the reporter, so making this mandatory could act as a barrier to reporting.

Sex	Positive impact - Collection of this data will help managers to ensure that accidents and incidents of violence and aggression do not disproportionately impact on groups with protected characteristics. It will also enable managers with accident/incident responses that meet the needs of those involved. Collection of this data cannot be mandated because information on any protected characteristics of the person involved in an accident or incident may not be immediately available to the reporter, so making this mandatory could act as a barrier to reporting.
Sexual orientation	Positive impact - Collection of this data will help managers to ensure that incidents of violence and aggression do not disproportionately impact on groups with protected characteristics. It will also enable managers with accident/incident responses that meet the needs of those involved. Collection of this data cannot be mandated because information on any protected characteristics of the person involved in an accident or incident may not be immediately available to the reporter, so making this mandatory could act as a barrier to reporting.

Health inequalities

Reduce health inequalities	Not applicable
Information	Not applicable
Groups of people	Not applicable
Improvements	Not applicable

Digital inequalities

Impact	Not applicable
Opportunities	Not applicable

Next steps

Inequality	Action		Owner	Timescale
Monitor and evaluation	When the new system is implemented, the data will be monitored and evaluated by the Health and Safety Team, then shared with Senior managers/Management Teams on a quarterly basis.			

Impact on Council staff

Will there be an impact?	Yes
Nature of impact and any mitigation required	Where the person involved in an accident or incident of violence and aggression is a Council employee they will be asked to provide any protected characteristics that they possess. This will be used to help managers ensure that accidents and incidents of violence and aggression do not disproportionately impact on groups with protected characteristics. It will also enable managers with accident/incident responses that meet the needs of those involved.

Impact on Council staff - Sex

Female	3269
Male	1499

Impact on Council staff - Disability

Disabled	336
Not disabled	3815
Prefer not to state	94
Unknown	523
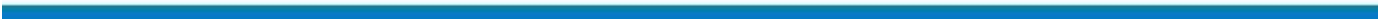
Impact on Council staff - Ethnicity

White	3302
Black, Asian, minority ethnic	1006
Prefer not to state	38
Unknown	422

Impact on Council staff - Sexual orientation

Heterosexual	3180
LGBT+	152
Prefer not to state	248
Unknown	1188

Impact on Council staff - Age

16-24	165
25-34	756
35-44	1048
45-54	1212
55-64	1353
65+	234

Impact on Council staff - Religion

Any other	102

Buddhist	10
Christian	1639
Hindu	100
Jewish	6
Muslim	166
No religion	1256
Sikh	196
Prefer not to state	217
Unknown	1074

Completion statement

Potential equality impact	Positive impact has been identified for one or more protected groups

Title of EIA		EIA University of Warwick Campus Development Framework Masterplan Supplementary Planning Document
EIA Author	Name	Clare Eggington
	Position	Planning Policy Manager
	Date of completion	
Head of Service	Name	Chris Styles
	Position	Head of Planning Policy & Environment
Cabinet Member	Name	Cllr David Welsh
	Portfolio	Housing & Communities

EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann or Mamta Kumar.

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☒ Other project *(please give details)*

1.2   In summary, what is the background to this EIA?

The University of Warwick Campus Development Framework Supplementary Planning Document (SPD) adds further detail to the Local Plan which was adopted on 6th December 2017 and for which EIA was undertaken. SPDs do not introduce new policy but provide further detail and guidance to enable the delivery of adopted policies. The SPD sets out further detail to support the existing policies in the Coventry Local Plan, in particular Policy JE1 'Overall Economy and Employment Strategy' which confirms that the council will work in partnership with the City's universities to promote and support innovation, the policy objective being to maximise the economic development and community benefits associated with the continued growth of the universities, and Policy CO1 Part 3 which confirms that proposals for new or improved social, community and leisure premises which accord with an approved masterplan for the campus will be approved subject to high quality design. The SPD sets the guiding principles for future development within the University of Warwick Campus and provides strategies for matters relating to transport, ecology, sustainability, heritage and drainage.

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1 Baseline data and information
- Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
- Where possible compare your data to local data using
    o Facts about Coventry
    o Census 2011
    o Census 2021
    o JSNA

The Local Plan was independently examined by a Planning Inspector to ensure that its policies were robust and formulated using appropriate evidence before it could be sound and capable of adoption.
Further detail on the Local Plan and the evidence base can be found here
https://www.coventry.gov.uk/localplan
This SPD expands upon adopted Local Plan Policy JE1 'Overall Economy and Employment Strategy, and Policy C01 Part 3. It provides a development framework masterplan for the campus which will guide future development

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN	Nature of impact and any mitigations required
Age 0-18	P	Whilst those aged 0-18 would generally not be directly involved in the planning process, many will live in communities adjacent to the University campus and visit the facilities on campus such as the Warwick Arts Centre. The SPD will guide future development on the campus to ensure it is of high quality
Age 19-64	P	The University has c25,000 students and c5,500 members of staff, the large majority of whom fall within the 19-64 age bracket. Many staff also live within the local area. The SPD will provide guidance for future development on the campus to continue the University's world leading reputation, ensuring that new development is of a high quality and creates a safe, welcoming and accessible campus.
Age 65+	P	Those in Coventry's population falling into this age bracket may live in the residential areas immediately adjoining the campus, and are likely to visit the campus facilities including Warwick Arts Centre. The SPD will provide guidance for future development on the campus to continue the University's world leading reputation, ensuring that new development is of a high quality and creates a safe, welcoming and accessible campus.
Disability	P	The SPD will provide guidance for future development on the campus to continue the University's world leading reputation, ensuring that new development is of a high quality and creates a safe, welcoming and accessible campus.
Gender reassignment	P	The SPD is intended to ensure that the university and its campus is more inclusive for all therefore positive impacts are anticipated
Marriage and Civil Partnership	P	The SPD is intended to ensure that the university and its campus is more inclusive for all therefore positive impacts are anticipated
Pregnancy and maternity	P	The SPD is intended to ensure that the university and its campus is more inclusive for all therefore positive impacts are anticipated
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	The SPD is intended to ensure that the university and its campus is more inclusive for all therefore positive impacts are anticipated
Religion and belief	P	The SPD is intended to ensure that the university and its campus is more inclusive for all therefore positive impacts are anticipated

Sex	P	The SPD is intended to ensure that the university and its campus is more inclusive for all therefore positive impacts are anticipated
Sexual orientation	P	The SPD is intended to ensure that the university and its campus is more inclusive for all therefore positive impacts are anticipated

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	**Further information on heath inequalities is available on the Intranet**

3.1 Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:
Please include which Marmot Principles this work covers.

The University of Warwick Campus Development Framework Masterplan SPD supplements the policies of the adopted Local Plan which was subject to Healt Impact Assessment. The Health and Wellbeing chapter of the Local plan, which includes Policy HW1, requires Health Impact Assessments for particular types scale of development where there could be significant impacts. See https://www.coventry.gov.uk/localplan This was supplemented by a Health Imp Assessment SPD which provided further detail and guidance including that in relation to affordable housing.

See https://www.coventry.gov.uk/downloads/file/28900/health_impact_assessment_ Policy HW1 requires all major development proposals to complete a HIA and the explanatory text encourages the use of the toolkit for smaller developments those covered by the policy. The University of Warwick SPD does not seek permission for development and therefore, future development on the campus be required to complete HIA in line with adopted Local Plan policy, where required

3.2 What information do you have to show you are going to reduce health inequalities:

The Health Impact Assessment SPD referred to above sets out a number of considerations and potential health impacts to consider in the design of new development.
Whilst the University of Warwick SPD itself does not seek permission for new development, it sets the context for future development of the University campus The following are therefore of relevance:

• Access to healthcare services and other social infrastructure (including primary secondary, higher and special needs education) – The University is a key provision of higher education in the region, with many students living in the local area. Improving facilities through development on the campus will help maintain the provision of high quality higher education facilities in the Coventry area.

• Access to open space and nature – the University campus contains extensive open space and the approach taken in the SPD is to concentrate new academic development within the built up core of the campus. The formal and informal landscapes of the campus contribute to its character and the SPD focus is for these to be incorporated and enhanced by new development. The majority of the open spaces on campus are open and accessible to all.

• Accessibility and Active Travel – The SPD sets out the University's approach Transport and mobility and the measures that are already in place and propose to improve and enhance accessibility for all, to, from and within the campus. The University's overarching aim, and this is embedded in the draft SPD, is to reduce single occupancy private vehicle usage whilst providing viable non car alternative for campus users to consider.

- Minimising the use of resources – The SPD sets out the University's approach Sustainability and sets the approach towards a hierarchy of decision making with the reuse and refurbishment of buildings being the highest priority. All development projects have to conform to 'The Warwick Standard which reflects the University's 'low energy, low maintenance ' strategy.

- Climate Change – The SPD notes that as part of their Climate Change Emergency Declaration, the University has made a commitment to reach net zero carbon from direct emissions and energy purchased by 2030. The approach to promotion of sustainable transport and the measures the University are taking to achieve this are also set out in the SPD.

3.3 Who/which groups of people might face the biggest health inequalities for your work and why:

This was considered through the Local Plan (the 'parent document'), this document provides the detail to ensure the Local Plan policies can be delivered effectively.

The SPD elaborates on adopted Local Plan Policy JE1 'Overall Economy and Employment Strategy, and Policy C01 Part 3. It provides a development framework masterplan for the campus which will guide future development.

3.4. What can be done to improve health equity for the groups of people you have identified?

Please see above answers: the SPD aims to ensure that the university is more inclusive and the SPD will set the context for future development

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1   **Starting point:**

Thinking of the main aims of your work area that this EIA is for; does your work area

impact digital inequalities or exacerbate?   Y/N

-      Does your work assume service users have digital access and skills?
-      Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?
-      Consider what the unintended consequences of your work might be.

This SPD expands existing Local Plan policy and is aimed at ensuring that the university is more accessible as set out earlier in this document. In line with statutory requirements the SPD will need to be consulted on in line with the adopted Statement of Community Involvement which ensures a range of ways of participating which do not just rely on digital process.

See   https://www.coventry.gov.uk/planning-policy/coventry-local-plan-   2011-2031/8

4.2   **Reducing digital exclusion inequalities**

Where are the opportunities for your area to reduce digital exclusion inequalities and

embed supports/interventions as part of your work?

See Above

5.0   Will there be any potential impacts on Council staff from protected groups?

NO

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex:

Female	
Male	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Age:

16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Ethnicity:

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

Religion:

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

6.0   How will you monitor and evaluate the effect of this work?

6.1	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**
Monitor and evaluation	Planning applications made within the SPD boundary will be assessed against the SPD once adopted.	

7.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:
No impact has been identified for one or more protected groups ☐
Positive impact has been identified for one or more protected groups ☒
Negative impact has been identified for one or more protected groups ☐
Both positive and negative impact has been identified for one or more protected groups ☐

Email completed EIA to equality@coventry.gov.uk

Title of EIA		Local Plan Review Issues and Options
EIA Author	Name	Clare Eggington
	Position	Planning Policy Manager
	Date of completion	
Head of Service	Name	Chris Styles
	Position	Head of Planning Policy & Environment
Cabinet Member	Name	Councillor David Welsh
	Portfolio	Housing and Communities

EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☒ Review of policy / strategy
☐ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2   In summary, what is the background to this EIA?

The Local Plan (including Coventry City Area Action Plan) was adopted in December 2017. Local Plan policies need to be reviewed once they are five years old to see whether they are still up to date. A full review of the Local Plan has commenced. The reviewed plan has to go through a statutory planning process which ultimately leads to the plan being examined in public by an independent Planning Inspector. This is an initial EIA of the issues being raised at the starting point of the review ('Regulation 18' , or'Issues and Options') where we consider what policies might need updating, and any impacts which will need to be considered as the process of the review moves forward. We need to publicly consult on our initial views before producing final policy wording (which will be independently examined) The Local Plan covers a wide range of topics including health, levels and type of growth, jobs and economy, housing, town centres, communities, environment, design, heritage, transport and accessibility, environmental management, infrastructure.

At this stage of the plan review it is not possible to undertake detailed Equality Impact Assessment of each policy as we are gathering evidence and feedback on where we feel policies <u>may</u> need updating (eg due to changes in national policy or local priorities). We will review responses after this initial consultation and this will include any feedback on equality and health impact matters which will need to be considered as the plan develops. Therefore this EIA and HIA provides a high level initial overview to help stimulate debate.

1.3   Who are the main stakeholders involved? Who will be affected?

The local community and those delivering services in the area,   landowners, developers and agents, special interest groups and organisations.

1.4   Who will be responsible for implementing the findings of this EIA?

Coventry City Council Planning Policy Service

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1   Baseline data and information

Please include a summary of data analysis below, using both your own service level management information and also drawing comparisons with local data where necessary (go to https://www.coventry.gov.uk/factsaboutcoventry)

The data analysis for the local plan has been prepared through a range of evidence base documents, for example:

- Housing and Economic Develoment Needs assessment which has been jointly prepared to cover the Coventry and Warwickshire Housing Market Area (HMA), see https://www.coventry.gov.uk/downloads/file/39499/coventry-and-warwickshire-housing-and-economic-development-needs-assessment-hedna- This covers demographic dynamics, overall housing need, affordable housing need, sizes and types of homes needed, specific housing market segments, housing needs of older people and people with disabilities. It uses the 2021 census as well as a range of other data sources.
- Gypsy and Traveller Accommodation Assessment - addresses the specific needs of Gypsies and Travellers, reviews current policies and ensures that the reviewed plan provides for their future needs
- A series of topic papers to inform the review of the policy themes (which refer to a wide range of sources of evidence).
- Sustainability Appraisal

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Insufficient data (ID)

*Any impact on the Council workforce should be included under question 2.6 – **not below**

The Local Plan also includes a policy basis for social and community uses, which includes schools, universities and health centres.

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	P	The review of the policies includes consideration of family housing provision, including affordable housing. 22.9% of children (0-15) live in relative low income families which is above the national average of 18.5% (2020/21 figures). The review ensures that infrastructure is aligned to development (eg schools, health, open space, walking and cycling networks) and supports the provision and retention of services such as community facilities and takes health issues into account for example healthy and active lifestyles. The review also includes a policy basis for social and community uses, which includes schools, universities and health centres.
Age 19-64	P	The review of the policies includes supporting a range of different housing models to meet a variety of needs from people in this age group, including affordable housing, market housing, specialist housing, and a range of different models. How and where new development is located may affect different age groups in varying ways. The accessibility of new development may have implications for some people more than others and some age groups might be impacted more (or less) than others. For example, for

		older age groups, proximity of new housing and other development to services, such as health and social care, convenience shopping and community facilities may be especially important and/or the means to access these provisions safely and easily via public transport. Conversely, accessing quality jobs, training and education opportunities, as well as establishing a place on the property ladder, is more likely to be a key issue for younger people. Access to pre-school provisions, play areas and healthcare is likely to more important to households with young families. Although all age groups are likely to be impacted, the potential exists for some age groups to be impacted by local plan policies more than others.
Age 65+	P	The older person population is projected to increase notably in the future and an ageing population means that the number of people with disabilities is likely to increase substantially. Key findings for the 2022-32 period include: • A 18% increase in the population aged 65+ (potentially accounting for 54% of total population growth; • A 21% increase in the number of people aged 65+ with dementia and a 20% increase in those aged 65+ with mobility problems The review of Policy H8 (: Care Homes, Supported Housing, Nursing Homes and Older Persons Accommodation) considers the need for the growth in housing including sheltered / retirement housing, housing with care, and housing for wheelchair users. The review seeks to combat deprivation on a number of fronts. It looks to respond to growth in jobs within the city and manage any imbalance that may exist between the quality of jobs and housing. As well as planning for new housing growth the review also looks to set a new direction for new employment proposals and supports existing schemes (e.g. Friargate and Coventry gateway). It is also accepted that house building in itself creates jobs both through construction and knock on jobs through the supply chain etc. As such ensuring a varied supply of homes in all parts of the city informed by the HEELA will help spread jobs growth and opportunities. By looking to prioritise development within the existing urban area where possible, the plan also promotes urban regeneration through a previously developed land perspective can help with the removal of derelict and vacant sites that act as a blight within local communities. Instead turning them into sites for new homes or jobs or infrastructure. Indeed the review is proactive in planning for replacement employment land to facilitate urban regeneration and enhance the built environment. As part of the wider infrastructure aspect of the plan, it provides a policy basis for ensuring sufficient community and social provisions are provided alongside new development .This includes schools, community buildings and useable green spaces. It also seeks to ensure new developments are well connected and well integrated with their surroundings in order to help community cohesion.
Disability	P	For disabled people, isolation from services, public transport options and/or communities as well as an undersupply of more specialist or flexible types of housing can be a barrier to living independently and to

		health and wellbeing. There are a wide range of needs within this category, and it is recognised that the review of the Local Plan can play a role in helping to meet specific specialist needs, in providing an accessible, healthy and inclusive communities, open spaces, facilities and a public realm that is appropriate and accessibly for all who want to use them. The review of Policy H8 includes consideration of specialist accommodation needs and explores the possibility of adaptations and homes meeting higher building regulations standards where there is evidence of need. In terms of delivering housing the review considers the housing needs of the population as a whole. As part of the HEELA, evidence was developed around housing needs for those with disabilities and this is reflected through the plan and the policies. The accessibility policies are also aimed at including transport and access for all aspects of the population.
Gender reassignment	**ID**	The Equality Act provides protection for transgender people, defined as people who propose to, has started, or completed a process to change their gender. Local Plan policies should seek to respond to the needs of all in the community, avoid discrimination and support inclusivity. No direct impact although a range of policies will be applicable depending on individual / household circumstances
Marriage and Civil Partnership	**ID**	Married or civil partnership couples could potentially face barriers through the size of homes, access to suitable facilities and services. A lack of local economic opportunities could potentially force longer commutes to economic opportunities outside of the city.
Pregnancy and maternity	**ID**	A proportion of the population will be pregnant at any time and/or looking after babies and very young children. They may have health, socialisation and childcare requirements, including around access to pre- and post-natal care, childcare and health services. They may be more likely to be seeking affordable accommodation that is suitable for a young or growing family, with access to facilities, schools, and open spaces (including play areas). These needs have implications for how our environment, infrastructure, housing and communities are planned and are relevant to the review of the Local Plan. No direct impact although a range of policies will be applicable depending on individual / household circumstances.
Race (Including: colour, nationality, citizenship ethnic or national origins)	**P**	The Gypsy and Traveller policy is being reviewed to ensure that their needs can be met over the plan period and this is informed by a new Gypsy and Traveller Accommodation Assessment. However, more work could be done to understand other impacts on race and how policies could address these if there are particular issues arising as the result of further evidence.
Religion and belief	**ID**	People of different religions and faiths may face barriers to accessing suitable places of worship, which may have particular requirements in terms of location, space and built form/function. The review of the Local Plan can influence the protection and location of community facilities and services and can therefore influence opportunities for religious groups to practice their religion and worship. No direct impact although

		a range of policies will be applicable depending on individual / household circumstances
Sex	**ID**	The pattern and location of development may have some impacts with regard to gender. The lives of older women are often different to those of older men. On average, women live longer and are more likely to be working later in life and have lower incomes. These factors will also impact on how the review of the Local Plan can have regard to other protected characteristics (including Age and Disability). Traditionally, working-age women have been more likely to have varied working patterns compared to men, with one or more part-time jobs, and may leave the labour market earlier, perhaps to care for children. Therefore, the need for access to public transport, proximity to workplaces and the avoidance of isolated locations are all considerations in planning to meet the needs of women.
Sexual orientation	**ID**	No direct impact although a range of policies will be applicable depending on individual / household circumstances

HEALTH INEQUALITIES

2.3	Health inequalities (HI) are unjust differences in health and wellbeing between different groups of people which arise because of the conditions in which we are born, grow, live, work and age. These conditions influence our opportunities for good health, and result in stark differences in how long we live and how many years we live in good health. Many issues can have an impact: income, unemployment, work conditions, education and skills, our living situation, individual characteristics and experiences, such as age, gender, disability and ethnicity A wide range of services can make a difference to reducing health inequalities. Whether you work with children and young people, design roads or infrastructure, support people into employment or deal with welfare benefits – policy decisions and strategies can help to reduce health inequalities **Please answer the questions below to help identify if the area of work will have any impact on health inequalities, positive or negative.** **If you need assistance in completing this section please contact: Alicia Philips or Lisa Young in Public Health for more information. More details and worked examples can be found at** https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx

Question	Issues to consider	
2.3a What HIs exist in relation to your work / plan / strategy	• Explore existing data sources on the distribution of health across different population groups *(examples of where to find data to be included in support materials)* • Consider protected characteristics and different dimensions of HI such as socio-economic status or geographical deprivation.	
	Response: The Local Plan review evidence base calls upon a range of sources of information and a topic paper specifically related to health has been produced in conjunction	

	with officers from the public health team to ensure that health issues are considered in the development of the Local Plan review. The exsiting Health Impact Assessment SPD which provided further detail and guidance: www.coventry.gov.uk/downloads/file/28900/health_impact_assessment_spd A SA/SEA report has been developed alongside the review and details a comprehensive assessment against a suite of sustainability framework criteria with a bespoke objectives relating to health.
2.3b How might your work affect HI (positively or negatively). **How might your work address the needs of different groups that share protected characteristics**	**Consider and answer below:** • Think about whether outcomes vary across groups and who benefits the most and least, for example, the outcome for a woman on a low income may be different to the outcome for a woman a high income • Consider what the unintended consequences of your work might be

Response:

   a. Potential outcomes including impact based on socio-economic status or geographical deprivation

As set out in the EIA above, the evidence and proposed policy changes take into account a range of needs to ensure that Coventry delivers the right types of development for a range of needs. Health is not just determined by individual and lifestyle factors but also the environment and communities in which we live, work and play. In the context of regeneration, the development of local areas can impact on their affordability for some groups. As a lower socioeconomic gradient is associated with poorer health outcomes, this can lead to a worsening of health inequalities. The Local Plan review should not inadvertently widen health inequalities, but rather should seek to reduce them. This may require monitoring, particularly of impacts to deprived sectors of the population.

Employment: has a multitude of physical and mental health benefits such as increased self-rated physical health and mental health. The Local Plan review sets about many ways in which employment could be increased as a result of development, particularly in the building sector. The increase in office workspace in the city can have a positive impact, although is recommended to be considered alongside the rise in demand for home working due to the COVID-19 pandemic.

Sustainable Transport: is a key part of The Local Plan review linked directly to tackling the challenges associated with climatic changes. Increased use of public transport can result in improved air quality which has a multitude of health benefits. Poor air quality is associated with exacerbation of asthma, cardiovascular disease and other respiratory conditions. In Coventry, 93% of residents live within 600m of a bus stop and most bus routes head towards the city centre. With the Local Plan review making various references to improved bus infrastructure, there is huge potential for increased useability, resulting in improved accessibility and social connectedness for Coventry people. However, it is recognised that increases in the cost of public transport could have a detrimental impact to affordability of

sustainable transport, with knock on impacts on mental health and wellbeing, and therefore should be avoided where possible.

Obesity: has been causally linked with several chronic diseases including diabetes, hypertension, stroke and certain forms of cancer. There is also increased risk of mortality with disproportionate impacts on those in a lower socio-economic position, those with disabilities and people with mental health problems. The 'obesogenic environment' refers to the role environmental factors play in determining nutritional and physical activity behaviours; and the obesogenicity of an environment is defined has the sum of influences that the surroundings, opportunities, or conditions of life have on promoting obesity in individuals or populations. Obesogenic environments are implicit our everyday lives. Modern advances in technology and design have resulted in increased sedentary behaviour and less movement, for example through desk-based jobs, escalator use over stair use, and home deliveries over in person shopping. The Local Plan review includes policies to increase active travel modes of walking and cycling thereby supporting mode shift through reference to traffic dominance and policies to shift design and management of streets to incorporate cycle lanes and safer walkways. However, infrastructure needs to be complemented by continual work to encourage, enable and facilitate walking and cycling within communities partially through behaviour change initiatives. Benefits of such initiatives include improved mental health and social connectivity, cleaner air, safer streets enabling children to play and less sedentary lifestyles. The COVID-19 pandemic may have resulted in people having increased unstructured time confined to their homes, and higher levels of stress and anxiety which are associated with overeating. Availability, access and promotion of certain foods, particularly those high in fat, sugar and salt (HFSS) facilitate increased consumption of unhealthy food, which further contributes to obesity. More needs to be done to limit access to these foods, or increase availability, access and affordability of healthy foods especially in at-risk populations. It is with these considerations that it is recommended that spaces are designed with evidence of limiting further creation of obesogenic environments.

Housing: the negative health impacts on housing include physical effects from mould, cold homes, internal air quality, overcrowding and mental health effects such as depression and anxiety. Poor housing can limit an individual's ability to reach their potential and living in areas with high crime, low green space and litter can have adverse impacts on ability to exercise outdoors and people's sense of belonging. Adequate energy efficiency and insulation of homes is essential for reducing heating costs and limiting negative environmental impact. The Local Plan review will have bespoke targets to make new homes as accessible as possible, this will be positive for the high proportion of people with disabilities in Coventry.

Communities: a sense of belonging with one's neighbourhood has positive impacts for wellbeing. This forms part of the Index of Multiple Deprivation (IMD). An increased sense of belonging can improve deprivation and therefore health and wellbeing. This is a theme that comes through strongly in the Local Plan review with policies seeking to uplift areas by facilitating community cohesion and civic engagement. Design principles to create good quality, sustainable, inclusive and accessible places to live, work and play are referenced throughout the Local Plan review. Creating public spaces that encourage social interaction can have positive impacts on mental and physical health. It is recognised that continual assessment of need through community participation is crucial, particularly considering inward migration into the city and changing population dynamics. Equally, adherence to design principals is

key, with due consideration for different population groups including for example, people with limited mobility or people living with dementia, to support them in leading more fulfilling lives. While there are negative impacts of building on green space, Local Plan review policies indicate mitigations for this in line with NPPF guidance to make as much use as possible of previously developed land or brownfield land and to include green space in new developments. Equally, the commitment to working with communities and community groups through means such as neighbourhood plans shows willingness for citizen-led participation.

Affordability: the Marmot Reviews highlighted that financial deprivation can be a barrier to living healthier lives. The current cost of living crisis therefore will inevitably impact many people across Coventry, particularly those who are already facing financial challenge. While costs fall outside the parameters of a Local Plan review, the reduction in disposable income, and its impact on paying for homes and heating, food and travel, and other necessities, and its inevitable impact on health and wellbeing, cannot be ignored. The Local Plan review seeks to mitigate these issues where possible through for example, creating a proportion of affordable homes and supporting infrastructure for active travel. It is recommended that these aspects, particularly the need for affordable housing and use of viability loophole, is continually monitored to prevent people living in overcrowded and unsafe conditions as much as possible.

    b.   Potential outcomes impact on specific socially excluded or vulnerable groups eg. people experiencing homelessness, prison leavers, young people leaving care, members of the armed forces community.

This HIA has assessed the Local Plan review impacts on lifestyles, social and community influences, living and environment conditions, access and quality of services and macro-economic environment and sustainability factors. The Local Plan review isuues and options (Reg 18) version is being written at a time where the country is recovering from the COVID-19 pandemic, with opportunities to implement learnings to 'build back fairer'. Throughout 2023 comes with fears of increasing interest rates; a rise in the energy cap; higher house prices; increased taxation and inflation without concurrent pay rises. It is in the midst of this, the Local Plan review is able to facilitate improvement in the health of the population of Coventry by using its influence to mitigate risks and create an environment in which all citizens can flourish. While the Local Plan review policies guide the design and infrastructure of future developments, it is recognised that complementing this work with behaviour change initiatives, engaging with communities and coproducing with communities will enable consideration of health impacts on all of Coventry's people to remain a priority.

2.4   Next steps - What specific actions will you take to address the potential equality impacts and health inequalities identified above?

The Health policy of the Local Plan, which requires major planning applications to undertake Health Impact assessment is proposed to be strengthened and this will impact on proposals for housing development in the future to ensure that health matters are taken into account. As the policies of the plan are developed in more detail (after consultation feedback), this will include an updated Health Impact Assessment to update the

assessment undertaken for the original Local Plan review and ensure that the policies take health matters into account before their proposed wording is finalised.

Throughout the Regulation 18 Draft Local Plan review, there are multiple references to creating good quality, long lasting, and accessible homes and developments. Alongside this, the minimisation of climate impacts is commendable as is the celebration of our city's unique heritage, and this is linked to a stronger and more connected community identity which is conducive to good mental health and wellbeing. Retaining places of worship and cultural spaces will also further reinforce identity and connectedness in the city. The reference to both physical and mental health within the Plan is noted and considered important to contribute to the parity of esteem. Furthermore, due consideration of mitigation of unavoidable negative health impacts are also apparent throughout the given policies. Given the above, the recommendations for Planning colleagues generally refer to making more explicit reference to both positive and negative health impacts and given mitigations. This seeks to support colleague's efforts in showing due consideration to health in the Local Plan. Other recommendations seek to account for or emphasise health issues brought to the forefront through the covid-19 pandemic and minimise risk of inadvertently widening the inequality gap.

DIGITAL INCLUSION

| 2.5 | The Covid-19 pandemic accelerated the uptake of digital services nationally, whereby people who are digitally enabled have better financial opportunities, can access new information and are better connected to others (Lloyds Consumer Digital Index, 2021). However, for those who are digitally excluded, the digital divide has grown during the last two years, and without intervention people will be left behind with poorer outcomes across employment, health and wellbeing, education and service access. Some people are more likely to be excluded including: older people, people from lower income households, unemployed people, people living in social housing, disabled people, school leavers before 16 with fewer educational qualifications, those living in rural areas, homeless people, or people who's first language is not English (NHS Digital.)

Some of the barriers to digital inclusion can include lack of:

- **Access** to a device and/or data
- **Digital skills**
- **Motivation** to get online
- **Trust** of online safety

Digital exclusion is not a fixed entity and may look different to different people at different times.

Example 1. Person A, has access to a smartphone and monthly data and can access social media apps, however lacks the digital skills and confidence, and appropriate device to create a CV, apply for jobs and attend remote interviews, and/or access educational and skills resources.

Example 2. Person B, is digitally confident and has their own laptop, however due a lower household income and other financial priorities, they cannot afford their monthly broadband subscription and can no longer get online to access the services they need to.

Example 3. Person C has very little digital experience and has heard negative stories on the news regarding online scams. Despite having the financial resource, they see no benefit of being online and look for alternatives whenever possible. A new council service requires mandatory online registration, therefore they do not access it. |

It is important that we all consider how we can reduce digital inequalities across our services, and this may look very different depending on the nature of our work.

Please answer the questions below to help identify if the area of work will have any impact on digital inequalities, positive or negative.

If you need assistance in completing this section please contact: Laura Waller (*Digital Services & Inclusion Lead, CCC*). More details and worked examples can be found at https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx

Question	Issues to consider	
2.5 What digital inequalities exist in relation to your work / plan / strategy?	• Does your work assume service users have digital access and skills? • Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access? • Consider what the unintended consequences of your work might be.	
	Response: Planning departments have to produce (by law) a Statement of Community involvement (SCI) which sets out how we will engage with local communities in a range of ways including non-digital methods. This can be viewed on our website which details the standards associated with digital inclusion: https://www.coventry.gov.uk/planning-policy/coventry-local-plan-2011-2031/8	
2.5b How will you mitigate against digital inequalities?	• If any digital inequalities are identified how can you reduce these? For e.g. if a new service requires online registration you may work with partner organisations to improve digital skills and ensure equitable processes are available if someone is unable to access online.	
	Response: we use a variety of methods to publicise consultations, produce documents on accessible formats, provide hard copies and run in-person events as detailed in the adopted SCI, 2021: https://www.coventry.gov.uk/planning-policy/coventry-local-plan-2011-2031/8	

2.6   How will you monitor and evaluate the effect of this work?

We are required to monitor Local Plan policy in line with government requirements, and we will review our monitoring targets as we progress the plan review to ensure they are fit for purpose and are delivering as intended. The existing Local Plan already includes monitoring indicators and these will be reviewed and updated as necessary to ensure continuity. However, there is scope to improve the monitoring process and we will be looking at this in more detail as the review is progressed through the regulatory process.

2.7   Will there be any potential impacts on Council staff from protected groups?

No

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex:

Female	
Male	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Age:

16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Ethnicity:

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

Religion:

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

3.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☒

Negative impact has been identified for one or more protected groups ☐

Both positive and negative impact has been identified for one or more protected groups ☐

Email completed EIA to equality@coventry.gov.uk

Title of EIA		Drug and Alcohol Strategy
EIA Author	Name	Amander Allen
	Position	Programme Manager
	Date of completion	July 2023
Head of Service	Name	Allison Duggal
	Position	Director of Public Health and Wellbeing
Cabinet Member	Name	Counsellor Caan
	Portfolio	Public Health and Wellbeing

EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☒ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2   In summary, what is the background to this EIA?

During 2020 Dame Carol Black was commissioned by the Home Office to complete an Independent Review of Drugs to inform the Government's thinking on what could be done to tackle the serious drug harms affecting individuals and communities in the UK.

Following this review, the government published "From Harm to Hope", a 10-year national plan to tackle substance misuse, cut crime and save lives. The plan is backed with additional funding over a 3-year period to:
1. Break drug supply chains
2. Deliver a world class treatment and recovery system
3. Achieve a shift in the demand for drugs

The new national strategy signals a shift in approach around drugs and alcohol to a whole system approach through local partnerships to reduce the harmful effects of drugs and alcohol on both individuals and on wider communities. A systems approach allows for shared responsibility and accountability and enables communities and stakeholders to come together with a shared understanding of the needs of those in Coventry and provide greater opportunities for change.

Coventry's Drug and Alcohol strategy is our local response to the National Government 10 year Drug (and Alcohol) Strategy 'From Harm to Hope 2021'. The strategy sets out the principles of how we will work, the structures for delivery and how we will measure progress.

The local vision is for people in Coventry to live their lives free from the harms associated with substance use. We aim to do this by:
- To reduce the availability of illicit drugs and regulate alcohol supply in Coventry
- To reduce drug and alcohol related crime in Coventry
- To take a life-course approach to prevention and early intervention for substance misuse, including a specific focus on cannabis use.
- To reduce the harms caused by drug and alcohol misuse to individuals and families, including drug related deaths and hidden harms for children.
- To increase engagement of users in treatment services and improve outcomes, including improved support for mental health as part of the treatment pathway
- To increase the number of people achieving long term recovery from drug and alcohol misuse

There are a number of local strategies that will contribute towards delivering the aims of this strategy including (but not limited to):

- Health and wellbeing strategy
- One Coventry Plan
- Marmot Partnership
- Early Help Strategy
- Serious Violence Strategy (in preparation)
- Parenting Strategy
- EDI Strategy
- Domestic abuse strategy
- Integrated Care System strategy

A Drugs and Alcohol Partnership Steering Group has been established, accountable to the Coventry Health and Wellbeing Board and also reporting into the Police and Crime Board.

In Coventry a needs assessment was conducted and a number of recommendations were identified which were used to inform the Strategy.

The new national strategy signals a shift in tactic around drugs and alcohol to a whole system approach through local partnerships to reduce the harmful effects of drugs and alcohol on both individuals and on wider communities. A systems approach allows for shared responsibility and accountability and enables communities and stakeholders to come together with a shared understanding of the needs of those in Coventry and provide greater opportunities for change.

1.3   List organisations and people who are involved in this area of work?

Key stakeholders involved in the development and delivery of this strategy are:
- Police
- Public Health
- Housing
- Education
- Employment
- ICB
- DWP
- WMAS
- Youth Justice
- Regulatory Authorities
- Children's Social Care
- Adult Social Care
- Education
- Coventry Probation
- FDAC
- Coventry University
- Warwick University
- Change Grow Live Drug and Alcohol Services for Young People and Adults
- Cranstoun Drugs and Alcohol service
- Specialist Midwifery Services
- CWPT
- UHCW
- Coventry residents

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.2 Baseline data and information

- Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
- Where possible compare your data to local data using
    - Facts about Coventry
    - Census 2011
    - Census 2021
    - JSNA

National context.

The Government policy paper '[From harm to hope](#)' states that '*around three million people in England and Wales report using drugs each year, putting themselves at risk and driving a violent and exploitative supply chain including through so-called 'recreational' drug use. Prevalence of cocaine use amongst adults in the UK is second only to the USA Cannabis is even more widely used than cocaine, with 7.8% of 16 to 59 year olds (2.6 million people) and 18.7% of 16 to 24 year olds (1.2 million people) reporting use in 2019/20.*'

'*Drug use among children and young adults is particularly concerning. Following fifteen years of sustained decline in the use of drugs, since 2012 there has been an increase in the proportion of 16 to 24-year olds reporting use of both cannabis and Class A drugs. Drug use by young people risks worse immediate and long-term outcomes, including health, educational attainment and involvement in criminal activity*.'

The data below is taken from survey estimates based on the [Crime Survey for England and Wales](#) (CSEW) and provides a summary and overview of the extent and trends of illicit drug use:

- Approximately 1 in 11 adults aged 16 to 59 years (9.2%; approximately 3 million adults) and approximately 1 in 5 adults aged 16 to 24 years (18.6%; approximately 1.1 million adults) reported last year drug use in the year ending June 2022; there was no change compared with the year ending March 2020.

- In the year ending June 2022, 2.7% of adults aged 16 to 59 years and 4.7% of adults aged 16 to 24 years reported last year Class A drug use; a significant decrease from the year ending March 2020 when this was 3.4% and 7.4%, respectively.

- There were no changes in last year drug use for the majority of individual drugs in the year ending June 2022 compared with the year ending March 2020, except for ecstasy and nitrous oxide; prevalence of ecstasy use fell from 1.4% to 0.7% in adults aged 16 to 59 years and from 4.0% to 1.1% in adults aged 16 to 24 years while prevalence of nitrous oxide use fell from 2.4% to 1.3% for adults aged 16 to 59 years and from 8.7% to 3.9% for adults aged 16 to 24 years.

- Decreases in the use of Class A drugs, ecstasy and nitrous oxide may have been a result of the coronavirus (COVID-19) pandemic and government restrictions on social contact.

- In the year ending June 2022, 2.6% of adults aged 16 to 59 years reported being frequent users of drugs (using them more than once a month in the past year); this was similar to the year ending March 2020 (2.1%).

Local context and data

The data below has been gathered to use as the basis for this EIA from data sources including Coventry's JSNA.

Population data

Coventry is a growing city, with the population expected to increase by 11% (to 419,366) by 2030. Births and international migration are driving the growth in the population. The presence of two universities, Coventry and Warwick, is another major reason for the city's increased population, particularly among younger adults.

Baseline data

Coventry has significant pockets of deprivation, with nearly 19% of Coventry neighbourhoods in England's 10% most deprived neighbourhoods. Deprived areas are more likely to have greater proportions of black and minority ethnic groups and are more likely to suffer from health inequalities. In Coventry, areas such as Foleshill, one of the most deprived neighbourhoods, had an estimated 69% non-White British population.

In Coventry, there is a disproportionate amount of harm caused by alcohol use. Alcohol-related mortality and hospital admission rates are higher than the national average and amongst its nearest neighbours. Despite a decrease in admissions at the start of the COVID-19 pandemic (between 2020-21 and 2019-20), alcohol-related hospital admission rates are still high among males and females.

Opiate and crack cocaine users in Coventry: prevalence estimates:

Drug groups	Local estimate	LCL	UCL
Crack	1,176	1,014	1,430
Opiates	1,748	1,495	2,289
OCU	1,796	1,578	2,071

Alcohol prevalence estimates:

Area	Local estimate
Local	5,416
England	602,391

Source Public Health England

2.2   **On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.**

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	PI	Evidence shows the impact on children and young people of hidden harm including the impact on children's health, education, attainment, relationships and risk of criminal exploitation. **Positive impact.** The strategy has a focus on early intervention and prevention to minimise risks of hidden harm and includes the action plan which sets out the plans and pathways for support and interventions for children and young people. Increasing the number of young people in treatment has been identified as a priority both at national and local level in the strategy.
Age 19-64	PI	The strategy has a focus on early intervention and prevention to minimise risks of hidden harm and includes the action plan which sets out the plans and pathways for support and interventions for adults. **Positive impact** The strategy outlines the vision to reduce overall drug and alcohol use, prevent crimes and the harms associated with this and to improve and increase engagement in treatment and long-term recovery from substance use. National Strategy Aims: The government hopes to prevent approximately 1,000 drug-related deaths, deliver at least 54,000 new high-quality treatment places and help prevent 750,000 drug-related crimes by the end of 2024/25.
Age 65+	PI	It is becoming increasingly recognised that drug users are getting older. **Positive Impact** A specific workstream will be established focussing on accessibility of drug and alcohol treatment and support services. This will include older members of the community agreed 65+
Disability	PI	**Positive Impact** A specific workstream will be established focussing on accessibility of drug and alcohol treatment and support services. This will include ensuring that services are accessible for those with disabilities.
Gender reassignment	NI	A specific workstream will look at improved accessibility of services in Coventry.

Marriage and Civil Partnership	**NI**	No significant impacts were identified relating to marital status. The new Act places no emphasis on the legal status of the relationship.
Pregnancy and maternity	**PI**	Evidence shows the impact of parental hidden harm from conception throughout pregnancy and the potential risks to children's health and outcomes throughout their childhood The strategy looks at the wider health system including GP's, midwives and health visitors s to try and pick up this group and target interventions. It has also been agreed that a local priority will be around wider workforce development, looking to upskill maternal health and support services with greater understanding and awareness of drugs and alcohol. This will include pathway review and development. Some of the early intervention and prevention elements of this strategy align so closely to the substance misuse strands of the Early Help Strategy that it has been agreed that these workstreams will be combined to ensure seamless collaboration across teams and to avoid duplication.
Race (Including: colour, nationality, citizenship ethnic or national origins)	**PI**	A specific workstream will be set up as part of the Strategy Delivery Plan to look at how services are made more accessible to all people in Coventry and in particular targeting harder to reach groups.
Religion and belief	**PI**	A specific workstream will be set up as part of the Strategy Delivery Plan to look at how services are made more accessible to all people in Coventry and in particular targeting harder to reach groups.
Sex	**PI**	More males than females access treatment service. the male / female split of people in treatment in Coventry is similar to the national average of those in treatment. A workstream will be developed to look specifically at Women in treatment.
Sexual orientation	**NI**	A specific workstream will be set up as part of the Strategy Delivery Plan to look at how services are made more accessible to all people in Coventry and in particular targeting harder to reach groups.

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	Further information on heath inequalities is available on the Intranet

3.1   Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:

The Government's policy paper 'From harm to hope: A 10-year drugs plan to cut crime and save lives' summarises the strategic aims

This strategy overall looks to reduce the harms associated with drugs and alcohol taking a preventative and systems wide approach, proportionate to local, identified need.
The strategy contributes to some degree to all marmot principles particularly the 'Strengthen the role and impact of ill health prevention' principle.

Substance misuse affects all parts of society; however prevalence is higher in more vulnerable groups that experience multiple disadvantage. Substance misuse can be both cause and consequence of health inequalities so measures to prevent and treat substance misuse will contribute to wider work to reduce health inequalities. There are specific areas of work focusing on those experiencing multiple disadvantage e.g. the rough sleeper drug and alcohol service.

3.2   What information do you have to show you are going to reduce health inequalities:
The strategy has a focus on early prevention and intervention. By intervening early, the amount of people either directly or indirectly impacted by drugs and alcohol will reduce.

The strategy sets out a program of work that will help to identify and offer support to those most at risk of in need.

Dame Carol Blacks independent Review of Drugs 2020 highlights the '*huge geographical and socioeconomic inequalities lie beneath these trends, with entrenched drug use and premature deaths occurring disproportionately in deprived areas and in the north of the country'*

Treatment service uptake and outcomes is monitored by postcode and protected characteristics. This will be monitored to ensure impact on those experiencing greatest disadvantage.

3.3   Who/which groups of people might face the biggest health inequalities for your work and why:
What can be done to improve health equity for the groups of people you have identified?

The Government's policy paper 'From harm to hope: A 10-year drugs plan to cut crime and save lives' summarises the relationship and complexities which impact between certain groups. *'Some people experience multiple and complex needs, with drug addiction co-occurring with a range of health inequalities such as mental ill health, homelessness and rough sleeping, and contact with the criminal justice system. In England, over a quarter of a million people each year experience at least two out of three across homelessness, substance misuse and involvement in the criminal justice system, and at least 58,000 people have contact with all three. The likelihood of suffering from these disadvantages varies widely depending on where a person lives, with high numbers concentrated in northern cities and some seaside towns. Reduced drug use will mean that people live longer, healthier lives and suffer less crime in their neighbourhoods'*

Those using substances already majorly impacted by health inequality – access to healthcare, hospital access.

3.4   What can be done to improve health equity for the groups of people you have identified?

The Drug and Alcohol Strategy sets out how Coventry will meet the six strategic priorities outlines in the National strategy:

- Reduce drug and alcohol related crimes
- Reduce drug and alcohol supply
- Reduce overall drug and alcohol use
- Reduce drug and alcohol related harms and deaths
- Increase engagement in drug and alcohol treatment
- Improve long term recovery

The strategy aims to improve health equity for certain groups in the principles of how partners will work together. This includes championing the voice of our service users and wider communities across all of our work by involving service users and those with lived experience in decision making; and sharing data and intelligence in order to identify individuals and communities at risk.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1   Starting point:

Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate?   N

We already know that people with complex drugs and alcohol problems or those experiencing homelessness are already likely to also experience digital exclusion.

Cost, access to technology and access to connectivity can all be contributing factors.

One of the key outcome areas of this strategy is to Improve long term Recovery. This allows people to connect and grow within their local community. People are less likely to have the same opportunities as others if they do not have digital access. Following Covid a number of Mutual Aid support groups were transferred to online forum spaces.

It is essential that digital access is considered as part of this strategy and that relevant steps are taken to improve and promote digital access those using drugs and alcohol.

4.2   4.1 Reducing digital exclusion inequalities

Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

- To work in partnership with Coventry City Council Digital Inclusion Team
- To ensure that the Drug and Alcohol Provider is linked with Digital Exclusion Team
- To better understand the digital barriers faced by those that use drugs and alcohol and how this impacts on opportunities for more improved long-term recovery. To then encourage bespoke delivery of digital inclusion in response to this.

5.0   Will there be any potential impacts on Council staff from protected groups?

No impact.

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex:

Female	
Male	

Age:

16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity:

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Religion:

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

6.0 How will you monitor and evaluate the effect of this work?

We will develop a dashboard and performance framework against our 6 strategic priorities. This will include the relevant indicators from the national drugs and alcohol outcomes framework plus locally relevant indicators. Examples of indicators are show in the table below:

	Example metrics
Reduce drug and alcohol related crimes	Crimes in Coventry with a drug or alcohol marker recorded, by type and location of crime Hospital admission for sharp object injury
Reduce drug and alcohol supply	Closure of county lines OCG disruptions Drug seizures Measures of work carried out by licencing team
Reduce overall drug and alcohol use	Local surveys Health service data on use Measures of work with schools
Reduce drug and alcohol related harms and deaths	Deaths, deaths in treatment, hospital admissions, ED attendances, ambulance data, hep C prevalence, needle exchange
Increase engagement in drug and alcohol treatment	People in / completed treatment Use of community sentences Continuity of care numbers Provision of mental health support
Improve long term recovery	Numbers in stable accommodation Numbers in work / volunteering / in education Engagement with community-based recovery organisations

This will be monitored through the quarterly Partnership Steering Group and Regional combatting Drugs Partnership Board

6.1	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**
Continuous monitoring and completion of EIA	Ongoing input to this process as a live document – any new information identified will be added and updated.	ongoing
	Any health inequalities identified will be picked up through Marmot Monitoring Tool.	ongoing

	Plan to look at how services are made more accessible to all people in Coventry and in particular targeting harder to reach groups. This will be logged and actioned in the Strategy delivery plan.	ongoing
Challenges for people using drugs and alcohol to fully want to and have access to digital resources	To ensure that commissioned services are linked with the Digital Inclusion Team.	September 2023

7.0 Completion Statement

> **As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:**
>
> No impact has been identified for one or more protected groups ☐
>
> Positive impact has been identified for one or more protected groups ☒
>
> Negative impact has been identified for one or more protected groups ☐
>
> Both positive and negative impact has been identified for one or more protected groups ☐

Email completed EIA to equality@coventry.gov.uk

Title of EIA		EIA for WM Gigapark
EIA Author	Name	David Hope
	Position	Business Development Manager
	Date of completion	8th February 2024
Head of Service	Name	Steve Weir
	Position	Head Of Economic Development
Cabinet Member	Name	Cllr Jim O'Boyle
	Portfolio	Jobs and Regeneration and Climate Change
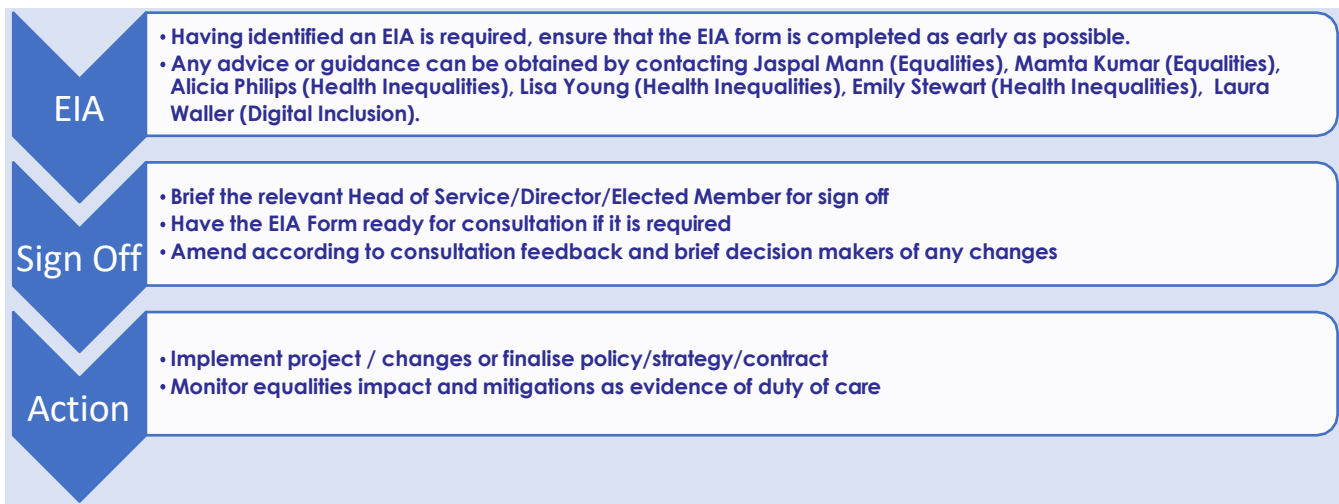
EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 **Please tick one of the following options:**

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☒ Other project *(please give details)*

1.2 **In summary, what is the background to this EIA?**

This Equality Impact Assessment (EIA) is for the WM Gigapark, which has been included as both a Tax Incentive and Business Rates Retention site within the West Midlands Investment Zone, and other activities that are planned for the West Midlands Investment Zone that are expected to have a direct impact on the Coventry economy and the city's businesses and residents.

Background Behind Investment Zones

Investment Zones were announced in the Spring 2023 Budget to catalyse the growth of knowledge-intensive growth clusters across the UK, with each cluster will driving the growth of at least one of the UK's key future sectors - green industries, digital technologies, life sciences, creative industries and advanced manufacturing. The ultimate aim is to bring investment into areas which have underperformed economically.

Each Investment Zone is being given an £80m (rising to £160m) public funding envelope over a five-year period, which will consist of two elements:

- *Tax incentives* – a maximum of three underdeveloped sites (up to 600ha of land in total) can provide tax incentives to help attract new investors and accelerate R&D activities within the target clusters. These incentives include Stamp Duty Land Tax (SDLT) for land/buildings bough for commercial use; 100% Business Rates relief on newly occupied business premises or where businesses expand; 100% Enhanced Capital Allowance for businesses investing in plant and machinery assets in their first year; Enhanced Structures and Buildings Allowance over 10 years; and zero rate Employer National Insurance Contributions Relief for any new employee working on the tax site for up to 36 months.

- *Flexible spend* – the remainder of the £80m funding envelope can be directed at other measures that can attract investment and tackle barriers to growth within the clusters. These include Research & Innovation support (including grants and loans); Local Enterprise & Business Support (including tailored sector-specific support for start-ups); Skills & Training programmes; Local Infrastructure delivery (e.g. land remediation); and investment in greater planning capacity.

One *of the 12 Investment Zones nationally is the West Midlands Combined Authority (WMCA) area* (the other 4 will be located in Scotland, Wales and Northern Ireland). The West Midlands Investment Zone has two Tax Incentive and Business Rates Growth Retention sites (the WM Gigapark and Birmingham Innovation Quarter), with Wolverhampton Green Innovation Corridor being awarded significant capital funds to accelerate development works.

Background Behind the WM Gigapark

The WM Gigapark is a 241.4ha site which falls within the Local Authority areas of Coventry and Warwick. The aspirations are (principally through attracting new inward investment) to build new commercial (mainly industrial production) and Research & Development (R&D) space (1,027,071 m^2 of new commercial floorspace in total) that will act as a major catalyst for modernising and growing the West Midlands automotive sector and linked Future Mobility and Advanced Manufacturing sectors.

The developments are expected to lead to the creation of many new good quality jobs – almost 10,000 directly, many thousands of additional indirect jobs, and many more in the region's Advanced Manufacturing supply chain, especially as securing investors/occupants in the WM Gigapark site are then expected to "crowd in" investment to other nearby sites in the Coventry area and the wider West Midlands in linked Advanced Manufacturing activities.

The WM Gigapark will consist of four components (the first three are physically located in Warwick Local Authority area, with Whitley East located in Coventry Local Authority area):

- **Coventry Airport.** This is expected to be the centrepiece of the overall development, given that it has outline planning permission for development of the West Midlands Gigafactory – this would be the UK's largest battery gigafactory, which would support the transition to sustainable energy through electric vehicles by supplying advanced lithium-ion batteries. At full capacity, the Gigafactory will be able to produce up to 60GWh - enough to power 600,000 electric vehicles per year. The Investment Zone tax incentives are expected to stimulate £2.5bn of private investment (most likely in the form of Foreign Direct Investment), and result in the development of 529,648m^2 of industrial workspace and 6,000 new jobs, around half of which are expected to be high level jobs and almost half of which will be entry level jobs (including apprenticeships).

- **Whitley South** is currently brownfield empty land adjacent to UK Battery Industrialisation Centre, that has planning permission for commercial and R&D use. This is prime potential R&D space (particularly for Automotive and linked Future Mobility sectors) and development at these sites is expected to result in 46,355m^2 of R&D workspace, 11,617m^2 of hotel, 10,411m^2 of general office, and 2,300m^2 of retail space, plus the creation of over 750 jobs.

- **Segro Park Coventry** has planning permission for creation of new commercial premises, especially in R&D and supply chain production in electric vehicles and smart mobility. We are expecting development at this site to deliver 239,740m^2 of warehouse & distribution premises and 104,000m^2 of general industrial space, plus the creation of around 2,700 new jobs.

- *Whitley East* consists of land allocated for employment uses in the current Coventry Local Plan. Any development on the site would be subject to a future planning approval.

On top of these capital development activities, the West Midlands Investment Zone will deliver a series of region-wide revenue funded programmes that are expected to deliver positive benefits for Coventry and wider West Midlands business in terms of accessing opportunities to grow or diversify their business through new supply opportunities (through being supported by Supply Chain and Innovation and R&D programmes), and for Coventry and wider West Midlands residents to access new employment and training opportunities through Skills Development programmes. The number of residents and businesses that are expected to be engaged in these programmes will be determined once the total amount of funding being made available is finalised.

The £80m of government funding that has been made available for the Investment Zone for the period of 5 years (2024/25 to 2028/29) will cover the value of the tax incentives (likely to be around £15m for the WM Gigapark), capital development activities at the Investment Zone sites across the region (the WM Gigapark is expected to be allocated around £23m of capital funds to deliver site enabling works, opening up site transport access, and connection to power and utilities), with the remaining funding allocated to Investment Zone management and co-ordination and regional revenue funded programmes.

1.3   List organisations and people who are involved in this area of work?

Coventry City Council has been leading on the design of the Investment Zone activities, working together with West Midlands Combined Authority (who have been assigned lead responsibility from government for the Investment Zone), and in close collaboration with Warwick District Council and Warwickshire County Council.

For Coventry Airport specifically, the Council is in a Joint Venture with Rigby Property Group to oversee development and secure investors to the site. The Joint Venture has been in regular contact with West Midlands Combined Authority and relevant government departments (notably Department for Business & Trade) on the status of the pipeline of interested investors.

Coventry City Council and the neighbouring Local Authorities detailed above are also working closely with Coventry University, University of Warwick, the Advanced Manufacturing Catapult (WMG and the Manufacturing Technology Centre), and West Midlands Growth Company, notably in marketing the site to prospective investors and informing design of the regional revenue programmes (Supply Chain Development, Innovation and R&D and Skills Development). We also expect that other key assets within the local innovation ecosystem will become involved in design and delivery of these activities in the future (including MIRA Technology Park and UK Battery Industrialisation Centre, as well as Further Education and relevant training providers, and key Business Representative Bodies (including Coventry & Warwickshire Chamber of Commerce, Make UK, and Society of Motor Manufacturers and Traders).

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not

- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.3 Baseline data and information
- Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
- Where possible compare your data to local data using
  - Facts about Coventry
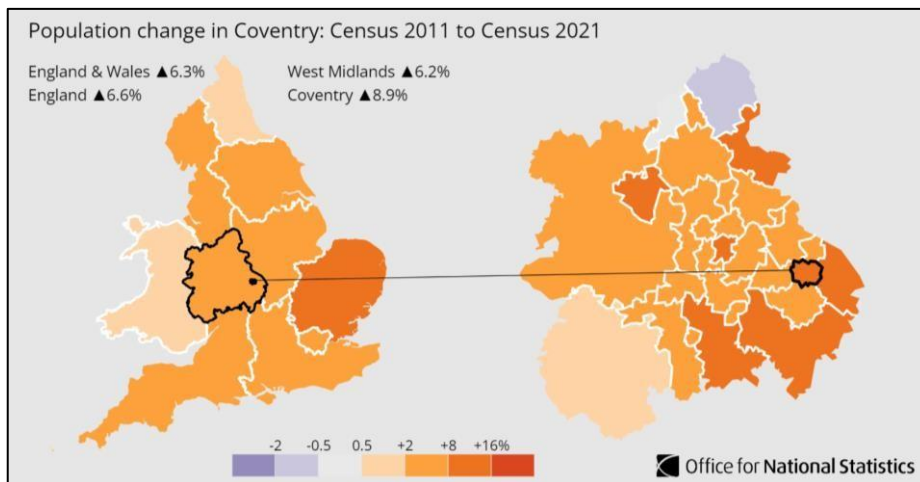 - Census 2011
  - Census 2021
  - JSNA

The Automotive sector and wider Advanced Manufacturing has been a key employer across Coventry & Warwickshire and the wider West Midlands for many years. There are over 40,000 jobs in Coventry & Warwickshire in Automotive and linked Advanced Manufacturing sectors, such as Rail, Aerospace and Motorsport. The area has 12 vehicle manufacturing sites and 15 R&D centres.

The wider West Midlands region contains around 430 firms in the automotive supply chain, and one in three British cars are manufactured in the region and the West Midlands is responsible for 40% of British cars exported. The region is home to global brands, including the Headquarters of Jaguar Land Rover, Aston Martin Lagonda, LEVC, plus BMW production and Lotus and Polestar R&D facilities.   The region also has access to a large talent pool, with some 32,570 university students studying engineering and technology subjects.

However, the Automotive sector and wider Advanced Manufacturing is undergoing a significant evolution, as the internal combustion engine is expected to be phased out and electrification and electric vehicles grow in importance. The global Electric Vehicle market is projected to grow from $163.1bn in 2020 to $823.75bn in 2030. This means that Coventry and wider West Midlands businesses operating in the sector will need to diversify and innovate in order to meet these new global supply opportunities and both project and create what are expected to the "green jobs" of the future. As well as the need for businesses in the sector to diversify, there is also a major need to upskill and retrain the workforce, both to tackle the expected challenge of engineers leaving the sector in future years and to service electrification and these expected new "green jobs" of the future.

There is a growing local talent pool that could benefit from the new job and training opportunities created through the WM Gigapark and wider Investment Zone. For example, the population of Coventry has increased by 8.9%, from around 317,000 in 2011 to around 345,300 in 2021. Since the last census in 2011 the overall population in Coventry has increased by a greater percentage than the overall population of both the West Midlands (up by 6.2%) and England (up by 6.6%). See Figure 1 below.

Figure 1: Coventry Population Change 2011 to 2021

Population change in Coventry: Census 2011 to Census 2021

England & Wales ▲6.3%   West Midlands ▲6.2%
England ▲6.6%   Coventry ▲8.9%

-2   -0.5   0.5   +2   +8   +16%

Office for **National Statistics**

Between the last two censuses, the median age of Coventry has increased by one year from 34 to 35 years. The number of people aged between 50 to 64 years rose by around 8,800, an increase of 18.2%, while the number of residents aged 4 years and under decreased by around 2,000, which equates to around 9.0%. See figure 2 below. This further emphasises the growth in the local potential talent pool of skilled workers.

Figure 2: Coventry Population Age Breakdown

Percentage of usual residents by age group, **Coventry**

● 2011   ● **2021**   0%

Age group	2011	2021
85 years and over	2.1%	2.0%
75 to 84 years	4.9%	5.0%
65 to 74 years	7.6%	7.5%
50 to 64 years	15.3%	16.6%
35 to 49 years	19.6%	19.1%
25 to 34 years	14.6%	14.5%
20 to 24 years	9.7%	9.1%
16 to 19 years	6.3%	6.2%
10 to 15 years	6.9%	7.5%
5 to 9 years	5.8%	6.4%
4 years and under	7.1%	5.9%

Source: Office for National Statistics – 2011 Census and Census 2021
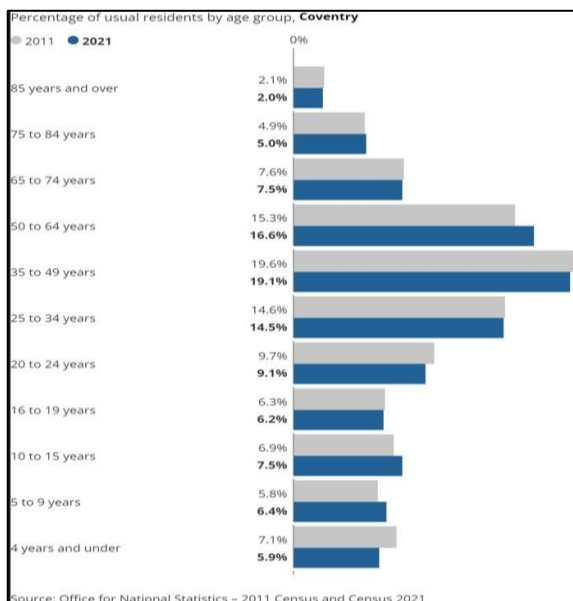
Coventry and the wider West Midlands is continuing to experience a wide range of economic challenges, and it is clear that large chunks of the local population are not benefiting from the economic growth and job opportunities. For example, Coventry's employment rate (77.2%) is lower than the national average of 78.8%. However, the city's economic inactivity rate (22.8%) is above the national average of 21.2% and the unemployment rate of 5.4% significantly exceeds the national average of 3.7%.

As Figures 3 and 4 demonstrate, there are ongoing unemployment and youth unemployment challenges that are prevailing across large parts of the West Midlands – notably large parts of Birmingham, the Black Country, North Solihull and North Coventry. Given the scale of expected job creation at the WM Gigapark (almost 10,000 new direct jobs alone), there is scope for the WM Gigapark and wider West Midlands Investment Zone (and associated region-wide revenue funding programmes) to tackle challenges associated with worklessness both in Coventry and across other parts of the West Midlands.

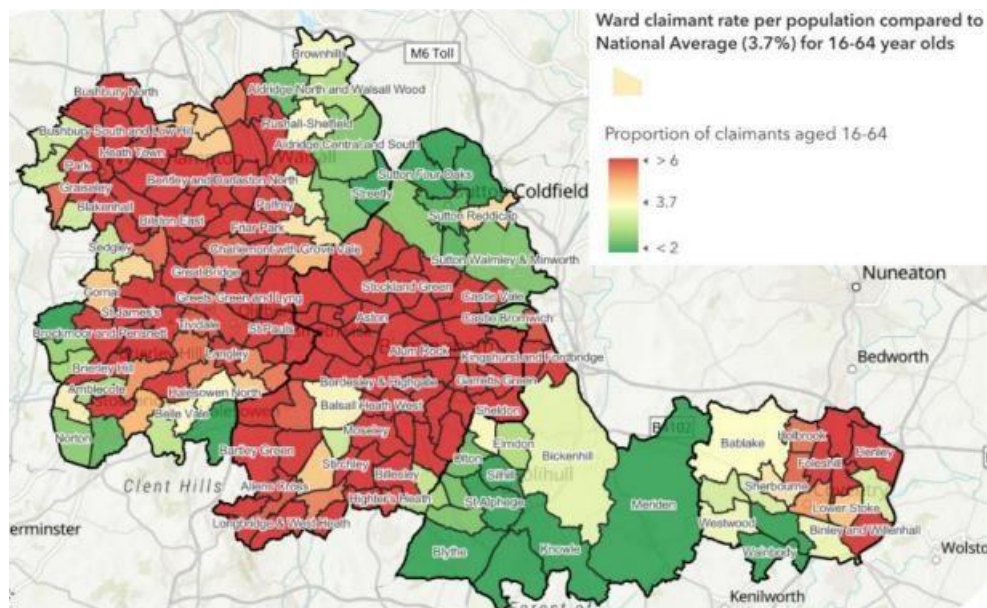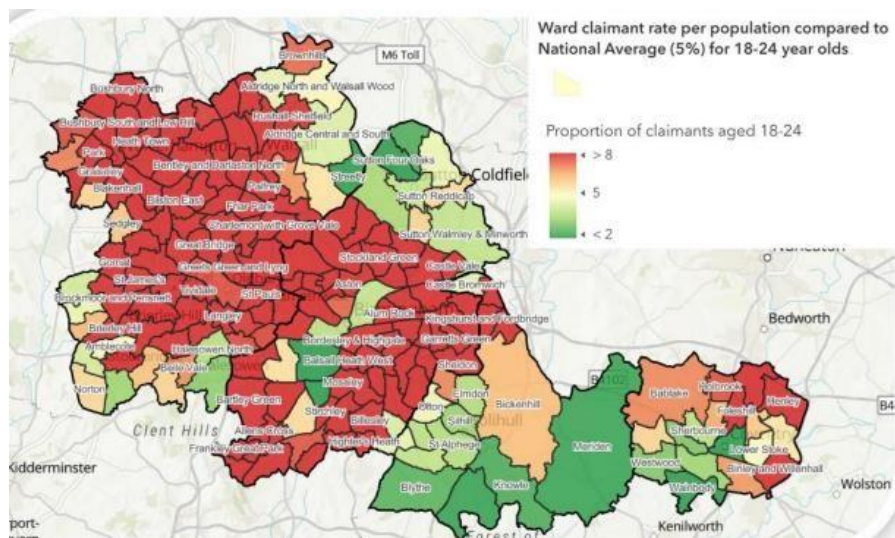**Figure 3: West Midlands Claimant Count by Ward, January 2024**

Figure 4: West Midlands Youth Claimant Count by Ward, January 2024

The breakdown of the types of job roles that are expected to be created at the West Midlands Gigafactory alone could possibly create to help address challenges associated with worklessness:

Division	Job Type	Examples of job activities	Qualification level
Production Staff (50%)	Material Handling	Mixing electrochemically active materials, additives and binders to produce electrode material	L2
	Machine Loading	Slitting electrode into smaller pieces for welding	L2
	Machine Unloading	Drying and stacking	L2
	Module Assembly	Tab and laminate	L2
	Pack Assembly	Injections of electrolyte	L2
	Logistics	Formation and charging, modular and pack assembly, inspection	L2/3
Maintenance and Engineering (30%)	Technicians	Service, maintenance and repair of process equipment	L3
	Senior Engineers	Lead engineers and department heads	L7
	Pro-cess/Production Engineers	Problem solving, tool and die, new product introduction, process improvement	L6
	Facility Engineers	Facility management, utilities, building, fire etc	L6
Quality (10%)	Engineers	Process controls, confirmation of part/supply specification, per-formance evaluation, defect analysis	L6
	Practitioners	Process controls, confirmation of part/supply specification. Per-formance evaluation, defect analysis	L4
Other (9%)	IT	Process controls, confirmation of part/supply specification. Per-formance evaluation, defect analysis	L6
	Data Management	Process controls, confirmation of part/supply specification. Per-formance evaluation, defect analysis	L6
Management (1%)	Process Leadership	Achievement of KPIs, conformance to legislation etc	L4
	Engineering Man-agement	Senior management of engineering processes across the organi-sation, innovation, compliance, budget etc	L7

As highlighted 50% are production staff are predominantly on-the-job trained against product quality, cost and delivery criteria and operating environment controls.

Both Coventry University and Warwick University are located within 5 miles of the WM Gigapark and Coventry College is also located within 5 miles. This gives prospective occupants immediate access to highly skilled university of college graduates and who could be trained in the specifics of what is required during their degrees. This, in turn, would vastly improve the retention rate of graduates to the local area which would then benefit Coventry and its economy.

Recent years have also seen a massive upgrade of the A45 / A46 junction next to the WM Gigapark site and both of those roads going in and out of it. There is also an access / link bridge going from the JLR HQ at Whitley to the airport across the A45 and this has been future proofed with a dedicated cycleway to allow green travel for potential employees to access the proposed Gigafactory site. The future aspirations to develop the Very Light Rail route will further help to improve the potential ability of local residents to connect with new employment and training opportunities.

2.2   **On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.**

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type	Nature of impact and any mitigations required

	P, N, PN, NI	
Age 0-18	P	We expect a high number of the jobs to be created at the WM Gigapark to be entry level (including apprenticeships), and that through working in partnership with the Employment & Skills Service, we expect young people to fill a significant number of the jobs and training opportunities emerging at the site. There are also potentially positive health benefits for this cohort that could result – for example the regeneration of brownfield sites would create a safer, healthier space.
Age 19-64	P	We expect a high number of the jobs and training opportunities to be created at the WM Gigapark to be at a range of levels that could be taken by individuals that fall within this age cohort, not least through work with the Employment & Skills Service. We also expect a wide range of businesses to grow and diversify as a result of the regional revenue funding programmes, which would protect businesses and both create and safeguard additional jobs, which would have benefits for this cohort. There are also potentially positive health benefits for this cohort that could result from individuals from these groups accessing the new employment and training opportunities. The regeneration of brownfield sites would also lift property prices, and improve the environment and creates a safer, healthier space for this cohort.
Age 65+	P	We expect a high number of the jobs and training opportunities to be created at the WM Gigapark to be at a range of levels that could be taken by individuals that fall within this age cohort, not least through work with the Employment & Skills Service. We also expect a wide range of businesses to grow and diversify as a result of the regional revenue funding programmes, which would protect businesses and both create and safeguard additional jobs, which would have benefits for this cohort. There are also potentially positive health benefits for this cohort that could result from individuals from these groups accessing the new employment and training opportunities. The regeneration of brownfield sites would also lift property prices, and improve the environment and creates a safer, healthier space for this cohort.
Disability	P	Positive impact in that although the activities are not being explicitly directed at disabled people, we expect Coventry residents in this cohort to access job, upskilling and training opportunities as a result of both the direct job creation at the WM Gigapark and wider region revenue funding programmes.

We will work with partners to ensure that wraparound services (especially employment and skills) are delivered in a flexible manner to ensure the successful engagement of disabled beneficiaries and ensure that they complete the courses in question and obtain the qualifications. This will include the delivery of more intensive support to those who require it (e.g. those who may require more time to complete grant application forms). It will also include using buildings that have disabled access, especially for one-to-many support. Where |

		appropriate, we will also liaise with the relevant delivery bodies to signpost both businesses and individuals supported through the regional programmes to other specialist support services that are directed at the disabled (e.g. through CCC's Employment & Skills Service and specialist external agencies) – this will include support to help more people with disabilities into work, and to encourage more businesses to be Disability Confident. The production of batteries for the electric vehicle industry will also have immediate benefits on the pollution levels which will directly reduce the burden of disease from stroke, heart disease, lung cancer, and both chronic and acute respiratory diseases, including asthma.
Gender reassignment	NI	Activities have not been designed to explicitly target this cohort of people. Although some individuals from this cohort could positively benefit from the support activities and their outcomes, and will work with prospective occupants at the WM Gigapark to ensure that their recruitment and training practices capture and reflect all social groups across Coventry's population, and employment and training support practices will be designed as flexibly as possible, it is difficult to say with certainty the likely scale of impact.
Marriage and Civil Partnership	NI	Activities have not been designed to explicitly target this cohort of people. Although some individuals from this cohort could positively benefit from the support activities and their outcomes, and will work with prospective occupants at the WM Gigapark to ensure that their recruitment and training practices capture and reflect all social groups across Coventry's population, and employment and training support practices will be designed as flexibly as possible, it is difficult to say with certainty the likely scale of impact.
Pregnancy and maternity	NI	Activities have not been designed to explicitly target this cohort of people. Although some individuals from this cohort could positively benefit from the support activities and their outcomes, and will work with prospective occupants at the WM Gigapark to ensure that their recruitment and training practices capture and reflect all social groups across Coventry's population, and employment and training support practices will be designed as flexibly as possible, it is difficult to say with certainty the likely scale of impact.
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	Given the scale of new jobs and training opportunities that are expected to be created through the WM Gigapark, we expect Coventry residents from Minority ethnic groups will not only positively benefit from accessing the new job and training opportunities that will emerge directly from the WM Gigapark – we will seek to signpost prospective occupiers to the CCC Employer Hub to help ensure that their recruitment practices will be accessible to the full range of Coventry's population. We also expect businesses run by Minority Ethnic people to benefit positively from the region-wide revenue funding programmes. We will work in partnership with CCC's Employment & Skills and Migration Services in particular, as well as Community Development, to ensure that these communities are able to benefit directly from new

		employment and training opportunities that will emerge as impacts. We also have multi-lingual members of staff, and building on practice from the Covid-19 grants, we will use these members of staff to communicate with those businesses and individuals where English is not their first language.
Religion and belief	**NI**	Activities have not been designed to incorporate explicit targets for different religions and beliefs. We expect people from all religions and beliefs to benefit from the employment and training opportunities that will result from occupants at the WM Gigapark, but it is difficult to break down with certainty the precise scale of impact. We will also work with the prospective investors to ensure the design of the new buildings is as inclusive as possible, which includes (but not limited to) encouraging the installation of prayer rooms for all faiths.
Sex	**NI**	Activities have not been designed to incorporate explicit targets for males and females. We expect both males and females to benefit from the employment and training opportunities that will result from occupants at the WM Gigapark, but it is difficult to break down with certainty the precise scale of impact. We will also work in partnership with both prospectus occupants and CCC's Employment & Skills Service to maximise awareness of the new employment and training opportunities emerging at the WM Gigapark – and will consider further tailored promotional activities to encourage women to apply for roles and/or training places, given that they are historically under-represented in manufacturing and engineering professions.
Sexual orientation	**NI**	Activities have not been designed to incorporate explicit targets for people from different types of sexual orientation. We expect individuals of a range of sexual orientation to benefit from the employment and training opportunities that will result from occupants at the WM Gigapark, but it is difficult to break down with certainty the precise scale of impact. We will also work in partnership with both prospectus occupants and CCC's Employment & Skills Service to maximise awareness of the new employment and training opportunities emerging at the WM Gigapark, especially amongst social groups that have traditionally been under-represented in engineering and manufacturing professions.

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	Further information on heath inequalities is available on the Intranet

3.1   Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:

Using the Marmot Principles, the WM Gigapark will deliver the following:

- Enable young people and adults to maximise their capabilities and have control over their lives by being offering apprenticeships to young people and employed opportunities within the GigaPark.
- Support a healthy standard of living, by creating fair employment and good work for all. The Gigapark is expected to create almost 10,000 new jobs, the majority of which will be filled by from the Coventry

area and wider West Midlands. By increasing employment locally and having a positive impact on the West Midlands supply chain, there will be directly associated benefits in terms of the economy as well as reducing health inequalities as there are well documented links between high levels of employment and health.

- Create and develop healthy and sustainable places and communities and also pursue environmental sustainability and health equity. For example, once prospective occupants make a firm intention to invest in the site, detailed plans will need to be drawn up, and these will need to consider sustainable transport, ways to generate biodiversity net gain, good internal air quality, the climate change specifications of the buildings (which will be new build), and how nearby residents will be protected from noise and dust pollution – all factors that will be considered in the detailed Planning Applications that will subsequently need to be submitted. The even uses should also help increase the availability of low emission vehicles, which should also have a wider positive impact on the environment locally.

3.2   What information do you have to show you are going to reduce health inequalities:

"Being in good employment is protective of health. Conversely, unemployment contributes to poor health. Getting people into work is therefore of critical importance for reducing health inequalities." (Source) Through the monitoring data that will be collated for the Investment Zone, we will track the new jobs created within those businesses occupying the sites and benefiting from the regional revenue funding programmes, and also as much information as possible about the jobs (e.g. salary level and indications of whether local residents are filling the roles).

The work will directly deliver against key objectives within the Coventry Skills Strategy, notably Strategic Ambition 2: A skills ecosystem which ensures that all, including those most in need, are able to participate in, progress and achieve success as this will reduce inequalities.

As detailed above, ways of improving active travel and sustainable travel to/from the site would also be explored as part of the process for developing the detailed plans for the site and in detailed Planning Applications. It is also something that could potentially be explored through the reinvestment of business rates.

Longer-term, the eventual uses of the site will help to expand the availability of low emission vehicles, through increased production and R&D (eventually making more vehicles available at potentially affordable prices). These will have a positive impact on reducing pollution, which should also have a positive impact on reducing health inequalities.

3.3   Who/which groups of people might face the biggest health inequalities for your work and why:

Low skilled workers (who generally have low incomes, poor literacy and who may live in deprived areas) who have few qualifications within the city are a big group which would be targeted by the arrival of occupiers at the WM Gigapark. We are also conscious that residents from Coventry's most deprived areas are also more adversely affected by health inequalities. One of the main aims of this project is to upskill the local workforce with relevant, up to date skills that will enable them to thrive in the current economic climate. We expect an influx of graduate-level employees due to the nature of the site but the

majority of the intended workforce would naturally be expected to be local residents of all ages and levels of skill.

We will also work with CCC's Employment & Skills Service, Community Development and Migration Team to maximise awareness of the new employment and training opportunities emerging from the WM Gigapark, particularly amongst residents from social groups and/or neighbourhoods that have traditionally been under-represented in manufacturing and engineering professions – we will work with both the prospective occupiers and relevant education and training providers to help ensure that recruitment practices and the structure of relevant education and training courses can successfully provide a pathway of positive career progression and an improved standard of living for people from these groups.

We would expect many of the jobs created at the site to pay significantly more than the real living wage, offer strong promotional prospects and modern working conditions. Given the sheer volume of jobs that we expect to be created at the WM Gigapark and also the range of type of jobs that will be created (e.g. many in production, but also a significant number in ICT, design, management, marketing to name a few), it will be essential to create pathways by which those from groups and neighbourhoods traditionally under-represented in Advanced Manufacturing jobs can access the wide range of jobs that will be created. For this reason, CCC's Employment & Skills Service and the Coventry Job Shop and Employer Hub (and their links with local third sector organisations) will need to work closely with prospective applicants to identify their bespoke training requirements, publicise the different types of jobs and training opportunities that are likely to become available, and to match local residents with these new jobs and training courses.

3.4   What can be done to improve health equity for the groups of people you have identified?

We expect the arrival of an investor capable of funding a Gigafactory to be paying more than minimum wage and that all employees would be paid a competitive rate which would offer medium to long term stability and good working conditions. Indeed, we would expect many jobs to be created at both the WM Gigafactory and wider WM Gigapark to be in skilled occupations paying significantly more than the real living wage.
We would also expect strong training provision and career progression to be offered. The same principles would apply for other production and R&D activities that we are hoping to secure as occupants at the WM Gigapark.

In turn, this would hopefully allow an acceptable work / life balance which has positive effects on the employees and the local communities.

Through the Account Management approach to support businesses through their growth journey, we will also work with deliverers of the regional revenue funding programmes to make businesses aware of "A Fairer Coventry", where they will be able to access further information on additional measures they could take to reduce health inequalities and the potential benefits for their business of undertaking such actions – these include (but not limited to) investing more in workforce skills, introducing fair working practices, and considering more placement and apprenticeship opportunities.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1 **Starting point:**

Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate?   Y/**N**

- Does your work assume service users have digital access and skills?
- Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?
- Consider what the unintended consequences of your work might be.

Digital exclusion costs the UK £63 billion every year, with digital exclusion considered a key inhibitor to economic growth (House of Lords, 23). Investment in digital inclusion has been shown to demonstrate a £9.48 ROI for every £1 investment, across a number of factors (Cebr, 2022). This included estimations of tackling digital exclusion could fill basic digital skills vacancies generating £2.7 billion for UK businesses, in addition to £586 million for increased worker earning.

In this context, digital inclusion needs to be considered as an enabler for successfully realising the intended outcomes of both the WM Gigapark and wider West Midlands Investment Zone – be it from the standpoint of enabling local residents to successfully fill vacancies or delivery of the regional revenue funding supply chain and Innovation/R&D programmes, some of which are likely to support Coventry and wider West Midlands businesses to improve uptake of digital technologies to assist the development of new products, services and/or processes to position themselves to access growing global market opportunities.

There is a digital skills gap in the workforce nationally, with WMCA sitting below the national levels. Digital exclusion and its associated inequalities will mean those who are most marginalised will have poorer access to skills, education and employment, therefore digital inclusion must be considered from outset. Tackling digital skills at the foundation level enables access to higher skill development across the essential digital skills for life and work, which will under pin wider skill sets.

Digital inclusion motivates skill and career development, where people with the highest digital capability are twice as likely as those with very low digital capability to improve their career/skill opportunities. Additionally, 46% of digitally included people use being online to develop their skill/careers (Lloyds Consumer Digital Index, 22).

The Covid-19 pandemic accelerated the uptake of digital services nationally, whereby people who are digitally enabled have better financial opportunities, can access new information and are better connected to others (Lloyds Consumer Digital Index, 2021). However, for those who are digitally excluded, the digital divide has grown during the last two years, and without intervention people will be left behind with poorer outcomes across employment, health and wellbeing, education and service access.

When considering SME and sole trader development, digital exclusion and lack of digital confidence and infrastructure will disadvantage and inhibit business growth. Four digital skills for competitive business include maintaining web presence, selling online, using cloud-based technologies and digitising back-office functions (DCMS, 2017). Real examples of this inhibiting growth may include SME websites which do not function on smartphones or have access to secure payment, reduced digital marketing and supporting website functionalities, and resource heavy administration, pay roll and CRM software which impacts staff capacities and efficiencies.

This survey of small businesses nationally highlighted that SMEs are using technologies or web-based software, with 50% using it to manage the business and 23% using it to sell to customers online.

The West Midlands Tech Review of 2023 highlighted that 22% of West Midlands SMEs had low digital capability in 2021, with only Yorkshire and the Humber recording a higher percentage of all English regions. The most common barriers to digital adoption amongst SMEs included insufficient knowledge of appropriate technologies, perceived challenges of retraining staff, concerns of insufficient return on investment, and concerns of threats to cyber security.

There are other barriers that are preventing small businesses from developing their digital skills. These include:

- A lack of confidence at leadership levels that then affects the whole culture of their organisation;
- A perceived lack of time to engage in training;
- Cost, including the perceived need to engage an outside consultant, ongoing maintenance, employing specialist staff, and investing in equipment and staff training;
- Lack of motivation – including a perception that an online presence was not relevant to their business, and a perception that developing digital skills was not important for that business' growth;
- Lack of clarity on the benefits of investing in digital;
- Ability to source the right employees with digital competencies;
- Ability to source appropriate training.

The same report although identifies further barriers amongst specific types of business managers:

- Women from Minority Ethnic communities may face increased challenges around self-efficacy and autonomy, which affects their confidence in learning digital skills for business;
- Migrant entrepreneurs face specific challenges when a lack of digital skills are layered upon language barriers that hamper understanding of complex regulation and documentation;
- Disabled adults are disproportionately represented among non-users of the internet more generally, and relevant business advice may not be available in appropriate formats, such as Braille or audio;
- Older business owners may be particularly reluctant to develop new digital behaviours.

Moreover, a national report by Lloyds Bank has highlighted that the West Midlands has the lowest level of foundational digital skills and work based essential digital skills of all English regions.

Key ■ The Foundation Level n=4,099 ■ Life EDS n=4,099 ■ Work EDS n=2,981

UK AVERAGE
| 80% | 88% | 78% |

SCOTLAND
| 85% | 91% | 79% |

NORTHERN IRELAND
| 83% | 90% | 78% |

North West
| 78% | 85% | 80% |

West Midlands
| 76% | 83% | 66% |

WALES
| 71% | 77% | 74% |

ENGLAND
| 80% | 88% | 78% |

South West
| 78% | 88% | 78% |

Top 3 for the Foundation Level:
1. London 86%
2. Scotland 85%
3. Northern Ireland 83%

Top 3 for Life EDS:
1. South East 91%
2. Scotland 91%
3. East Midlands 91%

Top 3 for Work EDS:
1. London 82%
2. South East 81%
3. North West 80%

North East
| 79% | 82% | 77 |

Yorkshire and the Humber
| 76% | 90% | 77 |

East Midlands
| 82% | 91% | 79 |

East England
| 81% | 89% | 78 |

London
| 86% | 90% | 82 |

South East
| 82% | 91% | 81 |

National research by the Good Things Foundation has identified four digital skills that are essential for a competitive business, as detailed below. As a result, increasing the number of businesses with digital capability (particularly in these core areas) and improving the digital skills of the workforce needs to be a high priority for improving the competitiveness of the region's economy.

1 | Core digital activities for business

The government has identified four key digital skills for a competitive business.

· Maintaining a web presence
· Selling online
· Using the cloud
· Digitising 'back office' functions (such as payroll, customer relationship management software, sharing supply chain management information).

Source: DCMS, 2017

It should be noted that digital inclusion cannot just be added to a programme after it starts, and it must be considered from the outset, and positioned as an enabler to allow for meaningful skill development, employability and business growth. Both CCC's Economic Development and Employment & Skills Services will therefore need to work closely with the providers delivering the regional revenue funding programmes

(especially Supply Chain, Innovation/R&D and Skills), plus the training providers that will work closely with the future occupants at the WM Gigapark to raise awareness of the importance, relevance and benefits of digitisation and enhancing digital skills. We will also encourage them to attend workshops or 1:1 support more specific to this area. The report highlights the importance of building trust at an early stage of contact with that business, and getting this ongoing relationship right will be important in securing buy-in from the relevant businesses and residents on improved digital adoption. Our expectation is that any future regional Supply Chain, Innovation/R&D and Skills programmes all will most likely have digitisation-focused modules in them.

4.2   Reducing digital exclusion inequalities

Where are the opportunities for your area to reduce digital exclusion inequalities and

embed supports/interventions as part of your work?

The breakdown of expected jobs at the WM Gigafactory alone indicates that 9% are likely to be in ICT or Data Management. This is likely to represent over 500 jobs. It is likely that we will need to tackle digital exclusion inequalities if we are to ensure that local residents can successfully fill the new posts emerging at the WM Gigapark. CCC and local/regional partners will therefore need to work with prospective occupants and relevant training providers to ensure that the courses will be structured in appropriate ways that will enable residents to upskill digitally – through CCC's Account Management approach to business support, we will also maintain relationships with occupants at the WM Gigapark to ensure their evolving digital skills requirements and resultant career pathways are being tracked, and that the local employment and skills support offer is being updated adequately to reflect this. Engagement of the Employment & Skills and Community Development Services, along with the Coventry Connects initiative, and work with relevant third sector organisations active in those neighbourhoods with highest levels of digital exclusion, will also be important if residents with less developed digital skills are to be successfully reached.

As detailed above, to ensure that Coventry and wider West Midlands businesses can access new growing global supply opportunities, we expect both the regional Supply Chain and Innovation/R&D programmes to have digitisation modules delivered as part of them. Through our Account Management approach to business support more generally, we will also raise awareness of and signpost local businesses to established digitisation support programmes for manufacturers, including Made Smarter West Midlands.

We will use established successful marketing methods to raise awareness of all activities linked to the WM Gigapark and wider West Midlands Investment Zone amongst both local businesses and residents, such as CCC's Business e-newsletter, the Green Business Network, partner communications (e.g. CW Chamber of Commerce Newsletters, CW Growth Hub Newsletters), and direct communication from Economic Development Service staff (particularly to businesses staff have supported in the past, such as through EU Structural Fund programmes and Covid-19 support). However, we will adopt a flexible approach and use additional methods (where needed) to engage types of businesses that have historically had lower levels of engagement with publicly funded business support or employment and skill support programmes and from those businesses and residents in Coventry's more deprived neighbourhoods and/or most disadvantaged social groups – this could include (but not limited to) promotion of the support services through the Go CV app, direct outreach through community venues, direct approaches (e.g. industrial estates and local/district centres), and partnership work with other CCC Services (e.g. Employment & Skills, Migration, Community Development) and relevant community organisations to maximise awareness raising opportunities.

As the WM Gigapark develops, the EIA will be reviewed to ensure digital inequalities are addressed as appropriate.

5.0 Will there be any potential impacts on Council staff from protected groups?

No.

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex:

Female	
Male	

Age:

16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity:

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Religion:

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

6.0 How will you monitor and evaluate the effect of this work?

Both CCC and other partners involved in WM Gigapark activities will collate information on an ongoing basis with regard to output and outcome achievement broken down by for people with protected characteristics, as part of the contractual monitoring processes we will need to undertake for WMCA as part of their Investment Zone obligations with government. We will also seek to work with the developers to establish key impacts and benefits during the construction stage.

We will also participate in any evaluation activities that WMCA commissions in respect of the Investment Zone, or any national commissions on all Investment Zones that government may commission, and we envisage that impacts of the programmes on Diversity, Equality and Inclusion will be one aspect evaluated.

6.1	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**

7.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups ☐

Positive impact has been identified for one or more protected groups ☒

Negative impact has been identified for one or more protected groups ☐

Both positive and negative impact has been identified for one or more protected groups ☐

8.0 Approval

Signed: Head of Service: Steve Weir	**Date: 12/2/2024**
Name of Director: Andy Williams	**Date sent to Director: 14/2/2024**
Name of Lead Elected Member: Cllr Jim O Boyle	**Date sent to Councillor: 14/2/2024**

Email completed EIA to equality@coventry.gov.uk

Title of EIA		West Midlands Fostering Framework 2024
EIA Author	Name	Andy Sjurseth
	Position	West Midlands Commissioning Hub Manager
	Date of completion	20/9/23
Head of Service	Name	Bridget Atkins
	Position	Operational Lead Commissioning and Partnerships
Cabinet Member	Name	Patricia Seaman
	Portfolio	Children and Young People
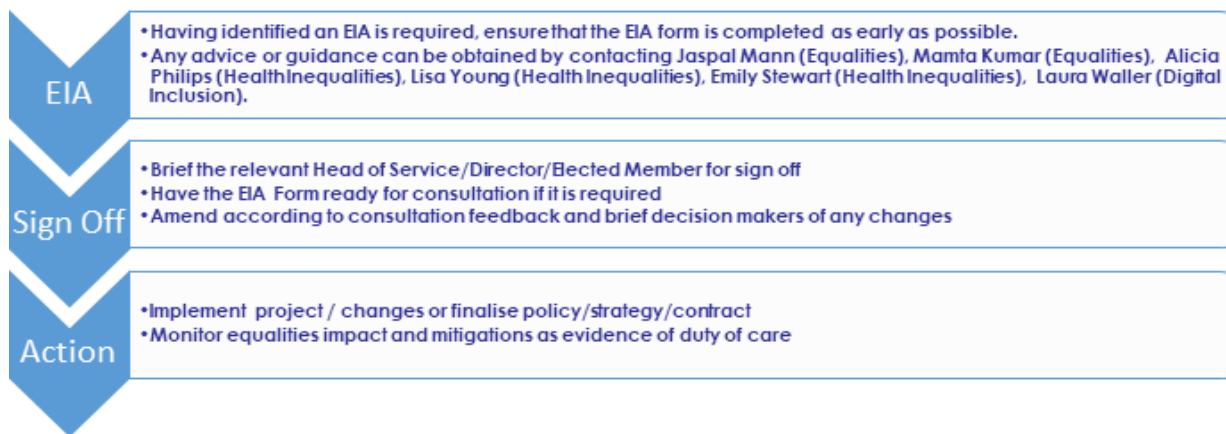
EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☒ Commissioning
☐ Other project *(please give details)*

1.2   In summary, what is the background to this EIA?

The Children Act 1989 requires all local authorities to take steps that secure, as far as reasonably practicable, enough accommodation within the authority's area to meet the needs of children in its care. We aim for children to be in care for the shortest time possible to achieve a sustainable exit from care that meets all their needs, whether that is a return home or a permanent alternative family arrangement.

Securing sufficient accommodation that meets the needs of children in care is a vital step in delivering improved outcomes for this vulnerable group. Having the right placement in the right place, at the right time, is a vital factor in improving stability for children and young people, which in turn is a critical success factor in relation to better outcomes for children in care. Placements with Independent Fostering Agencies ('External Fostering Placements') form a key contribution in enabling the Council to meet its sufficiency duty.

Fostering services provided by Independent Fostering Agencies are inspected as part of the Social Care Common Inspection Framework (SCCIF). In addition to current legislative requirements the Provider must

respond to any forthcoming new legislation or subsequent amendments to the statutory requirements for this service in order to ensure continuity of safe service delivery and compliance with the latest regulations.

Coventry City Council has been part of the West Midlands Fostering Framework for a number of years. The framework provides approved Independent Foster Agency services for the 14 local authorities in the West Midlands. Coventry needs to use the services of Independent Foster Agencies (IFA) as CCC doesn't currently have enough internal foster carers to meet the needs of its Looked After Children who require such provision. Since 2020 this framework has been led by Sandwell Children's Trust, this contract expires in March 2024. The current contract is being extended by six months to take it to 30th September 2024. Coventry agreed to be the lead for the recommissioning of this framework in 2023. The fundamental need and requirements of the fostering framework will not change, it is just the lead commissioner that will change. Although there is no fundamental change of need or provision required it has been decided to divide the framework up into "Lots" to make it clearer the level of need a CYP has in their foster placement. This should make finding appropriate foster carers and match them CYP easier and more streamlined even though the needs of CCC's CYP who require foster care will not change and the overall provision won't change. The framework will be managed on a day to day basis by the West Midlands Commissioning Hub, which is hosted by Coventry City Council. The West Midlands Commissioniong Hub will take the role of contract management once the framework is up and running.

The framework aims to improve the access to fostering placements which are most suitable for the children and young people in the care of the 14 local authorities who need a placement. The regional framework supports the council to secure, so far as is reasonably practicable, foster care provision for looked after children, within or beyond the region, which will meet the needs of the child/young person. Successful providers include locally, regionally and nationally based agencies. However, in line with the council's sufficiency duty, placements for individuals will be sought with providers offering options within 20 miles of home. This will help ensure that, where appropriate, looked after children are able to remain in their local community, maintain their education and stay in contact with their family 3. Prior to and during the life of the framework, there will be robust quality assurance processes in place to ensure providers deliver a quality service and meet the needs of the children placed using the framework's terms and conditions (contract) will reflect the provider's responsibility to comply with the Equality Act 2010 or subsequent equality legislation and all other relevant anti-discriminatory legislation.

For a provider to be included on the new framework they will have to meet national Ofsted quality standards. If they are assessed as "Requires Improvement" in the Ofsted inspection they will be required to successfully complete an action plan that meets Ofsted standards, these action plans will be monitored by staff from CCC's Quality Team. Individual CYP placements will be micro managed by the placing social workers who will receive weekly reports on the foster placement and they will manage any issues that arise specifically related to the specific CYP in a placement. The West Midlands Commissioning Hub will act as a "relationship manager" between placing local authorities and the providers as well as their macro contract management role.

One of the quality requirements of the framework is that all foster carers and providers must be trained to a minimum national standard and above. Part of their training will include equality, diversity, and inclusion. The CYP who are looked after by CCC, and for whom CCC is the Corporate Parent, come from a diverse range of backgrounds, ethnicities, religions etc. When the CYP is placed with a foster carer the social worker/placing authority will ensure that the carer understands the individual needs of the CYP and will ensure that they are able to meet these needs. Should any major issues arise for a CYP in their placement as a result of issues with their foster carer these would be escalated internally within Children's Services, the quality team and, if necessary, the safeguarding team.

The independent foster care agencies will be chosen on the basis that they can meet the needs of all of the Looked After Children that are placed with them, this includes meeting their age, physical, health, mental health, religious, sexual and other diversity needs.

Lot 1: Standard Foster Care.

It is anticipated that most requests for service will be made under this Lot. Children and young people placed with a Lot 1 Foster Family are likely to exhibit behaviour indicative of attachment difficulties. Children and

young people placed under Lot 1 may exhibit some challenging behaviour as a result of their experiences and it is important that Foster Carers are appropriately skilled and supported by their agency to manage any challenges faced by the child or young person – challenging behaviour does not mean that a Lot 2 placement is automatically required, any concerns that arise should be discussed with the placing authority.

Lot 2: (Short Term) Enhanced Foster Care

Lot 2 **Enhanced Foster Care** has been specifically designed to meet the needs of a smaller cohort of Children who need greater support and care at the beginning of the Placement but will often see the level of support and care needed reduce over time.

Children in these foster Placements are likely to be at high risk of a number of factors which may include, but not be limited to: Child Sexual Exploitation; going missing; offending behaviour; substance misuse; violent outbursts including destruction of property; sexualised behaviour; and fire-setting.

This Lot can include those Children who are either currently residing in residential care, or, as identified by the Contracting Body, on a trajectory towards residing in residential care and with a higher level of need than that routinely met by Lot 1. It is expected that the additional support will be reviewed at regular intervals, agreed with the Contracting Authority, with a view to reducing the additional support package over time towards becoming a 'Standard' placement as the needs of the child/young person in care decrease.

Lot 3: (Long term) Specialist Foster Care

For those Children who have long term additional Placement needs, as identified by the Contracting Body, over and above those covered through Lot 1, a Contracting Body may make 'Call Offs' through Lot 3: Specialist Foster Care.

Lot 3 Specialist Foster Care has been specifically designed to meet the needs of a smaller cohort of Children whose needs are not currently routinely met by Lot 1. Although the needs of the Children placed within Lot 3 Specialist Care may change over time, it is likely that an increased level of support will be required throughout the Placement. All services included within a Lot 1 Foster Family, along with additional requirements in accordance with the child's individual assessed needs including but not limited to:

- Complex behaviour management support
- Complex contact needs
- Complex educational needs
- Support in relation to complex attachment issues.
- Support in relation to substance misuse issues.
- Support when the child is excluded from school.
- Therapeutic input.
- Support for specifically tailored educational programmes.
- Support in relation to issues ofabsconding.
- Counselling services.
- Support in relation to offending behaviour.
- Support in relation to self-harming behaviour.
- Support in relation to sexuality or gender identity.
- Support in relation to disabilities.

Lot 4 – Specialist Fostering--Parent and Child Fostering

All services included in Lot 1-foster family, with additional requirements in accordancewith child's individual assessed needs.

A vital aspect of Parent and Child fostering is insuring positive parenting strategies are modelled by Foster Carers who will support and impart positive parenting including but not limited to routines, play and supporting attachment in line with the child's plan.

The Provider's services will be delivered in line with the Fostering Services National Minimum Standards.

Foster carers are the providers of guidance and support during a Parent and Child
Fostering placement and will be required to share information for social workers who will be completing an ongoing assessment of the child. This social work assessment will be undertaken in accordance with the Department of Health's Framework of Assessment of Children and their Families. It is expected that Foster Carers will have an understanding of the areas this assessment will cover in order to support the Local Authority in completing this assessment, both in the general description below and any specific areas identified for the child and their family.

The model used should be focused around supporting attachment between babies and their parents and to that end will be 'child led' in approach.

1.3 List organisations and people who are involved in this area of work?

BIRMINGHAM CHILDREN'S TRUST - Laura.Burns@birminghamchildrenstrust.co.uk :
Vijay.Mahay@birminghamchildrenstrust.co.uk
COVENTRY - Andy.Sjurseth@coventry.gov.uk; Stephanie.Verge@coventry.gov.uk; Emma.Franklin@coventry.gov.uk;
Charlotte.Woolley@coventry.gov.uk
DUDLEY - sian.hickman@dudley.gov.uk
HEREFORDSHIRE - richard.watson@herefordshire.gov.uk; sgriffiths3@herefordshire.gov.uk;
Mark.Cage2@herefordshire.gov.uk
SANDWELL CHILDREN'S TRUST - Marie_Hines@sandwellchildrenstrust.org;
steve1_lilley@sandwellchildrenstrust.org
SHROPSHIRE – Rebecca.knight@shropshire.gov.uk
SOLIHULL - aimee.wright@solihull.gov.uk; nicola.jones@solihull.gov.uk
STAFFORDSHIRE – rachael.goodwin@staffordshire.gov.uk
STOKE - Kelly.Mountford@stoke.gov.uk
TELFORD & WREKIN - Sharon.Smith@telford.gov.uk
WALSALL - Sharon.Smith@telford.gov.uk; laura.wood@walsall.gov.uk
WARWICKSHIRE - ericajohnson@warwickshire.gov.uk

SECTION 2 – Consideration of Impact

1. Baseline data and information

Over the duration of this contract CCC have consistently utilised the framework, commissioning procurement-compliant placements. The information below details the number of placements CCC have commissioned at year end:

- March 2020: 157 external fostering placements.
- March 2021: 161 external Fostering placements.
- March 2022: 164 external fostering placements.
- March 2023: 137 external fostering placements

External fostering placements are currently commissioned through the West Midlands Regional Fostering Framework or through spot placements when an internal or framework placement cannot be sourced.

As of March 2023, CCC currently have a total of 517 fostering placements which are split into: 380 internal fostering and 137 external fostering. The external fostering is split into framework- and spot-purchased placements. The framework placement spend for 2022/23 was £5,204,147 and the spot purchased placements spend for the same period was £2,067,939.

	Internal Fostering Placements	External Fostering Placements
31st March 2022	367	167

31st March 2023	380	137

Just over 28% of external foster placement spend is on spot purchase foster care, this may be down to the complexity of the CYP needing more specialist, and therefore, more costly care.

The fostering framework must meet the needs of all of the Looked After Children in the care of the local authorities. All local authorities involved in this framework have historical data of the children and young people in their care and who they have previously supported with fostering placements.

As the corporate parents the local authorities have indepth knowledge of the children and young people and their needs. As part of their care plans the intention is always to meet all of their needs including taking into account their age, gender, sexuality, physical and mental health, religion, gender reassignment, pregnancy etc. Placements will be made with carers who are most able to meet all of these needs and will be reviewed regularly to ensure that these needs are being met.

As all foster placements are made based on the individual children and young people and their needs we are able to be flexible and inclusive in placements and fund additional support for children and young people when a need is identified. We know the equality and diversity of our children and young people through the indepth assessments that are carried out prior to them becoming a Looked After Child and also from ongoing assessment of needs, care plans and profiles for their placement with foster carers.

Working closely with existing framework providers and through market research/management we receive feedback on the children and young people that they have placed with foster carers. This is in addition to the information we already hold for those children and young people and also about the types of foster placements and foster carers that are available. We are always working with providers to ensure that the broadest range of foster carers are being recruited, trained and retained to best meet the needs of the children and young people in our care requiring a foster placement.

2.2 **On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.**

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	P	The foster placement will be positive as the carer will be trained to support all of the needs of the children and young people in their care which should be a positive experience and where extra support is needed for the CYP this will be provided and supported by the foster carers, the agency and the local authorities' Children's services teams.
Age 19-64	P	For the older age young people in a foster placement the foster placement will be positive as the carer will be trained to support all of the needs of the children and young people in their care which should be a positive experience and where extra support is needed for the CYP this will be provided and supported by the foster carers, the agency and the local authorities' Children's services teams.
Age 65+	NI	
Disability	P	The foster placement will be positive as the carer will be trained to support all of the needs of the children and young people in their care which should be a positive experience and where extra support is needed for the CYP this will be provided and supported by the foster carers, the agency and the local

		authorities' Children's services teams. This will be in line with medical support and clinical and legal guidelines.
Gender reassignment	**P**	The foster placement will be positive as the carer will be trained to support all of the needs of the children and young people in their care which should be a positive experience and where extra support is needed for the CYP this will be provided and supported by the foster carers, the agency and the local authorities' Children's services teams. This will be in line with medical support and clinical and legal guidelines.
Marriage and Civil Partnership	**NI**	
Pregnancy and maternity	**P**	The foster placement will be positive as the carer will be trained to support all of the needs of the children and young people in their care which should be a positive experience and where extra support is needed for the CYP this will be provided and supported by the foster carers, the agency and the local authorities' Children's services teams.
Race (Including: colour, nationality, citizenship ethnic or national origins)	**P**	The foster placement will be positive as the carer will be trained to support all of the needs of the children and young people in their care which should be a positive experience and where extra support is needed for the CYP this will be provided and supported by the foster carers, the agency and the local authorities' Children's services teams.
Religion and belief	**P**	The foster placement will be positive as the carer will be trained to support all of the needs of the children and young people in their care which should be a positive experience and where extra support is needed for the CYP this will be provided and supported by the foster carers, the agency and the local authorities' Children's services teams.
Sex	**P**	The foster placement will be positive as the carer will be trained to support all of the needs of the children and young people in their care which should be a positive experience and where extra support is needed for the CYP this will be provided and supported by the foster carers, the agency and the local authorities' Children's services teams.
Sexual orientation	**P**	The foster placement will be positive as the carer will be trained to support all of the needs of the children and young people in their care which should be a positive experience and where extra support is needed for the CYP this will be provided and supported by the foster carers, the agency and the local authorities' Children's services teams.

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	Further information on heath inequalities is available on the Intranet

3.1   Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:
Please include which Marmot Principles this work covers.

Coventry is a Marmot City. The Marmot approach of using 'Proportionate Universalism' shows how allocating resources across the social gradient, but proportionate to peoples need, can benefit everyone and help improve

health equity. This also shifts resources from always being reactive to a more preventative way of working. The West Midlands Fostering Framework links to the Marmot principle "Give every child the best start in life."

Many of the children and young people who enter the care system and who subsequently require a foster placement will have some degree of deprivation and/or trauma that will impact their health and will have had a negative impact on their health. They may have been subject to some degree of neglect, physical, mental, emotional abuse, amongst other negative impacts on their life. One of the roles of the foster carer and the foster placement is to ensure that the children and young people will have access to all of the health and social care support that they need and that they will be attending health and dental appointments in line with expectations based on their age and individual needs. They will be provided with appropriate levels of health, social, and educational support to maintain or improve their expected milestones and goals. The foster placement will ensure the children and young people are eating healthily and receive appropriate levels of physical activity. The foster carers will ensure that all medical appointments are attended and vaccinations etc are accessed. They will work closely with all social and health care providers as identified in the CYP's care plan. The foster carers will promote healthy, active lifestyles for the CYP placed with them.

3.2   What information do you have to show you are going to reduce health inequalities:

This is not a new framework as such but a recommissioning of the existing one with Coventry taking over as the lead commissioner in place of Sandwell Children's Trust who are the lead for the existing framework contract that ends in March 2024. This is a new procurement of the same provision based on the new as set out by procurement regulations.   Each individual child or young person will have an assessment and care plan from before they become a Looked After Child so we have a baseline understanding of their health when they are first identified as a child in need. These assessments and needs will be updated regularly via their care plans until they leave care so we have a broad, indepth understanding of their initial circumstances including health inequalities and how these are improved through their foster placements Foster placements are monitored by the placing social worker and the Independent Reviewing Officer. Foster carers are contractually required to ensure the CYP in the care attend all medical and dental appointments as required and provide a nutritious and varied diet giving the CYP a choice in what they eat. The foster carers must keep contemporaneous records relating to the CYP's care and activities which will be reviewed by the social worker.

3.3   Who/which groups of people might face the biggest health inequalities for your work and why:
What can be done to improve health equity for the groups of people you have identified?

We work with children and young people in care who require a foster placement. These CYP will often enter care with health inequalities due to their family circumstances and the impact of these deprivations will, to some degree, be part of the reason why they have come into care. However, it is expected that their foster placement will begin to improve their health and reduce their health inequalities through healthy eating and active lifestyles and through them having access to healthy food at mealtimes and snacks. It is also expected that foster carer ensure the CYP in their care access health services as and when required and that all vaccinations and other services are accessed. The foster carer must liaise with all relevant social care and health teams that are identified in their care plan or which are needed during the placement. Foster carers facilitate the CYP's contact with parents and other family members where appropriate and legislated. All Independent Fostering Agencies must sign up to the council's standard contract and service specification with Key Performance Indicators which are monitored to ensure that the IFA's are adhering to their contractual obligations. The framework agreement means that Coventry ensures that all providers used meet a minimum standard and meet national standards and requirements. The providers are monitored to ensure they are meeting their KPIs as well as the more regular meetings that social workers have with individual foster carers and any issues are fed back immediately.

3.4   What can be done to improve health equity for the groups of people you have identified?

Many of the CYP who enter into foster placements will have come from a family whereby their health and care may not have been a high priority and accessing health and social care services may not have been consistent. They may also have been neglected and not been provided with appropriate levels of physical and mental stimulation or have had access to health food or enough food. The foster placement should be ensuring that the CYP in their care are receiving regular healthy meals and food, accessing health and social care services where needed or are appropriate. And that the CYP are being physically and mentally stimulated. All of the CYP's assessed need will be included in the assessment, care plan and profile that the foster carers receive and agree to as part of the placement contract. The contract monitoring and management of the individual IFAs will be carried out by the West Midlands Commissioning Hub which is hosted by Coventry City Council. They will ensure through regular monitoring and meetings that the provider is complying with the contract and service specification and hittings its Key Performance Indicators and where they aren't actions will be taken to get the provider to adhere to these. On a more frequent and more individualised basis the CYP's social worker will also be monitoring the placement and will feedback on a more micro level how the provider and foster carer are performing and will raise any significant issues with the commissioning team, particularly around quality issues. The Looked After Children's nurse will also be involved in ensuring the CYP in foster placements are healthy and are hitting milestones and will raise any concerns identified which will then be addressed with the provider. If there are any significant issues with a provider the council can put a temporary block on them receiving new placements until the issues have been addressed to the satisfaction of the council.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1   Starting point:
Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate?   N
- Does your work assume service users have digital access and skills?
- Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?
- Consider what the unintended consequences of your work might be.

Before CYP come into care they may have had limited digital access and skills as a result of the family circumstances they were living in and the deprivations they may have faced. The foster placement should ensure the CYP in their care have access to all of the age appropriate digital facilities needed. They will also ensure that CYP of school age are attending school and will ensure they have equipment needed to complete school work. These will all be identified and written into the individual care plan for the CYP, this will be done by the CYP's social worker who will monitor this on a regular basis. Foster carers, as part of their statutory training to become approved as a foster carer undertake training on safeguarding which includes internet safety. The social worker will also include technology and other facilities the CYP needs in their placement. It will be a requirement of the placement that the foster carer ensures these are provided

4.2   Reducing digital exclusion inequalities
Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

The foster placement will ensure that the CYP in their care have access to appropriate digital technologies and that they are being used with a view to safeguarding in mind. Foster carers, as part of their statutory training to become approved as a foster carer undertake training on safeguarding which includes internet safety. They are also required to attend CPD training appropriate to their role throughout the year which would include any The social worker will also include technology and other facilities the CYP needs in their placement. It will be a requirement of the placement that the foster carer ensures these are provided

5.0   Will there be any potential impacts on Council staff from protected groups?

No

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex: **Age:**

Female	
Male	
16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity: **Religion:**

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	

Unknown	

6.0   How will you monitor and evaluate the effect of this work?

The new framework will have Key Performance Indicators which the provider will have to report on quarterly along with quarterly contract meetings with the West Midlands Commissionin Hub. The KPIs and required management information will include placement breakdowns, foster care recruitment, attendance at contract meetings. The provider will also be expected to report on staff training, serious incidents. The provider will provide weekly reports to placing social workers and will also be expected to liaise with the social worker if any day to day issues arise with the placement.

6.1	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**

7.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☒

Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected groups   ☐

8.0   Approval

Signed: Head of Service: Bridget Atkins	Date sent to Head of Service:
Name of Director: Neil MacDonald	Date sent to Director:
Name of Lead Elected Member:	Date sent to Councillor:

Email completed EIA to equality@coventry.gov.uk

Title of EIA		UK Shared Prosperity Fund – Lot 3 – Community & Place/People & Skills
EIA Author	Name	David Kersey
	Position	Employment Development Manager (Strategy & Funding)
	Date of completion	12th December, 2023
Head of Service	Name	Andy Williams
	Position	Director of Business Investment & Culture
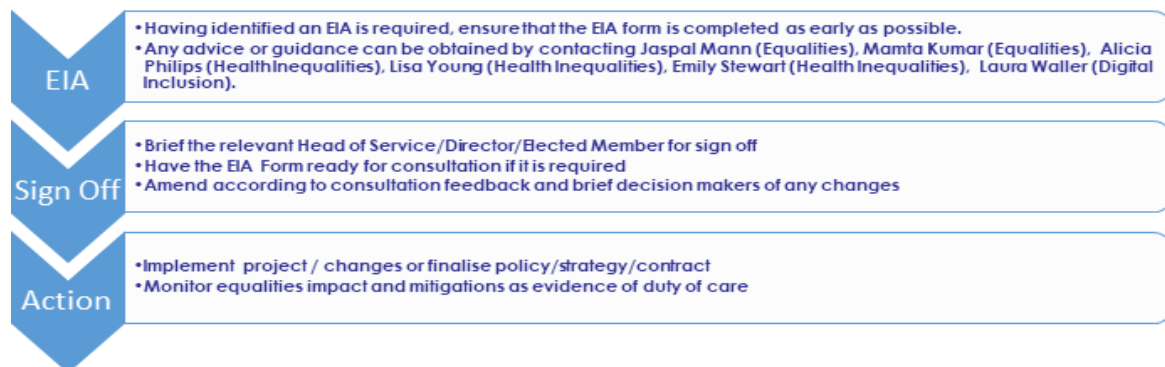
EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:
☐ New policy / strategy
☒ New service
☐ Review of policy / strategy
☐ Review of service
☒ Commissioning
☐ Other project *(please give details)*

1.2   In summary, what is the background to this EIA?

Coventry City Council has successfully bid to West Midlands Combined Authority (WMCA) to deliver activity via the UK Shared Prosperity Fund (UKSPF). UKSPF is a Government (Department for Levelling Up, Housing and Communities (DLUHC)) funded programme, managed by WMCA.

This Equalities Impact Assessment (EIA) is assessing a grant aid process which will lead to the City Council choosing delivery partners to ensure successful delivery of UKSPF services to assist the <u>most excluded</u> Coventry residents to access jobs.

The UKSPF objectives - set by DLUHC are:
-    Boost productivity, pay, jobs and living standards by growing the private sector, especially in those places where they are lagging.
-    Spread opportunities and improve public services, especially in those places where they are weakest.
-    Restore a sense of community, local pride and belonging, especially in those places where they have been lost.
-    Empower local leaders and communities, especially in those places lacking local agency.

Coventry City Council Employment and Skills Service (ESS) will utilise UKSPF funding to coordinate employability support for economically inactive and unemployed residents in the city of Coventry.

Due to the reduction of funds from European Social Fund (ESF) to UKSPF there will be less funding directed at communities than previously. ESS will use UKSPF effectively to ensure maximum community impact, but this can still only partially mitigate for the loss of funds. The EIA considers this impact on Coventry residents. The EIA will also consider the barriers to accessing employability support; for example whether people from different protected characteristic groups are less likely to benefit from the support we provide or whether some areas of the city are more difficult for projects to reach.

A separate EIA has also been completed for the Economic Development Strategy and Skills Strategy, which will further inform the approach to this work.

UKSPF Lot 3 will be delivered by:
- Partnership working with specialist local employability support delivery organisations to promote use of community facilities, especially in areas of the most intense deprivation, and the take up of volunteering opportunities.

- Assisting people and develop employability support pathways to access sustainable and high-quality volunteering, training and jobs via the Job Shop.

ESS and partners will establish a new hub and spoke model to provide employment support across the city, with a particular focus on activities stipulated in a Funding Agreement prepared by WMCA:

1. Key areas of deprivation.

This will include the most deprived 'super output' areas of the city based in Foleshill, Radford, St Michaels, Woodlands, Westwood, Binley & Willenhall, Wyken and Henley wards.

2.) The most excluded groups of people including:

- People who have a disability or long-term health condition;
- People aged 50 years and over;
- Economically inactive and low paid women;
- People whose ethnic origin is not White British, including those recently arrived in the UK;
- Young people (16-18 years old) not engaged in employment, education or training (NEET);
- People with other complex barriers to attaining and sustaining employment. For example - those with recent or current criminal convictions, people experiencing substance dependency, people who are victims of domestic violence, people who are homeless or at risk of homelessness.

ESS will grant aid a range of delivery partners to assist the Job Shop to provide the high quality employability support pathways to assist Coventry residents to access and retain sustainable and high-quality volunteering opportunities, training and jobs. The grant aid specification reflects a need for organisations who have a strong local focus. Delivery partners will also need to have formal Equality, Diversity and Inclusion policies and ethos written into their delivery plans.

Activities will include:

1. Delivery of community infrastructure projects leading to new community local events and an increase in the positive perception of community facilities.
2. Creation of new volunteering opportunities leading to increased community engagement.
3. A comprehensive and intensive package of support employability support activities provided by key workers. This to focus on preparation of action plans leading to participants effectively engaging with employability advice and guidance, training, barrier breaking support including money advice and appropriate and planned activities. As a result, participants will demonstrably move either towards and into new jobs or into improved prospects of retaining work and thriving within their existing employment.

Activity will aim to ensure Coventry residents who sustain and retain work are in high quality jobs. This to include:
- Payment of National Minimum Wage
- Written Contract of Employment
  - Right to independent representation when dealing with workplace issues (e.g. Trade Union)
  - Written equality and diversity policy.

ESS will gain information about the quality of work achieved wherever possible as part of our feedback and evaluation work.

The partnership will have a strong focus on social value. Major challenges that UKSPF activity will aim to address include:

- Increased levels of unemployment and a reduction in the level of vacancies in recent months.
- The negative impact of rising inflation and other factors causing individual income to be insufficient to avoid poverty for increasing numbers of Coventry residents.
- Higher levels of economic inactivity due to high rates of long-term sickness in Coventry.
- Increased rates of withdrawal of people in the over 50s cohort from the Coventry labour market.
- Issues relating to isolation, low confidence, and health in large part because of the long-term impact of the Covid-19 pandemic.
- Challenges to deliver employability support, which is appropriate to changing needs, for example ESOL support for people newly arrived in the UK now living in Coventry.

All these issues have a disproportionately high impact on cohorts of people with protected characteristics (as listed in Section 2.2).

1.3 List organisations and people who are involved in this area of work?

Coventry City Council – Employment & Skills Service
Coventry City Council – Migration Team
Delivery Partners – to be confirmed following the completion of the grant aid bidding process.

The grant aid process is designed to identify up to six delivery partners. The specific activities, based on the Grant Aid Funding Agreement, will be defined once the process is concluded and the partnership is established.

Based on the wider range of objectives and outcomes for the partnership and example projects, there is potential to affect all residents, businesses and other sector organisations throughout Coventry.

1.4 Who will be responsible for implementing the findings of this EIA?
Senior Leadership Team – Employment & Skills Service.

SECTION 2 – Consideration of Impact
Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not.
- Foster good relations between persons who share a relevant protected characteristic and those who do not.

Baseline data and information
- Please include an analysis of the equalities data your service holds.   This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
- Where possible compare your data to local data using
  - Facts about Coventry
  - Census 2011
  - Census 2021

o   JSNA

Employment & Skills Service Programmes - Equality (up to June 2023)

Programme	Total Participants	Male	%	Female	%	Prefer Not to say	%	Not White UK ethnic origin	%	Disability Health	%	Over 50	%
Ambition2	1543	807	52	736	48	0	0	868	56	263	17	0	0
Connect2	1969	798	41	1171	59	0	0	1046	53	818	42	318	16
Routes2	1073	570	53	503	47	0	0	354	33	228	21	0	0
Succeed	2123	909	43	1214	57	0	0	1394	66	477	22	423	20
YVYF	514	293	57	221	43	0	0	313	61	130	25	0	0
S4G	997	567	57	430	43	0	0	147	15	107	11	226	23
Totals	8219	3944	48	4275	52	0	0	4122	50	2023	25	967	12

Currently, Coventry City Council has five ongoing contracts delivering a wide range of employability support. All these contracts will end on or before the end of December 2023 and ESF funding will no longer be an option for the delivery of employability support services for excluded Coventry residents. All the grants funded by ESF programmes were managed by DWP as the Managing Authority for the programmes and with Coventry City Council leading delivery consortium bids and being contracted to provided programme management support to the consortia.

- The current value of Connect2 contract is for £6,832,372. This is grant funded at 50% by ESF.
- The current value of Routes2 contract is for £3,355,976. This is grant funded at 50% by ESF.
- The current value of Ambition2 contract is for £5,794,122. This is grant funded at 33% by DWP and 33% by the ESF Youth Employment Initiative.
- The current value of Succeed contract is for £5,061,642. This is grant funded at 50% by ESF.
- The current value of Your Vision Your Future contract is for £2,232,552. This is grant funded at 33% by DWP and 33% by the ESF Youth Employment Initiative.

Total value of ESF Contracts - £23,276,664 (all Revenue).

New agreement – Lot 3 - Community & Place, People and Skills

	Capital (£000)	Revenue (£000)	Total (£000)
April 2023- March 2024	0	£229,715	£229,715
April 2024- March 2025 Optional potential extension	0	£553,429	£553,429
April 2025- March 2026 Optional potential extension	0	£553,429	£553,429
Total 2023/24 – 2025/26	**0**	**£1,336,573**	**£1,336,573**

Due to the very significant reduction of funds from ESF to UKSPF there will be much less funding directed at residents with barriers to labour market participation than previously. ESS will use UKSPF effectively to ensure maximum community impact, but this can still only partially mitigate for the loss of funds.

Where the reduced level of resource leads to negative overall impacts on Coventry residents this will be partly mitigated by an increased focus on effective signposting to alternative agencies and to statutory employability and skills support programmes.

The Employment and Skills Service Strategic Management Team are also actively pursuing several new sources of external funding in addition to 'add value' to the impact of UKSPF and to further mitigate the impact of the end of ESF funding.

The services delivered via ESF (including the Youth Employment Initiative (YEI)) were all targeted at groups in the population specified in the ESF contract. These included women, people who were not 'White UK' ethnic origin, people with a disability, people with a long term health barrier and people aged over 50. All programmes supported higher than 2021 census percentage engagement with cohort groups within these categories except where the contract did not facilitate working with that group. For example the YEI programmes worked exclusively with people aged under the age of 29 so could not support those people aged over 50.

The UKSPF delivery for Lot 3 will have a very strong focus on equality, diversity and inclusion. Partners will be required to work directly with ESS (via the Job Shop) to ensure the most excluded residents are the ones who benefit from the range of new support that will be delivered to move people toward and into sustainable jobs.

The UKSPF delivery partnership will also have a strong focus on social value. The grant aid process is being designed to avoid partners seeking to 'cherry-pick' people who are the easiest to support. Organisations will provide services that will have the most positive impact on inequality in the Coventry labour market.
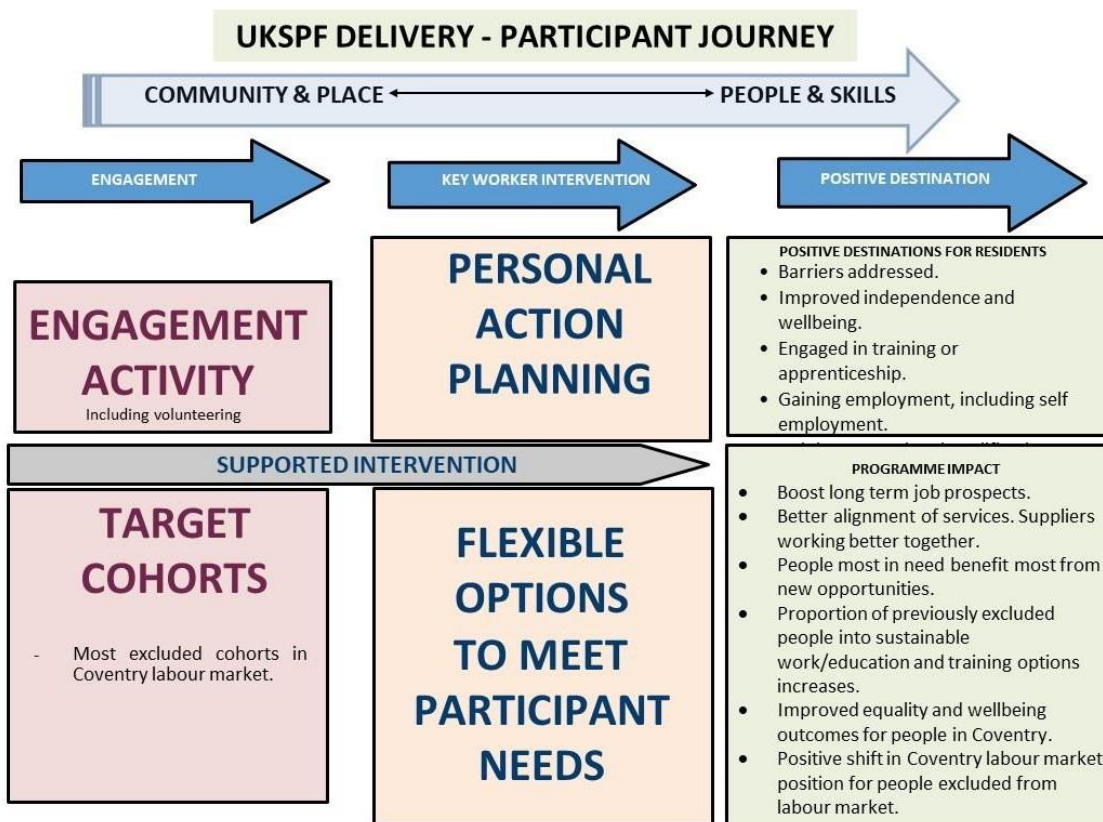
The target groups for UKSPF intervention were chosen based on the evidence as described in the table below:

Cohort	Short Summary of Supporting Evidence
50+	**Claimant count** 2,700, 50+ claimants - 4.9% compares with 4.2% West Mid (WM) average and 3.3% National (March 22 data). Some 'hotspot' areas of the City particularly around Hillfields/Foleshill are around 17-21% 50+ claimants (1 in 5)
Women (focus on EA/In-Work)	**Economic Inactivity (EA) Dec 21:** 30% Economically Inactive Women: There is a gap of 9.6% between economically inactive women and men in Coventry which is larger the Regional Average of 7.6% and the National Average of 5.7%. **Wages (2021):** Female gross weekly pay is -£39 on National Average and -£5.40 on WM Average. Male by comparison is +£37 on National and +£65 on WM.
People who are not White UK ethnic origins	**2011 census** – 33% not White UK ethnic origin. 48.7% of school pupils from ethnic backgrounds other than White British. More refugees since 2014 than any other City. Nationally 10.2% Pakistani backgrounds unemployed – Cov pop 3%. 8.6% Black backgrounds unemployed – Cov pop = 5.6%
Disability and Health	**Only 16 out of 869 LD people known to ASC confirmed in work**. **ESA rates:** 10,305 = 0.59% total working age pop. 3rd highest in region – Bham 2%, Sandwell 0.65%. **Emp rate by LD/MH** (2018 data) = 30.7% 2nd lowest in region. WMCA av 38%
Multiple Complex Needs*	**Youth Offending**- 16.79, 17-year-olds per 1000 -WMCA av 17.67. Crime rates below WMCA average. **Alcohol Hospital Admissions** highest in WMCA- 2976 per 100,000. WMCA av – 1999. **Alcohol dependency** - 18.8 Coventry per 1000, UK 13.7. **15-24 Substance Misuse** Hosp Ad 2nd highest in WMCA – 199 per 100,000. WMCA av 190. **Domestic violence crimes** per 1000- only regionally reported at 37.27 (higher than Manchester 34.25 and London 35.14) **Homelessness** Council supported 340 families in 2019 compared to 40 in 2015 (to add more data)

	18-24 claimant count (March 22): 2045 = 3.8% compared with 6.3% WM and 5% National
Young NEET	**16-18 NEET (Jan 22):** NEET 1.8%, Not Known 2.1%, Total 3.9% National (Feb 21): NEET 2.8%, Not Known 2.7%, Total 5.5% WM (Feb 21): NEET 2.6%, Not Known 3.1%, Total 5.7%. Need to maintain success.

The Job Shop delivery staff and the ESS Programme Management Team will work with successful suppliers to explicitly support the above cohorts in the Coventry population. The programme will not duplicate activity delivered via DWP or by other national employability programmes but will specifically engage and support those who are inactive in the labour market and are experiencing the most profound and significant barriers to sustained labour market participation.

The diagram below shows that ESS and delivery partners will deliver an 'action planning' focused approach. This will develop individually focused pathways that identify and work with the specific barriers faced by everyone engaged with UKSPF support.

UKSPF DELIVERY - PARTICIPANT JOURNEY

COMMUNITY & PLACE ← → PEOPLE & SKILLS

ENGAGEMENT   KEY WORKER INTERVENTION   POSITIVE DESTINATION

ENGAGEMENT ACTIVITY
Including volunteering

PERSONAL ACTION PLANNING

POSITIVE DESTINATIONS FOR RESIDENTS
- Barriers addressed.
- Improved independence and wellbeing.
- Engaged in training or apprenticeship.
- Gaining employment, including self employment.

SUPPORTED INTERVENTION

TARGET COHORTS
- Most excluded cohorts in Coventry labour market.

FLEXIBLE OPTIONS TO MEET PARTICIPANT NEEDS

PROGRAMME IMPACT
- Boost long term job prospects.
- Better alignment of services. Suppliers working better together.
- People most in need benefit most from new opportunities.
- Proportion of previously excluded people into sustainable work/education and training options increases.
- Improved equality and wellbeing outcomes for people in Coventry.
- Positive shift in Coventry labour market position for people excluded from labour market.

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required.

Age 0-18	**PN**	Positive impact as young people aged 16-18 are listed as specific target group for focused activity. Negative impact due to reduced level of overall funding post end of ESF (December 2023).
Age 19-64	**PN**	Positive impact for those with protected characteristics as UKSPF activity is being targeted at cohorts who are likely to have one or more of these. Negative impact due to reduced level of overall funding post end of ESF (December 2023).
Age 65+	**NI**	Activities will not be targeted at people over the age of 65 as they are focused on employability outcomes.
Disability	**PN**	Positive impact as people with a disability are listed as specific target group for focused activity. Negative impact due to reduced level of overall funding post end of ESF (December 2023).
Gender reassignment	**NI**	Activities have not been designed to target this cohort of people.
Marriage and Civil Partnership	**NI**	Activities have not been designed to target this cohort of people.
Pregnancy and maternity	**NI**	Activities have not been designed to target this cohort of people.
Race (Including: colour, nationality, citizenship ethnic or national origins)	**PN**	Positive impact as people who are not White UK ethnic origin are listed as specific target group for focused activity. Negative impact due to reduced level of overall funding post end of ESF (December 2023).
Religion and belief	**NI**	Activities have not been designed to target people with a specific religion or belief.
Sex	**PN**	Positive impact as people who identify as women are listed as specific target group for focused activity. Positive impact as men who have a protected characteristic are listed as specific target group for focused activity. Negative impact due to reduced level of overall funding post end of ESF (December 2023).
Sexual orientation	**NI**	Activities have not been designed to target this cohort of people.

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	Further information on heath inequalities is available on the Intranet

3.1 **Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:**
Please include which Marmot Principles this work covers.

The Institute for Health Equity report that "Being in good employment is protective of health. Conversely, unemployment contributes to poor health. Getting people into work is therefore of critical importance for reducing health inequalities." Source

This activity will help to address health inequalities by supporting the following Marmot Principles:

Enable all children, young people, and adults to maximise their capabilities and have control over their lives.
UKSPF will support young people to access employment, education or training, with a focus on those not engaged in these activities (NEET).

Create fair employment and good work for all.
By ensuring external investment is used to specifically target services at those finding it the hardest to access employment and good work opportunities.

The UKSPF will have a specific focus to:
- Support those in low paid and/or insecure employment.
- Support Coventry residents to access volunteering, training and employment across the city, working with partners in public, private and community and voluntary sectors across the 'social gradient'.

- Tackle inequalities by making sure skills provision is equally accessed by all Coventry's communities, with our residents gaining the skills they need to secure good employment and progress within it.
- Work with businesses to improve the quality of jobs, creating health promoting workplaces that support the health and wellbeing of employees.

Ensure healthy standard of living for all.
By securing substantial new investment to improve 'the tools and approaches to engage people in support interventions to reduce long-term unemployment early across the social gradient including people living in poverty due to health and disability related barriers to labour market access to support people to stay in work'. This activity will be a core element of the UKSPF Lot 3 in Coventry.

Tackle racism, discrimination and their outcomes
By investing in employability support services to directly address inequalities in the labour market and access to employment, education and training for people who are not 'White UK' ethnic origin. This will include people who are recent arrivals to the UK and newly resident in Coventry.

3.2   What information do you have to show you are going to reduce health inequalities:
One of the specific targets for the project is to support participants to engage with Mainstream healthcare services (mental and/or physical) and therefore address their healthcare needs with a view to reduce health inequalities.

In addition activity will assist residents who are economically inactive to enter pathways toward employment. This has been identified by research and by the Coventry Marmot Work and Poverty Working Group as a major factor in improving economic independence leading to improved health and wellbeing outcomes.

3.3   Who/which groups of people might face the biggest health inequalities for your work and why:
What can be done to improve health equity for the groups of people you have identified?

All target groups for this work will be among those facing the biggest health inequalities. This will include those with protected characteristics related to age, disability, ethnic origin and sex. People facing health inequality are often among the most deprived cohorts of the Coventry and UK population. The Marmot Work and Poverty Group and national research bodies (see above) have identified that achieving and sustaining employment is a major positive factor in achieving positive health outcomes. The activity will facilitate improved employment prospects for people within these cohorts.

3.4   What can be done to improve health equity for the groups of people you have identified?
UKSPF Activity will focus on increasing economic activity, moving people toward and into work and helping them to sustain work once they get a job. All these activities will lead toward improved health equity for the cohorts of people supported (as specified above).

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1   Starting point:
- Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate?   Y - impacts
- Does your work assume service users have digital access and skills? N
- Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access? N
- Consider what the unintended consequences of your work might be.

UKSPF activities to support employability will <u>not</u> assume service users have digital access and skills and interventions will include the development of Action Plans which should identify skill gaps in this area at individual level. Key workers in delivery partners and at the Job Shop will then mobilise activities and refer into local opportunities, including digital skills support from Adult Education, to assist participants to address these gaps.

The Covid-19 pandemic exacerbated the uptake of digital services nationally, whereby people who are digitally enabled have better financial opportunities, can access new information and are better connected to others (Lloyds Consumer Digital Index, 2021). However, for those who are digitally excluded, the digital divide has grown during the last two years. Without UKSPF and further intervention Coventry people will be left behind with poorer outcomes across employment, health and wellbeing, education and service access.

Some people are more likely to be digitally excluded including: older people, people from lower income households, unemployed people, people living in social housing, disabled people, school leavers aged under 16 with fewer educational qualifications, homeless people, or people who's first language is not English (NHS Digital.)

4.2   Reducing digital exclusion inequalities
Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

Response:
The Job Shop and delivery partners chosen to work with the City Council to deliver UKSPF will identify digital skill development needs as part of the preparation of individual Action Plans. Where a shortfall or need are identified the individual will be referred into the new and current provision being offered by Adult Education Service and other services provided via the #CovConnects initiative.

- The Adult Education Service propose to increase digital skills provision by 50% in 2023/24 (from 300 to 450 enrolments). Adult Education recognise that there are differences in digital exclusion and will create courses designed to meet a range of interests and needs.
- Adult Education are also planning to enhance the digital skills offer by further developing tasters and short (bite sized) courses with new partner organisations through the #CovConnects initiative. It is important to note #CovConnects can provide holistic support for communities to remove barriers to digital engagement and reduce barriers such as access to a device and/or data (Device Bank), motivation to get online, and trust of online safety (see below).

- Expanding geographical areas of delivery

Once referred into provision Participants will be encouraged by Adult Education to further develop digital skills by progressing on to longer courses for example Essential Digital Skills Qualifications (ESDQ), free of charge as part of digital entitlement up to Level 1. In addition, Adult Education are exploring options for delivery of Functional Skills Digital Qualifications (FSDQ).

The UKSPF Programme Management Team will ensure the activity is also aligned with the recently launched #CovConnects programme (https://www.coventry.gov.uk/cov-connects). This may include working with providers to expand access to data, devices and community based provision to support digital skill enhancement. If any digital skills provision is available in Coventry that adds value and does not duplicate the Adult Education service offer UKSPF delivery partners will also be able to make an appropriate referral where necessary. This will include additional services available via CovConnects.

The Employment and Skills Service will monitor impact by comparison of participant demographic data between 2023/25 & 2025/26.

5.0   **Will there be any potential impacts on Council staff from protected groups?**

n/a

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex: **Age:**

Female	
Male	
16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity: **Religion:**

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

6.0   How will you monitor and evaluate the effect of this work?

Comparison of participant demographic data for the city of Coventry between 2023/24 & 2024/25 (plus subsequent years if further funding allocations from UKSPF are deployed to support this work). Performance data for the Lot3 activity will also be collated on an ongoing basis and trends in participation, output and outcome achievement evaluated by breakdown of all categories for people with protected characteristics.

All successful bidders to work with the City Council on the procured activity will be required to have a full written Equality, Diversity and Inclusion policy.

Coventry City Council will issue Funding Agreements to all successful grant recipients. This will be the contractual basis for the effective monitoring of UKSPF activity. The Funding Agreements will require each delivery partner to deliver an agreed contribution toward the outputs and outcomes set by WMCA (see below).

Community & Place TOTAL				
Intervention	**Output**	**Provider Output**	**Outcome**	**Provider Outcome**
E2: Community & neighbourhood infrastructure projects	Number of local events or activities supported (numerical value)	10	Improved perception of facilities/amenities (number of people)	25
E9: Impactful volunteering and/or social action projects	Volunteering Support: Number of volunteering opportunities supported (numerical value)	30	Volunteering Starts: As a result of support (numerical value)	19
E12: Community engagement schemes, local regeneration	People Engaged: Number of people reached through events promotion of volunteering	120	Increase in Engagement Numbers (number of people)	15
People & Skills Year 3 - 2024/25				
Intervention	**Output**	**Provider Output**	**Outcome**	**Provider Outcome**
E33: Employment support for economically inactive people	Number of economically inactive people engaging with keyworker support services (numerical value)	217	Number of people sustaining engagement with keyworker support and additional services (numerical value)	54
E33: Employment support for economically inactive people	Number of economically inactive people supported to engage with	22	Number of economically inactive individuals in receipt of work related benefits they	22

	the benefits system (numerical value)		are entitled to following support (numerical value)	
E33: Employment support for economically inactive people	Number of socially excluded people accessing support (numerical value)	163	Number of people reporting increased employability through development of interpersonal skills	163
E33: Employment support for economically inactive people	Number of people supported to access basic skills (numerical value)	32	Number of people with basic skills (English, maths, digital and ESOL) (numerical value)	16
E33: Employment support for economically inactive people	Number of people accessing mainstream healthcare services (numerical value)	22	Mental Health Services Engaged: No. of people engaging with mainstream healthcare services	11
			Number of economically inactive individuals engaged in Job Searching: No. engaged in job-searching following support	163
E33: Employment support for economically inactive people	Number of people receiving support to gain employment (numerical value)	108		
E33: Employment support for economically inactive people	Effective working between keyworkers and additional services (number of engagements)	72		

Coventry City Council shall closely monitor the delivery and success of the Programme throughout the Term to ensure that the aims and objectives of the Programme are being met and that this agreement is being adhered to.

The Coventry City Council UKSPF Programme Management Team will review the monthly reports against the target outcomes and outputs specified by the supplier prior to contract start. Coventry City Council will require the supplier to attend performance review meetings to discuss their progress and performance. This will include a review of performance on achievement of equality, diversity and inclusion related outcomes, outputs and activities.

Coventry City Council will review ongoing activity using agreed WMCA UKSPF Project Delivery Performance Templates, supplier performance data and other appropriate performance monitoring systems. Meetings with an allocated contract manager will be held via one or more of the following methods:

- Telephone,
- Email,
- Virtual or face-to-face meetings,
- Partner Network Discussions.

The Funding Agreement shall stipulate that where performance is not achieved to a satisfactory level the City Council may withhold or suspend payment of the Grant and/or require repayment of all or part of the Grant (including Grant paid in the current and any prior Grant Periods). This will help to minimise the impact of any underperformance on the achievement of positive impacts on equality, diversity and inclusion.

6.1	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**

7.0   **Completion Statement**

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☐

Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected groups   ☒

8.0   **Approval**

Signed: Head of Service:	Date:
Name of Director:	**Date sent to Director:**
Name of Lead Elected Member:	**Date sent to Councillor:**

Email completed EIA to equality@coventry.gov.uk

Title of EIA		Workforce EDI Policy Statement EIA
EIA Author	Name	Shannon Fry
	Position	Workforce Diversity & Inclusion Lead
	Date of completion	29.06.23
Head of Service	Name	Grace Haynes
	Position	Head of People & Culture
Cabinet Member	Name	Cllr Brown
	Portfolio	Strategic Finance & Resourcing

EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☒ Review of policy / strategy
☐ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2   In summary, what is the background to this EIA?

The Council's existing Workforce Equality Diversity & Inclusion policy is being updated for 2023.
- Addition of definition of psychological safety
- Language update from "equal" to "equitable" opportunities for all
- Added reference to workforce D&I objectives for employees G7+
- Added commitment to review our workforce monitoring vs census data
- Added commitment to being a Disability Confident Employer and promoting access to reasonable adjustments
- Definitions updated to include diversity, inclusion & equity
- List of linked policies updated – added Inclusive Recruitment & Supporting Trans employees policies

1.3   List organisations and people who are involved in this area of work?

- Chief People Officer
- Trade Union colleagues

• Council employees	
• Corporate Leadership Team	

SECTION 2 – Consideration of Impact
Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

Baseline data and information
- Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
- Where possible compare your data to local data using
  - Facts about Coventry
  - Census 2011
  - Census 2021
  - JSNA

Workforce profile 22-23 as of 1st April 2023 - https://www.coventry.gov.uk/diversity-inclusion/workforce-profiles

All comparisons refer to Census 2021 data:

Sex
Female: Workforce – 69% & Census 50.1%
Male: Workforce 31% & Census 49.9%

Age
Council workforce is disproportionally higher in the 55-64 category compared to census (workforce – 27% & census – 10%) and lower in the 16-24 category (workforce – 3.6% & census 15.3%)

Ethnicity
White (workforce – 69% & census – 65%)
Asian (workforce – 10.6% & census - 18.5%)
Black (workforce – 5.6% & census – 8.9%)
Mixed ethnicity (workforce – 3.2% & census – 3.4%)

Disability
Disabled (workforce – 7% & census – 18.4%)
Not disabled (workforce – 79% & census – 81.6%)

Sexual Orientation
Heterosexual: workforce – 64% & census – 97.9%
Lesbian/Gay: workforce – 2% & census - 1.2%
Bisexual: workforce – 1% & census - 1.2%
Unknown: workforce – 27% & census – 8.8%

Religion

No religion: workforce – 25% & census – 29.6%
Christian: workforce – 34% & census – 43%
Muslim: workforce –3.2% & census – 10.4%
Sikh: workforce – 4% & census 5%
Hindu: workforce – 1.9% & census 4%

To address underrepresentation we are implementing three positive action programmes (Ignite, Calibre & Amplify) on a rolling basis which are aimed at developing minority ethnic, disabled & LGBT+ colleagues and preparing them for senior roles. We are also developing an inclusive recruitment process including diverse interview panels, providing managers with Recruiting for Workforce Diversity training & promoting reasonable adjustments and support for prospective candidates.

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	**NI**	
Age 19-64	**NI**	
Age 65+	**NI**	
Disability	**NI**	
Gender reassignment	**NI**	
Marriage and Civil Partnership	**NI**	
Pregnancy and maternity	**NI**	
Race (Including: colour, nationality, citizenship ethnic or national origins)	**NI**	
Religion and belief	**NI**	
Sex	**NI**	
Sexual orientation	**NI**	

SECTION 3 – HEALTH INEQUALITIES - **See the health inequalities pre EIA guidance sheet for this section.**

3	Further information on heath inequalities is available on the Intranet

3.1   Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:
Please include which Marmot Principles this work covers.

References Marmot principles:
> **4. Create fair employment and good work for all** – this policy ensures fair treatment and promotes equitable opportunities for all Council employees.
> **7. Tackle racism, discrimination and their outcomes** – this policy specifically outlines zero tolerance approach to harassment, bullying, discrimination and victimisation of any kind and the

Council's responsibility to being an anti-racist organisation through adoption of the Race Equality Code.

3.2   What information do you have to show you are going to reduce health inequalities:

This policy reiterates using the Workforce Diversity & Inclusion dashboard data to monitor and evaluate the workforce profile, particularly measuring the recruitment, retention and progression of underrepresented groups and taking necessary action to eliminate any acts of discrimination or unconscious bias if found. The workforce profile is also compared to the 2021 census information for Coventry.

The policy lists responsibilities for all employees to contribute to and maintain a safe, positive and psychologically safe working environment for all. Studies show employees who feel a sense of belonging and inclusion in the workplace have increased job satisfaction. Government research has established "positive job and life satisfaction has been found to increase productivity and creativity, as well as reduce sickness absence."

3.3   Who/which groups of people might face the biggest health inequalities for your work and why:
Employees with protected characteristics – particularly those with multiple intersecting identities (for example, a disabled employee who also identifies as a member of the LGBT+ community). This policy recognises that individuals still experience discrimination and inequality in our society, which can impact physical, mental, emotional, economic, social and spiritual health. As an employer we will take a pro-active approach to identifying and redressing inequality within the workplace by providing training, educational resources and employment policies that offer equitable support for all. For example, the flexible working process supports employees with disabilities or parental/caring responsibilities to have increased flexibility, improving their work/life balance.

3.4   What can be done to improve health equity for the groups of people you have identified?

This policy includes a statement of commitment to creating an open and fair working environment where employees are engaged and feel empowered to speak up and raise concerns when faced with inappropriate/unacceptable behaviour. A workplace with multiple routes of escalation (line manage structure, whistleblowing process, "I have a Concern" process) so concerns are managed in an efficient way. Promoting the importance of a psychologically safe workplace for every employee to feel supported and empowered to participate and contribute to the best of their ability. The Council's employee networks offer an additional safe space for employees to network, share experiences and provide feedback to the organisation on how to improve the workplace culture/experience for all. All network members and Council employees are encouraged to be allies and advocate for their colleagues.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1   Starting point:
Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate?   Y/**N**

• Does your work assume service users have digital access and skills?   • Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?

- Consider what the unintended consequences of your work might be.

4.2   Reducing digital exclusion inequalities
Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

We will ensure that the policy is widely communicated to all employees via the intranet and Manager's Talk newsletter. The policy will be added to the external Council website. Copies will be available both   electronically (including on the Staff App) and can be requested via line managers in hardcopy for those with limited access to computers.

5.0   Will there be any potential impacts on Council staff from protected groups?

Positive impact on all Council staff. The policy reiterates the Council's zero tolerance policy to all forms of harassment, discrimination, victimisation & bullying.

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount: 4761

Sex: **Age:**

Female	3271
Male	1490
16-24	167
25-34	758
35-44	1020
45-54	1244
55-64	1333
65+	239

Disability:

Disabled	329
Not Disabled	3779
Prefer not to state	92
Unknown	56

Ethnicity: **Religion:**

Any other	114
Buddhist	10
Christian	1604
Hindu	93
Jewish	5
Muslim	149
No religion	1224
Sikh	192

Prefer not to state	216
Unknown	1154

White	3182
Black, Asian, Minority Ethnic	1100
Prefer not to state	36
Unknown	443

Sexual Orientation:

Heterosexual	3088
LGBT+	149
Prefer not to state	252
Unknown	1272

6.0   How will you monitor and evaluate the effect of this work?

- Intranet comments following issue of policy on the D&I intranet homepage
- Feedback received to workforce inclusion inbox
- In person feedback

6.1	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**

7.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☒

Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected groups   ☐

8.0   Approval

Signed: Head of Service: Grace Haynes	**Date:** 29.06.23
Name of Director: Sue Newing	**Date sent to Director:** 10.07.23
Name of Lead Elected Member: Not required	**Date sent to Councillor:** Not required

Email completed EIA to equality@coventry.gov.uk

Title of EIA		City Centre Traffic Management Plan – Phase 1A High St Loop
EIA Author	Name	**Daniel Colley**
	Position	**Project Manager**
	Date of completion	**18/10/2023**
Head of Service	Name	**Colin Knight**
	Position	**Director of Transportation, Highways and Sustainability**
Cabinet Member	Name	**Cllr Patricia Hetherton**
	Portfolio	**City Services**

EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☒ Other project *(please give details)* – **changes to City Centre Traffic Management**

1.2 In summary, what is the background to this EIA?

Introduction

We want the city centre to be a place where people want to live, work, shop and enjoy leisure activities. We want more people to use public transport and we want less air pollution and noise, by reducing the amount of running engines and unnecessary traffic in key areas of the city. We want pedestrians and cyclists to have improved safety. We know that in other areas that have introduced schemes like this air quality has improved due to a reduction in fossil-fuelled vehicle passage.

We also want key areas in the busiest places to be free from parked and unauthorised vehicles, so the footpaths are safer where and when footfall is highest.

High Street Loop – Traffic Management Changes

From December 2023 we will be introducing new measures to regulate how vehicles access the High Street and Cathedral area. High Street will no longer be accessible via Little Park Street directly, and a number of other measures are detailed below that further restrict access to the High Street. This is a continuation of an interim marshall-operated point of entry control that had operated since 2020. Previously, high numbers of vehicles were accessing the High Street and parking in the existing restricted zone to access the banks or collect takeaway food. This was exacerbated in 2020 by the need to social distance, with banks operating a queuing system. The reduction in traffic on the High Street was generally well-received, and so the measures remained after social distancing was reduced. The council is now intending to make these measures official using Experimental Traffic Regulation Orders (ETRO). There will be a six months statutory objection period following which, if no objections are received, the ETRO will be made permanent.

The restrictions will be enforced by a banned left turn from Little Park Street into High Street (except cycles) plus a signed pedestrian zone on Greyfriars Lane. Only taxis, cycles and permit holders would be allowed to enter the pedestrian zone and thus gain access to High Street, Pepper Lane and Cuckoo Lane via Greyfriars Lane. A set of bollards would permanently cease through- route access from Bayley Lane into Cuckoo Lane / Pepper Lane, requiring all traffic to enter the west side of the cathedral via Greyfriars Lane pedestrian zone. Other than the permanent bollards on Bayley Lane, the measures will be live from Monday to Saturday, between 10am and 6pm. Access is unrestricted outside of these times. People can still access Bayley Lane to the point of the bollards. All Council House staff have been informed and key access/egress points remain accessible.

Residents and businesses within the zone will be eligible for an annual access permit, and a number of daily 'voucher' permits will also be available for residents and businesses to issue to their visitors, contractors etc. Street News communications will first inform the key people of the scheme. Permits will be made available via a letter drop which will inform residents and businesses how to apply for permits, with facilities available to apply online or to call the admin team and set up permits. To ease introduction of the scheme, there will be a period where only warning letters will be issued before formal fines. All those permitted to access but who have been unable to obtain a permit due to misinformation or inability will receive a waiver for their first fine but will be instructed explicitly how to obtain a permit upon issue of this waiver.

The measures will help make the city a safer and more enjoyable place for local people and visitors, whilst also aiming to improve air quality in the city centre by reducing the amount of traffic.

The changes – shown on the map below – mean that between 10am and 6pm from Monday to Saturday, traffic will be restricted on:

- High Street – **no left turn except cycles from Little Park Street directly onto High Street.** All traffic accessing High Street during the restricted times would need to enter via Greyfriars Lane.
- Bayley Lane – through access to Cuckoo Lane will be prevented via a series of new bollards (moveable for large events). Access is only available to Cuckoo Lane via Salt Lane/Little Park Street junction, Greyfriars Lane, Pepper Lane. St Mary's Street and the section of Bayley Lane east of St Mary's Street will remain accessible at all times from Earl Street.

Blue badge parking and access

Blue badge parking will remain where it currently is and there will be no loss in allocated spaces. Blue Badge holders are permitted access but need to apply for an annual permit for the High Street area (free of charge, via the internet or over the phone) and will be able to park as at present with their blue badge.

Little Park Street / Greyfriars Lane / High Street

Legend:
- 🔴 Restricted access
- ⚫ Bollard closure
- 🛒 Shop
- 🍷 Bar
- 🍴 Restaurant
- £ Bank
- 🎓 University
- 🏛 Monument

1. No entry into High Street from Earl Street
2. Proposed Greyfriars Lane Pedestrian Zone between 10am and 6pm Monday to Saturday. No vehicles except:
   a. taxis
   b. cycles
   c. permit holders
3. No change to rise and fall bollard in Broadgate
4. Existing restrictions on Priory Street stay the same
5. Bayley lane will be closed with bollards

1.3   List organisations and people who are involved in this area of work?

- Access Development Group
- Age Concern
- Belgrade Theatre
- Bus / coach operators
- Blue badge holders
- Banks
- CCC Independent Travel Team
- City centre businesses
- City centre healthcare facilities
- City centre residents
- Coventry Cathedral (Management and Diocese)
- Coventry Market

- Coventry University
- Council House
- Culture Coventry (Transport Museum and Herbert)
- CVLife (The Wave)
- Designing Out Crime/British Transport Police
- Disability Groups, including National Federation for the Blind, Guide Dogs Association, Coventry Wheelchair Users
- Disability, Equality and Access Panel
- Emergency Planning
- High Street Banks and Businesses
- Historic Coventry Trust
- Holy Trinity Cathedral
- Local / national environmental bodies
- Lower Precinct
- Midlands Connect
- Places of Worship
- Property owners whose land / rights over land is required
- Registered Social Landlords
- Residents associations
- Skydome and surrounding businesses
- Student accommodation
- Taxi drivers
- Transport for West Midlands
- West Midlands Combined Authority

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.4 Baseline data and information
- Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
- Where possible compare your data to local data using
    - Facts about Coventry
    - Census 2011
    - Census 2021
    - JSNA

Consultation

In March 2023, a Street News newsletter was issued to all residents and businesses within the affected areas. This detailed the proposal and was accompanied with a drop-in session for people to find out more about what was being done.

Within the impacted area there are a number of food businesses, and the cathedralis also located in the area. This generated concern around the original scheme's impact on the mealtime rushes (and their economic impact for the food venues) and congregational visitation during the Sunday period. As a result of this feedback, the times were changed from between 10am and midnight to between 10am and 6pm and are now to run only from Monday to Saturday inclusive.

Coventry City Centre Accessibility Study

In 2021 the Council's Transport and Highways team commissioned Atkins to undertake a strategic accessibility study of the city centre and provide advice on adjustments and mitigations that would be likely in order to address the Council's Public Sector Equality Duty under the Equality Act. The study outlined recommendations for improvements for people with accessibility issues, and positive and negative impacts of the proposed changes.

Recommendations in the study for this project include:
- Avoid creating administrative systems that could be barriers for people who live outside the city if a permit system were used for areas where restricted access is proposed – the permit system proposed here uses a website and a free phoneline to minimise marginalisation of permit applicants and make the process as swift and simple as possible.
- Managing permitted access zones. Such zones present challenges to Blue Badge vehicles' access to the city centre – in this scheme all blue badge holders can be granted a pass free of charge upon application, meaning they have priority access where required over other road users who are not residents or business workers in the area.
- It is important to note that pre-registration in order to gain access can in itself be a barrier – so to minimise this we have extensive communications strategies plus a simple website and free phoneline.
- Each area has designated drop-off points that is as close to the key facilities in those areas and as near to the centre of the city as possible. In practice this could be within car parks, which could provide a short-stay, charge-free time to enable drop-offs to take place – a similar method was adopted on the CCTMP (City Centre Traffic Management Plan) sister project at the Burges and will be enacted here if the need arises during the measures' experimental period.

Pre-Covid Data on Unauthorised Use of High Street

A number of vehicles have been found to routinely utilise the footway for parking. Anecdotal evidence from usage of the roads during pandemic restrictions highlighted the severity of the vehicular passage on the footway, as more pedestrians had to use the footway to safely queue and access venues. At the time, informal enforcement was introduced under temporary circumstances to reduce traffic passage by using marshal control. This was shown to make a substantial reduction in confliction between pedestrian footway users and vehicles accessing the footway – hence the ethos of the new proposed formal measures takes these restrictive principles as a foundation to be enhanced.

Benefit for Protected Characteristic groups

A number of protected characteristic groups benefit from low traffic environments, and restricting the volume of traffic and reducing the likelihood of vehicles accessing footpaths in the High Street area will make a substantial accessibility improvement for footpath users, especially vulnerable groups such as the elderly, disabled and children. This is elaborated upon below in Section 2.2.

2.2 **On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.**

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	**PN**	Children and young people may be more vulnerable to the health impacts of air pollution (World Health Organization (2013) Review of evidence on health aspects of air pollution). There is also good evidence for the association between the development of asthma in childhood and traffic-related air pollution. High Street is a busy area for pedestrians, including children and young people, and therefore reducing traffic in this area should reduce the impact of air pollution on this group amongst others. Children are also a designated vulnerable road user due to reduced visibility, and less developed perceptions of risk, so a reduction in traffic within the area will reduce the risk of injury arising from collisions by reducing the conflict between pedestrians and vehicles. Maintaining obstacle free footway routes will also ensure unrestricted use of the footway, which is particularly relevant for this group due to reduced mobility. The reduction in traffic on High Street by virtue of the interim scheme has already allowed the council to replace part of a loading bay with seating, which acts as a useful facility for anyone wanting to pause and rest. There may be some inconvenience for children who may be used to being dropped off closer to their destination, however the reduction in proposed operating hours has reduced the impact when this additional distance would be most sensitive, i.e. at night (by shortening the end of the restriction to 6pm). No schools are located within the area, and alternative drop-off locations are available close to the High Street, and therefore this negative impact is considered to be slight.
Age 19-64	**PN**	Those most likely to be affected by air pollution are people with asthma, lung disease, COPD, autism or a cardiovascular disease – measures aim to directly reduce the quantity of polluting road vehicles in the design area.

		Those in this age category are most likely to use the Cathedrals and Food Businesses, with deliberate vehicle to door access now being hindered. There are ample parking and loading opportunities however for people to access these destinations on foot, and the removal of vehicles from the area will make the area generally safer for these groups to access the above locations.
Age 65+	**PN**	Older people may be more dependent on private motor cars for their transport needs, especially if their walking mobility is limited, and older people are more likely to have Blue Badge parking permit. Schemes which limit or reduce car access could have a negative impact on this group. However, blue badge holders will be able to apply for a permit to continue to access to the area, and by removing extraneous traffic this group will effectively have prioritised access and will be able to more easily access the disabled bays . Illegal use of these bays by non-Blue Badge holders will also be reduced. Older people are also designated vulnerable road users, so would benefit from walking in environments where there is less conflict with motorised traffic, with attendant safety benefits. Maintaining obstacle free footway routes will also ensure unrestricted use of the footway, which is particularly relevant for this group due to reduced mobility. The reduction in traffic on High Street by virtue of the interim scheme has already allowed the council to replace part of a loading bay with seating, which acts as a useful facility for anyone wanting to pause and rest.
Disability		All areas of the city centre will still be accessible via motor vehicle and provision of blue badge parking close to these areas will be retained, increasing opportunities for mobility impaired people to enjoy the urban space and the benefits that that brings. Access to blue badge parking areas within the scheme will require a successful application of a permit, however the vast majority of the city centre's blue badge parking lies outside the zone. Introducing a permit system that requires additional application for Blue Badge users may prohibit some from accessing if they cannot use the internet or a phone, but there are multiple methods of application to suit all needs and officers will hand deliver letters informing them of the measures with a substantial period of time to apply (approximately four weeks). We have also given businesses the ability to designate permits for their visitors, which gives an alternative option for people who may not be able to apply for a permit themselves due to disability, impairment, etc. Some of the permit times do not perfectly align with the hours of the Phone-in admin team leaving two hours from 1600-1800 on Mon-Fri plus a whole period on Saturday where there is no

	PN	secondary application method for those who cannot use digital means. If this is reported as a severe enough issue, hours of the phone teams could be reviewed and extended to cover these additional hours.
		Air pollution can increase the risk of several chronic diseases that contribute to the progression of disability. Fewer cars in the area means fewer emitting sources of pollution, thereby providing health benefits.
		This may also support those with neurological disabilities where the environment is currently challenging.
		Noise reduction caused by fewer cars will make the zone more enjoyable and easier to navigate for those with sensory issues.
		Pedestrian routes will mostly remain as they are currently. Any changes to pedestrian routes or access could be confusing for people with visual impairments. Where there are changes to access, we will work with the Council's Independent Travel team to support training around new routes.
		Many disabled people rely on taxis to get around and to get close to the businesses or services, Taxis registered with Coventry City Council will have permitted access to High Street under the restrictions.
		For disabled people who have conditions that can cause fatigue, longer journeys can cause exhaustion. The measures here do not increase journey length just reorientate direction of traffic flow.
		Making a journey more difficult and/or confusing or complicated can mean that it becomes a barrier for disabled people leaving the house and visiting shops and services, there will be clear advance signage telling of the new traffic flows and communication messages through a variety of means (social media, press communication, written communication and through CCC disabled groups and contacts).
		However, maintaining obstacle free footway routes will ensure unrestricted use of the footway, which is particularly relevant for this group due to reduced mobility or where mental or cognitive impairment may lead to conflict-induced distress.
		The reduction in traffic on High Street by virtue of the interim scheme has already allowed the council to replace part of a loading bay with seating, which acts as a useful facility for anyone wanting to pause and rest, offering physical and mental respite.
Gender reassignment	**PN**	There may be some moderate benefits in terms of reduced exposure to anti-social driving behaviour, which may exacerbate existing gender and identity inequalities. There may be some

		reduced amenity for people who want to be dropped off or picked up close to their destination or place of work due to fear of gender-related harassment, but reduced operation hours compared to the first proposal has largely mitigated this.
Marriage and Civil Partnership	**NI**	There is no impact on this group
Pregnancy and maternity	**PN**	Evidence suggests that air pollution can affect the growth of the unborn baby and may be linked to premature birth. Therefore, the reduction in nitrogen dioxide levels brought about by the changes (designed reduction) to traffic in the city centre should have a positive impact on this group. Maintaining obstacle free footway routes will also ensure unrestricted use of the footway, which is particularly relevant for this group due to reduced mobility. The reduction in traffic on High Street by virtue of the interim scheme has already allowed the council to replace part of a loading bay with seating, which acts as a useful facility for anyone wanting to pause and rest. There is a negative impact on this group's ability to be picked up or dropped off close to destinations, but reduced operation hours compared to the first proposal has largely mitigated this.
Race (Including: colour, nationality, citizenship ethnic or national origins)	**PN**	There may be some moderate benefits in terms of reduced exposure to anti-social driving behaviour, which may exacerbate existing race inequalities. There may be some reduced amenity for people who want to be dropped off or picked up close to their destination or place of work due to fear of race-related harassment, but reduced operation hours compared to the first proposal has largely mitigated this.
Religion and belief	**PN**	Access to places of worship will remain – with the road space now freer for permitted visitors and users of the places of worship. There are no restrictions on Sundays, but access will now be required via a slightly longer route than Bayley Lane direct – this may confuse some visiting members or regular congregation and cause short term distress. The restrictions, and the closure on Bayley Lane, will, however, also reduce traffic levels on the streets immediately adjacent to the cathedral, thereby creating a more pleasant environment for churchgoers, especially those arriving on foot.
Sex	**PN**	There may be some moderate benefits in terms of reduced exposure to anti-social driving behaviour, which may exacerbate existing gender and identity inequalities. There may be some reduced amenity for people who want to be dropped off or picked up close to their destination or place of work due to fear of sex-related harassment, but reduced operation hours compared to the first proposal has largely mitigated this.
Sexual orientation	**PN**	There may be some moderate benefits in terms of reduced exposure to anti-social driving behaviour, which may exacerbate

		existing sexual orientation inequalities. There may be some reduced amenity for people who want to be dropped off or picked up close to their destination or place of work due to fear of sexual orientation-related harassment, but reduced operation hours compared to the first proposal has largely mitigated this.

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	Further information on heath inequalities is available on the Intranet

3.1   Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:

Please include which Marmot Principles this work covers.

- Give every child the best start in life – by reducing traffic passage and air pollution in this key city area we hope to make early life better for the younger people as they grow and develop through childhood.
- Ensure a healthy standard of living for all – we aim to reduce point source emitters of carbon monoxide, nitrogen oxides and particulate matters, creating a healthier space for all of the city users.
- Create and develop healthy and sustainable places – we will build on the adjacent pedestrianised zone, keeping vehicle passage lower to generate safer streets for pedestrians and providing places where clean air and safe spaces to walk are abundant for people to enjoy.
- Environmental sustainability – by restricting general car passage for non-permitted vehicles (private vehicles who don't need to access the residents or businesses in that area by vehicle) we are enforcing more people to share taxis, use public transport or walk therefore helping to stimulate a reduction in use of personal transport via combustion engine means.

3.2   What information do you have to show you are going to reduce health inequalities:

Living in healthy places is protective of good health. Where we live, and how we travel in our communities, impacts our physical health, wellbeing and connectedness. We are making the measures to, in part reduce the likelihood of vehicle-pedestrian collision in the area, of which there has been almost one incident per year since 2017 (according to CCC and Police collision data). The risk was particularly heightened during Covid-19 exterior queuing, where the interface was especially increased due to higher numbers of vehicle borne business users and high numbers of queuing bank customers.

This was mainly younger people making their way across the city and older people trying to use the High St services, hence the measures aim to directly reduce the impact on these groups in terms of road safety but also air quality as reduced numbers of traffic will reduce the quantity of point emission sources of carbon and nitrous oxide emissions in the area. The scheme will reduce air pollution so benefit groups who are more likely to experience health inequalities, these groups are also more risk of long-term conditions such as cardiovascular, asthma and respiratory conditions.

The measures will only make the situation worse for people who don't rightfully need access to the High St by vehicle, and for those who only use the High St as a through-route. There are ample diversionary routes for these people to use. The High St is largely pedestrianised anyway so people should only access this area when absolutely necessary, or access by foot if able in other circumstances to protect the other groups.

Streets need to be accessible, easy to cross and safe for people of all ages and of all physical abilities. Traffic calming schemes can reduce the number of road traffic collisions by around 15% and can provide a strong stimulus for economic growth through increased footfall, increased likelihood of shop visits, and greater levels of physical activity. Reductions in noise and pollution levels, and an increase in social interactions, also benefit health for many groups.

3.3   Who/which groups of people might face the biggest health inequalities for your work and why:
What can be done to improve health equity for the groups of people you have identified?

The overall health and wellbeing in Coventry is below average, with residents living in more deprived parts of the city not only living shorter lives, but also spending a greater proportion of their shorter lives in poor health than those living in less deprived parts of the city.

The life expectancy at birth of the average person in Coventry is 78 years for males and 82 years for females (2018-20). However, this masks significant health inequalities across the city – of 11 years and 8 years respectively. Healthy life expectancy for Coventry, the years residents spend in good health, are 61 and 64 years for males and females respectively; this has decreased and remain below the regional and England averages.

People visiting the local Cathedrals may face more initial adversity in obtaining access due to the permit system now being required to access the areas, however an extensive comms strategy and helpline scheme should aid people in learning about the new measures and how best to use them.

People who struggle with digital technology may also struggle to apply for permits, especially if they are within the disabled group and already have a blue badge so need access and permits – however we are providing a dedicated application phoneline and free annual permits for these groups and all people who can apply for a permit to minimise this inequality.

3.4   What can be done to improve health equity for the groups of people you have identified?

We are introducing and have been deploying a lengthy comms strategy and have a dedicated helpline. We have also changed the measures based on consultation to not include Sunday so that Sunday service attendees (comprising the largest group out of the identified people) will not be affected by the permit needs. Comms will ensure marginalised groups (defined by those who are excluded from the initial and basic communications methods) are included in the scheme roll out with effective use of phone lines to supplement the letter drops. Whilst we are initially unable to offer a face to face assistance programme to supplement still the phone lines, this can be reviewed in the event of a large number of people advising they need this to benefit them.
The general target of the scheme will also benefit groups who experience more long term conditions such as cardiovascular, asthma and respiratory conditions as the measures aim to reduce point source carbon emitters therefore making air quality better in the areas of the project. This should help reduce exposure to carbon monoxide, nitrous oxides and particulate matters that are most commonly causal factors in degradation of cardiovascular health.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1 **Starting point:**

Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate?   Y/N

- Does your work assume service users have digital access and skills?
- Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?
- Consider what the unintended consequences of your work might be.

The main permit website assumes everyone has digital access and skills, so there is an identified inequality for those people without digital access and skills. This will be mitigated through provision of a telephone number and dedicated admin team to deal with permit applications from those without digital access and skills.

The permit application process will be communicated through the initial Street News publication and then through letter issued by the relevant CCC team responsible for permits and enforcement.

4.2 **Reducing digital exclusion inequalities**

Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

We will have an online permit system for those who are able to use it, plus a phone-in system for those less able to use digital systems, to minimise our chances of excluding those less digitally able. Existing, proven, Council systems will be used to administer the permit system, meaning that no digital inequalities will result.

5.0 **Will there be any potential impacts on Council staff from protected groups?**

No

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex: **Age:**

Female	
Male	

16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity:

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

Religion:

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

6.0   How will you monitor and evaluate the effect of this work?

Via use of CEO data gathering and ANPR camera data metrics plus analysis of air pollution records and collision data from before and after moment in time of introducing the planned measures.

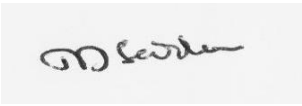| 6.1	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**
Blue Badge Holders may need to apply for multiple permits	Liaise with local councillors to apply directive to unify application process	3 months

7.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☐

Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected groups	Y

8.0   Approval

Signed: Head of Service:	Date:
	5th January 2024
Name of Director:	**Date sent to Director:**
Colin Knight	**06th February 2024**
Name of Lead Elected Member:	**Date sent to Councillor:**

Email completed EIA to equality@coventry.gov.uk

Title of EIA		City Centre Traffic Improvements: Trinity Street Loop
EIA Author	Name	Faye Griffiths
	Position	Engagement Manager
	Date of completion	March 2023
Head of Service	Name	Rachel Goodyer
	Position	Head of Traffic and Network Management
Director	Name	Colin Knight
	Position	Director Transportation and Highways
Cabinet Member	Name	Cllr Patricia Hetherton
	Portfolio	City Services
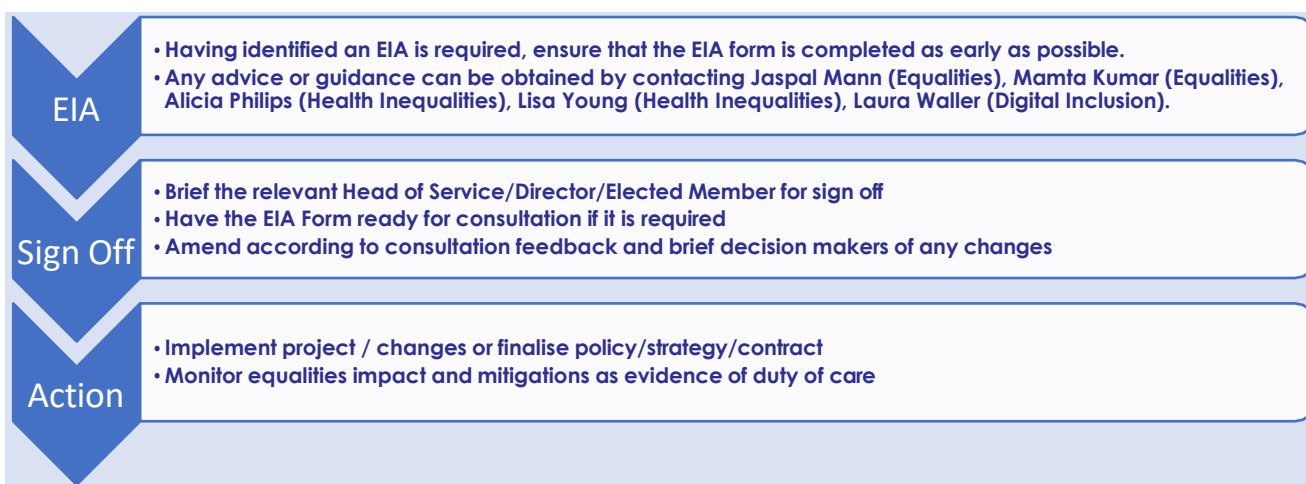
EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☒ Other project *(please give details)* **City Centre Traffic Improvements: Trinity Street Loop**

1.2   In summary, what is the background to this EIA?

We want the city centre to be a place where people want to live, work, shop and enjoy leisure activities. We want more people to use public transport and we want less air pollution and noise. We want pedestrians and cyclists to have improved safety.

Trinity Street loop area

We will be introducing traffic restrictions on The Burges, Trinity Street, Hales Street and Palmer Lane. We will do this by implementing new Restricted Traffic Zones which introduces a bus gate covering the area.

A bus gate is an area that can only be accessed by buses, cycles, taxis or permitted/authorised vehicles. We expect these changes to improve air quality in the city centre and make it a safer and more enjoyable place for local people and visitors.

The changes mean that between 10am and 6pm every day traffic will be restricted on Hales Street, Palmer Lane, Trinity Street and along The Burges

Blue badge parking

Blue badge parking will remain where it currently is and there will be no loss in allocated spaces. Where there are access restrictions, blue badge holders will be able to apply for annual permits to allow access.

1.3 Who are the main stakeholders involved? Who will be affected?

Access Development Group
Age Concern
Bus / coach operators
CCC Independent Travel Team
City centre businesses
City centre healthcare facilities
City centre residents
Coventry University
Culture Coventry
Designing Out Crime/British Transport Police
Disability Groups, including National Federation for the Blind, Guide Dogs Association, Coventry Wheelchair Users
Disability, Equality and Access Panel
Emergency Planning
Food delivery drivers
Historic Coventry Trust
Holy Trinity Church
Local people
Registered Social Landlords
Student accommodation
Taxi drivers
Transport for West Midlands

1.4 Who will be responsible for implementing the findings of this EIA?

Transport and Highways Team

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1   Baseline data and information

Please include a summary of data analysis below, using both your own service level management information and also drawing comparisons with local data where necessary (go to https://www.coventry.gov.uk/factsaboutcoventry)

Consultation

In march 2023 a Street News newsletter was delivered to all residents and businesses in and just outside the affected area. This gave detail about the proposal and also promoted a drop-in session where people could find out more and tell us what they thought.

Many of the businesses are food based and rely on people buying their products through delivery companies such as Uber Eats and Deliveroo and they were worried about the impact of the changes on this. As a result of this feedback the restriction times were changed from 10am to midnight, to 10am to 6pm.

Coventry City Centre Accessibility Study

In 2021 the Council's Transport and Highways team commissioned Atkins to undertake a strategic accessibility study of the city centre and provide advice on adjustments and mitigations that would be likely in order to address the Council's Public Sector Equality Duty under the Equality Act. The study outlined recommendations for improvements for people with accessibility issues, and positive and negative impacts of the proposed changes.

Recommendations in the study for this project include:
- Avoid creating administrative systems that could be barriers for people who live outside the city if a permit system were used for areas where restricted access is proposed
- Managing permitted access zones. Such zones present challenges to Blue Badge vehicles' access to the city centre
- It is important to note that pre-registration in order to gain access can in itself be a barrier
- Each zone has designated drop-off points that is as close to the key facilities in those zoes and as near to the centre of the city as possible. In practice this could be within car parks, which could provide a short-stay, charge-free time to enable drop-offs to take place

City Centre Personal Injury Collision Data

Between 2017 and 2022 inclusive 17 incidents resulting in injury to pedestrians occurred within the Hale Street, Trinity Street and The Burges loop. Of these:

- 6 incidents were deemed serious and 11 slight severity.
- Of the 6 serious injuries 4 of the injured were over the age of 67 and all were over the 36.
- Of the 11 slight injuries 73% were under 30 with the age of 2 unknown.
- 4 of the 17 injuries were with Females of which was serious.
- 10 of the incidents occurred within the carriageway or at a pedestrian crossing

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Insufficient data (ID)

*Any impact on the Council workforce should be included under question 2.6 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	P	Children and young people may be more vulnerable to the health impacts of air pollution (World Health Organization (2013) Review of evidence on health aspects of air pollution). There is also good evidence for the association between the development of asthma in childhood and traffic-related air pollution.
Age 19-64	P	Those most likely to be affected by air pollution are people with asthma, lung disease, COPD or a cardiovascular disease. Reducing traffic in the area will support the reduction of poor air quality.
Age 65+	PN	People's ability to use sustainable modes of travel can be reduced because of age-related health conditions. Older people may find it difficult undertaking short distances on foot or using public transport, due to impaired mobility and/or poorly maintained paths. Traffic calming and reduction schemes that reduce vehicle speed can increase feelings of personal safety and lead to an increased uptake in walking. Long walking times to access public transport can be a barrier for older people and boarding and alighting public transport can be physically challenging for this group.

		Older people may be more dependent on private motor cars for their transport needs, sometimes used in conjunction with a Blue Badge parking permit. Schemes which limit or reduce car provision could have a negative impact on this group. However, access to local amenities and use of roads will not change under the proposals. Although older people, residents, businesses and visitors may be required to take an alternative route. Where permits are required to access roads, blue badge holders will be eligible for a permit.
Disability	PN	All areas of the affected area will still be accessible via motor vehicle and provision of blue badge parking close to these areas will be retained increasing opportunities for mobility impaired people to to enjoy outdoor space and the benefits that that brings. Blue badge holders will need to appy for an annual permit. Air pollution appears to increase the risk of several chronic diseases that contribute to the progression of disability. This may also support those with neurological disabilities where the environment is currently too challenging. Noise reduction caused by fewer cars will make the zone more enjoyable and easier to navigate for those with sensory issues. Pedestrian routes will remain as they are currently. Any changes to pedestrian routes or access could be confusing for people with visual impairments. Many disabled people rely on taxis to get around and to get close to the businesses or services, access to restricted access zones will remain in the area. Making a journey more difficult and/or confusing or complicated can mean that it becomes a barrier for disabled people leaving the house and visiting shops and services.
Gender reassignment	NI	There is no impact on this group
Marriage and Civil Partnership	NI	There is no impact on this group
Pregnancy and maternity	P	Evidence suggests that air pollution can affect the growth of the unborn baby and may be linked to premature birth. Therefore the reduction in nitrogen dioxide levels brought about by the changes to traffic in the city centre should have a positive impact on this group.
Race (Including: colour, nationality, citizenship ethnic or national origins)	NI	No specific impact on this group
Religion and belief	NI	Access to places of worship will remain

Sex	**P**	In a national survey, 69% of women surveyed stated that it is too dangerous for them to cycle on the road compared to 53% of men. Reducing traffic will make it safer to cycle on the roads and reduce this barrier to cycling for some women.
Sexual orientation	**NI**	No specific impact on this group

HEALTH INEQUALITIES

<table>
<tr><td colspan="3">

2.3   Health inequalities (HI) are unjust differences in health and wellbeing between different groups of people which arise because of the conditions in which we are born, grow, live, work and age. These conditions influence our opportunities for good health, and result in stark differences in how long we live and how many years we live in good health.

Many issues can have an impact: income, unemployment, work conditions, education and skills, our living situation, individual characteristics and experiences, such as age, gender, disability and ethnicity

A wide range of services can make a difference to reducing health inequalities. Whether you work with children and young people, design roads or infrastructure, support people into employment or deal with welfare benefits – policy decisions and strategies can help to reduce health inequalities

Please answer the questions below to help identify if the area of work will have any impact on health inequalities, positive or negative.

If you need assistance in completing this section please contact: Alicia Philips or Lisa Young in Public Health for more information. More details and worked examples can be found at https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx

</td></tr>
<tr><td>Question</td><td colspan="2">Issues to consider</td></tr>
<tr><td>2.3a What HIs exist in relation to your work / plan / strategy</td><td colspan="2">

- Explore existing data sources on the distribution of health across different population groups *(examples of where to find data to be included in support materials)*
- Consider protected characteristics and different dimensions of HI such as socio-economic status or geographical deprivation

</td></tr>
<tr><td></td><td colspan="2">

Response:

Impact of poor air quality on young people, old people, babies and disabled people

</td></tr>
<tr><td>2.3b How might your work affect HI (positively or negatively).</td><td colspan="2">

Consider and answer below:

Reducing traffic will contribute to improved air quality

</td></tr>
</table>

How might your work address the needs of different groups that share protected characteristics	• Think about whether outcomes vary across groups and who benefits the most and least, for example, the outcome for a woman on a low income may be different to the outcome for a woman a high income • Consider what the unintended consequences of your work might be

	Response:
	
	   c. Potential outcomes including impact based on socio-economic status or geographical deprivation
	   d.

	e. Potential outcomes impact on specific socially excluded or vulnerable groups eg. people experiencing homelessness, prison leavers, young people leaving care, members of the armed forces community. Access to employment, health services, education and social events for disabled people will be improved. Those that are able to cycle will benefit from the reduced vehicle traffic and improved bus reliability will support increased public transport use. Ability to use sustainable transport for older people will be positively impacted as traffic calming and reduction schemes can increase feelings of personal safety and lead to an increased uptake in walking.

2.4   Next steps - What specific actions will you take to address the potential equality impacts and health inequalities identified above?

Communicate clearly and appropriately via a number of methods.

Work with DEAP, Access Development Group and other organisations representing disabled people to ensure changes adon't negatively impact disabled people.

Ensure permits are available for blue badge holders.

DIGITAL INCLUSION

2.5	The Covid-19 pandemic accelerated the uptake of digital services nationally, whereby people who are digitally enabled have better financial opportunities, can access new information and are better connected to others (Lloyds Consumer Digital Index, 2021). However, for those who are digitally excluded, the digital divide has grown during the last two years, and without intervention people will be left behind with poorer outcomes across employment, health and wellbeing, education and service access. Some people are more likely to be excluded including: older people, people from lower income households, unemployed people, people living in social housing, disabled people, school leavers before 16 with fewer educational qualifications, those living in rural areas, homeless people, or people who's first language is not English (NHS Digital.) Some of the barriers to digital inclusion can include lack of: • **Access** to a device and/or data • **Digital skills** • **Motivation** to get online

- **Trust** of online safety

Digital exclusion is not a fixed entity and may look different to different people at different times.

Example 1. Person A, has access to a smartphone and monthly data and can access social media apps, however lacks the digital skills and confidence, and appropriate device to create a CV, apply for jobs and attend remote interviews, and/or access educational and skills resources.

Example 2. Person B, is digitally confident and has their own laptop, however due a lower household income and other financial priorities, they cannot afford their monthly broadband subscription and can no longer get online to access the services they need to.

Example 3. Person C has very little digital experience and has heard negative stories on the news regarding online scams. Despite having the financial resource, they see no benefit of being online and look for alternatives whenever possible. A new council service requires mandatory online registration, therefore they do not access it.

It is important that we all consider how we can reduce digital inequalities across our services, and this may look very different depending on the nature of our work.

Please answer the questions below to help identify if the area of work will have any impact on digital inequalities, positive or negative.

If you need assistance in completing this section please contact: Laura Waller (*Digital Services & Inclusion Lead, CCC*). More details and worked examples can be found at
https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx

Question	Issues to consider	
2.5 What digital inequalities exist in relation to your work / plan / strategy?	• Does your work assume service users have digital access and skills? • Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access? • Consider what the unintended consequences of your work might be.	
2.5b How will you mitigate against digital inequalities?	• If any digital inequalities are identified how can you reduce these? For e.g. if a new service requires online registration you may work with partner organisations to improve digital skills and ensure equitable processes are available if someone is unable to access online.	
	Response: The application process to apply for a permit in restricted access areas is usually online. We will ensure that there is a contact phone number for people to apply over the phone. We will ensure that communication around the changes is not just online. We will use resources such as the Talking newspaper and partners newsletters to ensure communication with protected characteristic groups.	

We will hold in-person drop-in sessions.

2.6   How will you monitor and evaluate the effect of this work?

Feedback from local people
Feedback from organisations representing protected characteristic groups
Traffic data

2.7   Will there be any potential impacts on Council staff from protected groups?

No

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex:

Female	
Male	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Age:

16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Ethnicity:

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Religion:

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

3.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☐

Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected groups   ☐

Email completed EIA to equality@coventry.gov.uk

Title of EIA		Health & Wellbeing Strategy
EIA Author	Name	Vusi Edeki
	Position	Public Health Strategy Manager (Health & Wellbeing)
	Date of completion	03/07/2023
Head of Service	Name	Allison Duggall
	Position	Director of Public Health & Wellbeing
Cabinet Member	Name	Cllr Kamran Caan
	Portfolio	Policing and Equalities

EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☒ Review of policy / strategy
☐ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2 In summary, what is the background to this EIA?

The Health and Wellbeing Strategy is one of the vehicles for determining that the health needs of the local population are being identified and agreed. It is a statutory requirement of the Health and Wellbeing Board and should set out the priorities for improving the health and wellbeing of the local population, reflecting the local Joint Strategic Needs Assessment. The Strategy should inform any joint commissioning arrangements with the NHS and Local authority, including the Better Care Fund Plans.

The three strategic long term ambitions for the health & wellbeing of the residents of Coventry are:
• People are healthier & independent for longer
• Children & young people fulfil their potential
• People live in connected, safe & sustainable communities

The refresh of the Health & Wellbeing strategy now sets out short-term priority areas of focus which include:
• Improving mental health for all
• Focus on employment and homelessness as a prevention opportunity.
• Strengthen work with communities.
• The need for co-production to achieve the priorities and the importance of engaging with the community to influence and design solutions.

1.3 List organisations and people who are involved in this area of work?

The Strategy is owned by the Coventry Health and Wellbeing Board, which brings together senior leaders from Coventry City Council, West Midlands Police, West Midlands Fire Service, voluntary sector organisations, Coventry & Warwickshire ICS, acute and community NHS trusts, and local Universities.
Coventry residents & local communities will be affected by the priorities set out in the strategy.

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

• Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
• Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
• Foster good relations between persons who share a relevant protected characteristic and those who do not

2.5 Baseline data and information
• Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
• Where possible compare your data to local data using
   o Facts about Coventry

      o   Census 2011

      o   Census 2021

      o   JSNA

Underpinning the strategy is data informed by the Health and Wellbeing Profile (Joint Strategic Needs Assessment JSNA), which provides the framework for considering all major determinants, including employment, education, housing and environment, that affect the health and wellbeing of people in Coventry.

Population

- Coventry continues to be a growing, changing and increasingly diverse city. Data from the JSNA suggests that in 2021 the city's recorded population was over 345,000, making it the second largest local authority in the West Midlands region and 25th largest in England.

- Coventry's median age is 35 years, which is at least 5 years younger than the England and West Midlands region median of 40. Growth in older people is expected to accelerate and outpace other groups within 10-15 years as Coventry's 55-59 age group experienced the greatest growth of any age group.

- The north-west Coventry neighbourhoods of Allesley Green and Lower Eastern Green have the highest proportion of resident aged 65+ with 29.1%.

- In the 2021 census, 45% of Coventry's population identified as an ethnic minority, up from 33% in 2011, which is higher than both the regional (28%) and national average (26%)

- Of the ethnic minority population, Asian Indian formed the largest group making up 9% of Coventry's total population compared to 3% in England and 5% in the West Midlands. Within Coventry, Foleshill West, Foleshill East, and Hillfields had the largest percentage of their population identifying as an ethnic minority with 80% or more doing so.

- The number of residents born outside of the UK has increased. In 2021, 72.1% were born in the UK, 10.5% in Asia, and 10.1% in the EU. In Coventry, the top three non-UK countries where residents of Coventry were born are India with 4.5%, Poland with 2.6%, and Romania with 2.4%. In 2011, it was 4.2%, 2% and 0.3% showing that Coventry has become more diverse in the last 10 years, with the greatest increase being amongst people born in Romania.

Health Inequalities

- The city is relatively deprived, ranking 46th most deprived borough in England, with 14.4% of the city's neighbourhood amongst the 10% most deprived areas in England.

- Overall health in Coventry is below the national average and there are significant health inequalities that continue to impact the lives of those most deprived in the city.

- Life expectancy for both men (78.0 years) and women (82.0 years) is lower than the England average, with people living more of their later years in ill health and a significantly higher prevalence of preventable deaths. Healthy life expectancy refers to the number of years a person can expect to live in good health. In Coventry, this is 64.0 years for females and 61.1 for males. Compared to the national picture, healthy life expectancy for Coventry males is lower than the national (63.1) and regional (61.9) averages whereas for Coventry females it is slightly higher (62.6) and (63.9). The trends show little change in recent years for women, but it has fallen a little for men. Such data is important for us to take action on the cumulative effect of the prevalence of

risk factors, the prevalence and severity of disease, and the effectiveness of interventions and treatment.

Housing

- The service accepted more households as statutorily homeless under a Main Duty in 2021/22 than in the previous year. The number of households accepted under a main duty increased from 722 in 2020/21 (5.0 households per 1000) to 800 in 2021/22 (5.5 households per 1000)

- Due to the increase and projected further increase in demand for homelessness support in 2022/2023, the Council has invested in additional frontline resources to support more residents facing homelessness issues and have revised and uplifted contracts for delivering additional support with providers, including The Salvation Army, St Basils, and P3 Charity, for households which are not eligible for a statutory homeless duty.

Employment & Education

- protective factor for health is having meaningful employment. Reducing avoidable health disparities will involve tackling the unequal distribution of money, wealth, and power by improving opportunities and skills.

- Despite growing opportunities, innovation and improvement in average earnings, employment rate has fallen, however this is likely due to the disruption during the COVID-19 pandemic and slow growth in the national economy in 2022.

- 2.1% of working age residents were in employment in 2022, a slight recovery from 2020 (71.4%) and 2021 (71.5%) but lower than the 73.0% in 2019. Up until 2019 employment rates had been on an increasing trend for a few years. They remained lower than the A national average of 75.8%; however, this has historically been the case, partly due to Coventry being home to two large universities.

- Coventry's employment rate is not exceptionally low and like that of other university cities. The unemployment rate in 2022 was 4.9%, equating to 9,400 residents; down from 5.5% in 2021 but higher than the pre pandemic 2019 level of 4.3%

- Young people who are not in education, employment or training (NEET) are at greater risk of a range of negative outcomes, including poor health, depression or early parenthood. Across the city, NEET rates are decreasing in the city and getting better at 3.9% which is better than the regional and national average. The percentage of people of working age in employment in Coventry is 69.2% which is amongst the lowest across the West Midlands & below the England average at 75.4%

- The local economy has experienced significant challenges in recent years with the COVID-19 pandemic, inflation, labour shortages, and new regulations and document requirements for UK-EU trade post-Brexit all of which have slowed economic recovery. This had a major impact on the local labour force, with the claimant count rising from 7,525 (3.0%) recorded in January 2020 to 16,490 (6.6%) in December 2020 (the peak during the pandemic).

Mental Health & Wellbeing

- Loneliness affects many people in Coventry. Findings from the Coventry Household Survey, conducted in 2021, shows that 16–24-year-olds score highest on loneliness, with the survey

showing that the younger you are, the more likely you are to be lonely. The survey also highlighted that women, carers, disabled and unemployed people are more likely to be lonely.

Obesity
- Child obesity levels in the city are higher than the England average, with around 22% of Reception children and 41.1% of Year 6 children classed as overweight & obese in 2021/22. These figures for Year 6 particularly are increasing and getting worse. A similar trend is also reflected with the adults in the city with 68.4% classed as overweight or obese. 58.6% of adults in the city are physically activity, which is below both the regional and national average.

2.2   **On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.**

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	P	The strategy has a focus on Coventry residents of all ages. For children and young people, there is an emphasis on ensuring they are given the best start in life. Early mental health intervention can improve the quality of a child's home and family life, enable them to perform better at school. (EIF, 2021). We will continue to use intelligence to create a better understanding and help inform our work – quantitative and qualitative insight.
Age 19-64	P	Actions will have a positive impact on adults across all protected characteristic groups and therefore actions will support achievement of equality of opportunity. The household survey and national evidence highlighted almost half of 18 to 24-year-olds are experiencing high levels of loneliness. This is important as teenagers develop their identity and sense of belonging through friendships. Early intervention will help build confidence and allow them to gain better jobs and social skills.
Age 65+	N/P	The number of people aged over 65 is increasing significantly across Coventry. People are living longer but are living with poorer health for longer. Public services are struggling to meet the increase in demand. Services for older people is an overarching theme identified in the JSNA.

		Some older people may not have the opportunity to engage in this process due to transport and accessibility issues. There may also be issues with accessing virtual appointments/services that require technology. Increased preventative and early intervention solutions to develop resources and assets to meet the needs of an ageing population.
Disability	P	Living with a disability may increase the chances of experiencing poor health and social isolation. Addressing social isolation is one of the priorities set out in the strategy which with an area for initial focus being to use the CORE20PLUS5 approach to guide and drive local action. CORE20PLUS5 is a national NHS approach to support the reduction of health inequalities at both system and national level. The PLUS element covers population groups including people with a learning disability and autistic people, as well as protected characteristic groups. We will continue to use intelligence to create a better understanding and help inform our work quantitative and qualitative insight.
Gender reassignment	P	The strategy does not specifically focus on people living within the Borough who have undergone gender reassignment, however the various strands of the strategy focus on aspects of societal health and wellbeing with the potential to impact positively on all residents in the community.
Marriage and Civil Partnership	P	The strategy does not specifically focus on people living within the Borough who have or have not entered a marriage or civil partnership however the various strands of the strategy focus on aspects of societal health and wellbeing with the potential to impact positively on all residents in the community. No significant impacts were identified relating to marital status.
Pregnancy and maternity	P	The Strategy complements existing strategies, plans and programmes to improve health and wellbeing and reduce inequalities. There is a particular focus on Children and Young People, with a priority of the Strategy being to 'Ensure the best start in life for all children and young people'.
Race (Including: colour, nationality, citizenship ethnic or national origins)	N/P	As a Marmot City, tackling racism, discrimination & their outcomes is integral to the approach outlined in the strategy. The board acknowledges national data which confirms health inequalities data in relation to race & ethnicity. Black people are disproportionately affected by homelessness with 1 in 23 black households becoming homeless or threatened with homelessness, versus 1 in 83 households from all other ethnicities combined. 11% of homeless people applying for help are black even though black people make up 3% of households in England. The Strategy focusses on actions that will make the biggest differences to population health for all residents and will be alert to differential health and wellbeing outcomes based on ethnicity and will respond should negative trends arise.

Religion and belief	**P**	Religious beliefs may prevent victims from accessing health & wellbeing services. There is a commitment to ensuring culturally appropriate services are in place and continue to serve the needs of residents of Coventry.
Sex	**P**	The Strategy aims to improve the health of the whole population. Certain protected characteristic groups are at increased risk of poor health outcomes; actions set out in this strategy will support achievement of equality of opportunity
Sexual orientation	**P**	LGBTQ communities often face significant barriers to accessing services which are based on heterosexual relationship models. Services across Coventry recognise all types of relationships

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	Further information on heath inequalities is available on the Intranet

3.1 Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:

Please include which Marmot Principles this work covers.

This refresh of the Coventry Health and Wellbeing Strategy draws on significant engagement with communities and sets out the council's ambition to ensure more residents of Coventry are fulfilling their ambitions, living healthier lives for longer and living in safer, connected and sustainable communities. It builds on the continued lessons from being a Marmot City and embeds The King's Fund population health approach. The Marmot tool will support the board to review progress against the strategies ambitions of reducing health inequalities. The Marmot policy indicators include:

- Give every child the best start in life.
- Enable all children, young people, and adults to maximise their capabilities and have control over their lives.
- Ensure a healthy standard of living for all.
- Create fair employment and good work for all.
- Create and develop healthy and sustainable places and communities.
- Strengthen the role and impact of ill health prevention.
- Tackle racism, discrimination and their outcomes.
- Pursue environmental sustainability & health equity.

The Health & Wellbeing strategy refresh also compliments the One Coventry Plan, as well as the Coventry & Warwickshire Integrated Care Plan which all have a priority focus around reducing health inequalities

3.2 What information do you have to show you are going to reduce health inequalities:

The Health & Wellbeing Strategy refresh is informed by JSNA insights and will be used by will be used by local health and care partners to inform plans for commissioning services and shape how we work together to meet health and social care needs and address the social determinants of health. One of the key actions to address the wider determinants of health in the City is the Marmot Partnership, which continues to bring together key stakeholders from across the system to provide an ongoing strategic focus on health inequalities.

3.3 **Who/which groups of people might face the biggest health inequalities for your work and why:**
What can be done to improve health equity for the groups of people you have identified?

Although the Health & Wellbeing Strategy refresh will potentially benefit all residents, the strategy acknowledges that current issues are more acute in some parts of the city than others. Research tells us that certain groups are more likely to face health inequalities due to where they are born, grow, live, work and age. Certain groups are at risk of experiencing health inequalities due to different combinations of these factors. In particular, Coventy residents living in more deprived parts of the city tend to experience substantially worse health outcomes. We also know from the pandemic that health inequalities have been exacerbated for Coventry residents who are of Black, Asian or Minority Ethnic heritage.

3.4 **What can be done to improve health equity for the groups of people you have identified?**

Coventry City Council became early adopters of the Race Equality Code in 2022 and the actions of which are reflected in the strategy refresh. The Health & Wellbeing strategy refresh will benefit the groups mentioned above the one of the key priorities is ensuring that all Coventry residents are living healthier & independent lives and that involves ensuring that access to services & support is equitable and provision is culturally competent and meets the needs of Coventry's diverse population.

The Marmot Partnership have devised a strategic monitoring tool which describes the city-wide programmes of work aligned to the Marmot principles delivered by partner organisations, including voluntary organisations and statutory agencies across Coventry to tackle health inequalities and improve health equity. The monitoring tool aims to support the work of the Partnership by identifying where we can make a change and a difference to residents of Coventry across the social gradient.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1 **Starting point:**
Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate?   Y

- Does your work assume service users have digital access and skills?
- Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?
- Consider what the unintended consequences of your work might be.

The evolution of the digital environment has increased opportunities to access services remotely and whilst there are significant advantages to this, there are residents who are at a greater risk of digital exclusion. Lack of access to digital devices as a result of a low income, limited internet connective at home or lack of confidence using digital services can lead to missed/delayed appointments in relation to health, education & employment. To mitigate this, all services do offer appropriate in person services and where appropriate, these services have continued to increase the in person offer since the lifting of Covid 19 restrictions.

The #CovConnects programme is Coventry's local response to taking action on digital exclusion. This programme is part funded by the ICB inequalities fund and aims to support residents on their digital journeys, working in partnership with organisations to improve access for all through access to devices, training sessions and many more.

Data from the JSNA suggests that some residents are excluded but overall the risk is lower than the average for the West Midlands. There is no single measure of digital exclusion, however it is possible to measure the risk of digital exclusion. The Digital Exclusion Risk Index (DERI) tool, developed by Greater Manchester Combined Authority, models the likelihood of digital exclusion for all small neighborhoods (LSOAs) in England by creating an overall score based on a collection of metrics. For each area they give a score between 0 and 10 where 0 represents a low risk of exclusion and 10 a high risk. Coventry's average score is 3.44, slightly better than the West Midlands Combined Authority (WMCA) area overall which scores 3.55 on average, Coventry being the 2nd best scoring of the 7 areas across the WMCA. Coventry's 2021 DERI scores range from 6.12 in the Manor Farm to 1.36 in the Gosford and Gulson Roads area.

4.2   4.2 Reducing digital exclusion inequalities

Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

The Community Resilience Team in partnership with ICT and Digital Services Team secured recycled laptops for distribution to community groups and voluntary sector organisations across the city. The scheme began in 2018 and has been running each year since. The scheme supports the city council's digital inclusion strategy, and helps tackle social isolation, support resident's computer skills, education and employment prospects and strengthens voluntary and community organisations.

As part of the #CovConnects programme, the #CovConnects Device Bank, allows organisations in the Voluntary, Community & Social Enterprise (VSCE) sector to apply to receive digital devices. These devices will then be distributed by the organisations to digitally excluded residents across the city. So reducing the risk of digital exclusion is embedded across the system.

5.0   Will there be any potential impacts on Council staff from protected groups?

> n/a

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex:

Female	
Male	

Age:

16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity:

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Religion:

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

6.0   How will you monitor and evaluate the effect of this work?

Issue Identified	Planned Action	Timeframe

7.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

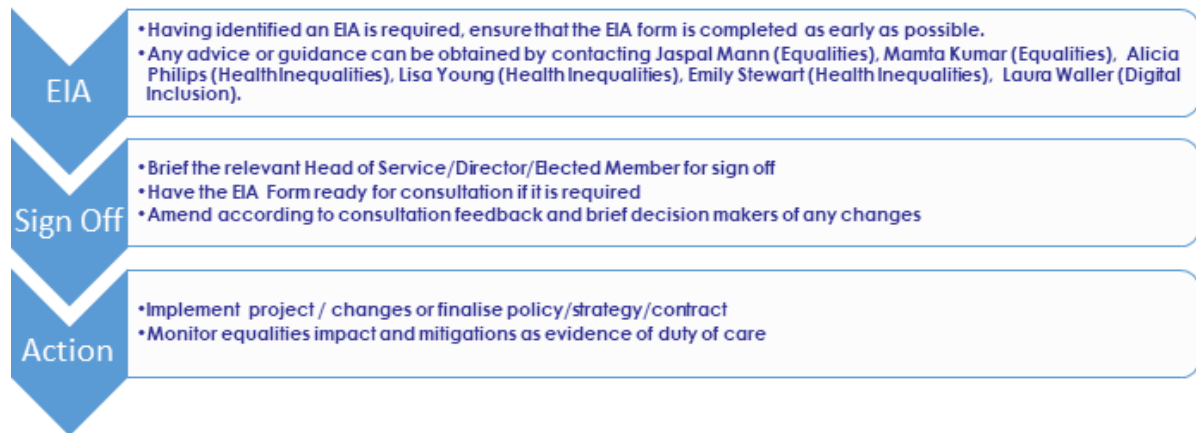No impact has been identified for one or more protected groups.

Positive impact has been identified for one or more protected groups.

Negative impact has been identified for one or more protected groups.

Both positive and negative impact has been identified for one or more protected groups

Email completed EIA to equality@coventry.gov.uk

Title of EIA		Coventry Carers Action Plan (Appendix Two)
EIA Author	Name	Chloe Elliott
	Position	Commissioning Officer / Carers and Engagement Lead (covering)
	Date of completion	19/09/2023
Head of Service	Name	Jon Reading
	Position	Head of Commissioning and Quality
Cabinet Member	Name	Cllr Linda Bigham
	Portfolio	Adult Social Care

EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

☒ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2 In summary, what is the background to this EIA?

The Care Act (2014) is a pivotal piece of legislation which created parity of esteem for carers, meaning that carers have the same legislative rights to an assessment and are considered to have needs in their own right. This means that anyone who identifies as a carer can request a carer's assessment. The general duty of a local authority in exercising its functions under the Care Act 2014 in respect of an individual is *'to promote that individual's well-being'* and in the case of carers, this includes the *'importance of achieving a balance between the individual's well-being and that of any friends or relatives who are involved in caring for the individual'* and when completing a carer's assessment the Authority must specifically consider whether a carer is "willing" and "able" to provide care and to continue to do so. This is a crucial conversation with any carer receiving an assessment of their needs.

More broadly the Care Act 2014 places a responsibility on local authorities; to "prevent, reduce & delay" the needs of people from arising. Carers form a significant part of this responsibility and are key to prevention. This has meant that locally services have been developed to respond to carers needs at a much earlier point in their journey, even at the point of contemplating taking on caring responsibilities.

The Care Act 2014 has had an impact on the way services are delivered to carers. The Care Act 2014 is explicit that services such as replacement care and respite are considered services for the cared for person. This then has an impact on the way in which services are charged for and means tested. However direct support for carers such as Carers Direct Payments are not charged for.

The Council has a legal obligation under section 149 of the Equality Act 2010 to have due regard to the need to eliminate discrimination, advance equality, and foster good relations between those with a protected characteristic and those who do not share it. These matters have formed an integral part of the decision-making processes in relation to the continuation of the Dementia strategy. The Council continues to engage with service users and representative groups, and use the information and views gathered in its consultation and equality impact in order to achieve accessible and inclusive service provision.

Coventry City Council remain committed to supporting unpaid carers and work with local providers and third sector organisations to ensure a quality support offer is available. The Coventry Carers Action Plan 2024/26 takes over from the previous Coventry Carers Strategy 2016-2019 and outlines our priorities and actions over the next two years to support carers in the city. The action plan meets both the statutory needs of carers and the support requirements as advised by carers themselves.

There has been delay in producing this document due to the COVID-19 pandemic; the Coventry Carers Strategy 2020 was halted due to the monumental changes in carers needs, demands and responsibilities, some of which have remained long term. The Council continued to work on the priorities beyond the strategy end date, evolving the carer offer and working with partners to meet emerging needs of carers including the COVID-19 pandemic and cost of living pressures. An action plan (as opposed to a strategy) has therefore been developed to address the short, medium and long term priorities of carers post pandemic and demonstrate how we will progress our support offer to carers at pace.

1.3   List organisations and people who are involved in this area of work?

Internal
Adult Social Care Senior Management Team
Practitioners / Community Case Workers
Cabinet Member for Adult Services / Director of Adult Social Care / Adults Commissioning Head of Service
Stakeholder Reference Group
Dementia Hub Steering Group

External
Carers Trust Heart of England
Unpaid Carers
Third sector organisations in the city

SECTION 2 – Consideration of Impact
Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1 Baseline data and information
- Please include an analysis of the equalities data your service holds.   This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
- Where possible compare your data to local data using
  - Facts about Coventry
  - Census 2011
  - Census 2021
  - JSNA

A carer is anyone who cares, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support. Caring for someone can take up a few hours each week, or a carer may be caring for 24 hours a day, seven days a week. An individual may look after more than one person.
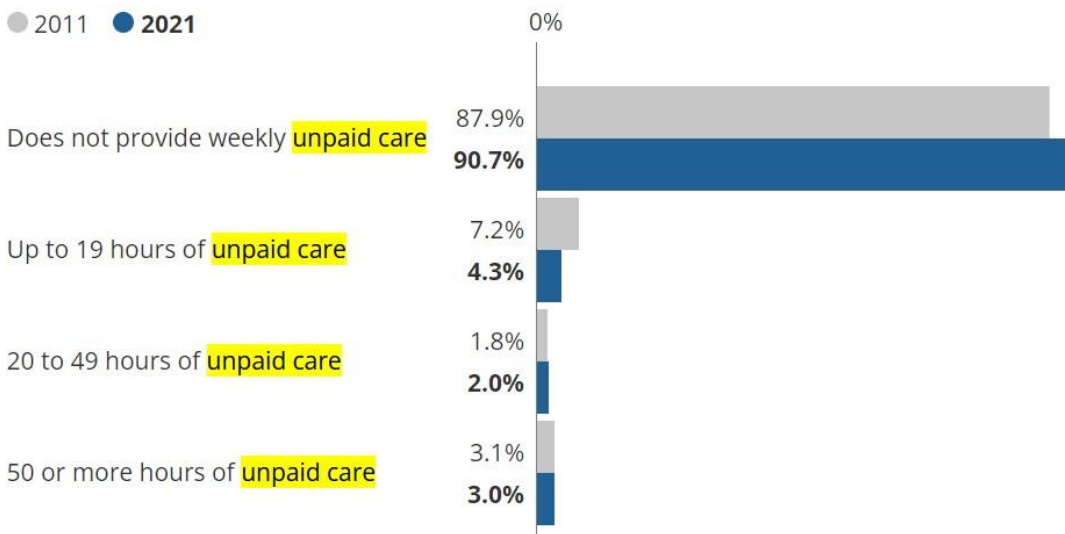
The role of unpaid carers in adult social care is invaluable, with unpaid carers contributing the equivalent of 4 million paid care workers to the social care system nationally. Without them, the system would collapse.

A recent report, 'Caring in a complex world' May 2023 notes carers themselves are not always able to access the support they need, there is limited research and evidence on interventions to support unpaid carers, and general issues within the adult social care market (for example, workforce shortages or funding issues) have a direct impact to the overall health and wellbeing of carers as they bridge any such shortfalls.

Census 2021 data reported around 27,391 (8%) of Coventry residents provided some unpaid care, however estimates put this figure closer to 55,000 (around 10-15%). Whilst this is a reduction on previous Census data (31,900 carers reported in Census 2011) Census 2021 was undertaken during the coronavirus (COVID-19) pandemic. This may have influenced how people perceived and managed their provision of unpaid care, and therefore may have affected how people chose to respond.

The hours of care delivered by Coventry residents is as follows as reported in Census 2021 data:

Age-standardised proportion of usual residents (aged five years and over) by hours per week of unpaid care provision, **Coventry**

○ 2011 ● **2021**

	0%
Does not provide weekly unpaid care	87.9% / **90.7%**
Up to 19 hours of unpaid care	7.2% / **4.3%**
20 to 49 hours of unpaid care	1.8% / **2.0%**
50 or more hours of unpaid care	3.1% / **3.0%**

National data:
Data from the Census data 2021 indicates:

- The percentage of people providing unpaid care was higher in females than males (10.3% of females provided unpaid care compared to 7.6% of males)
- There were approximately 120,000 young unpaid carers (1.4% of 5-17 year olds)

- There was a higher percentage of people providing unpaid care in the most deprived areas of England and Wales

Coventry data:

To shape our Carers Action Plan 2024/26 a 'Lets Talk' Coventry Carers Survey was undertaken by the Council from March-May 2023 to understand current demographics, presenting needs and trends. A total of 163 people responded to the survey, of which demographic related data is as follows:

Age range:
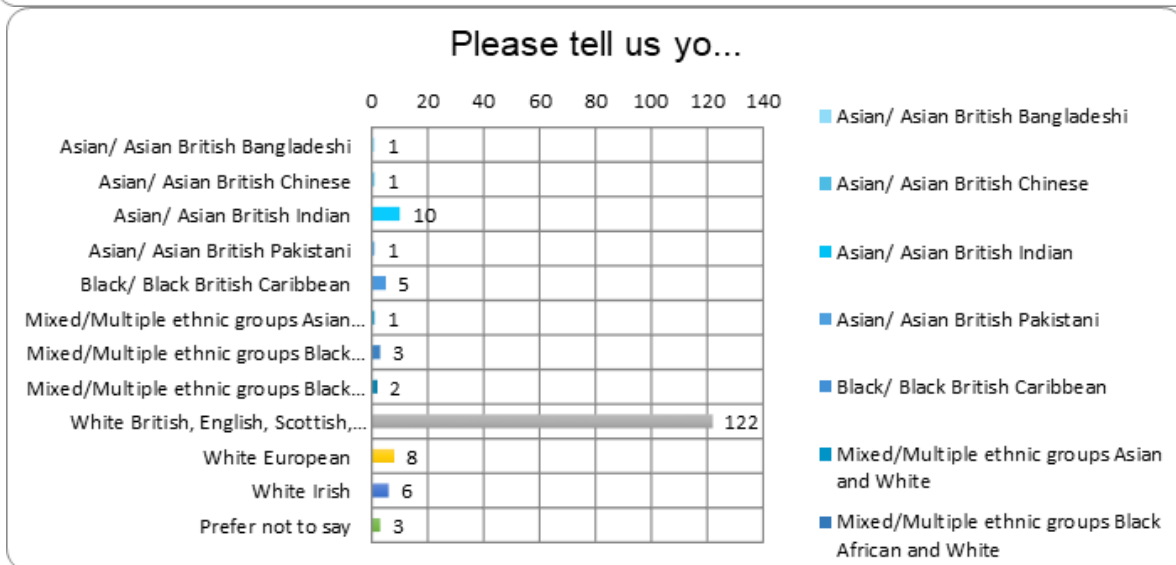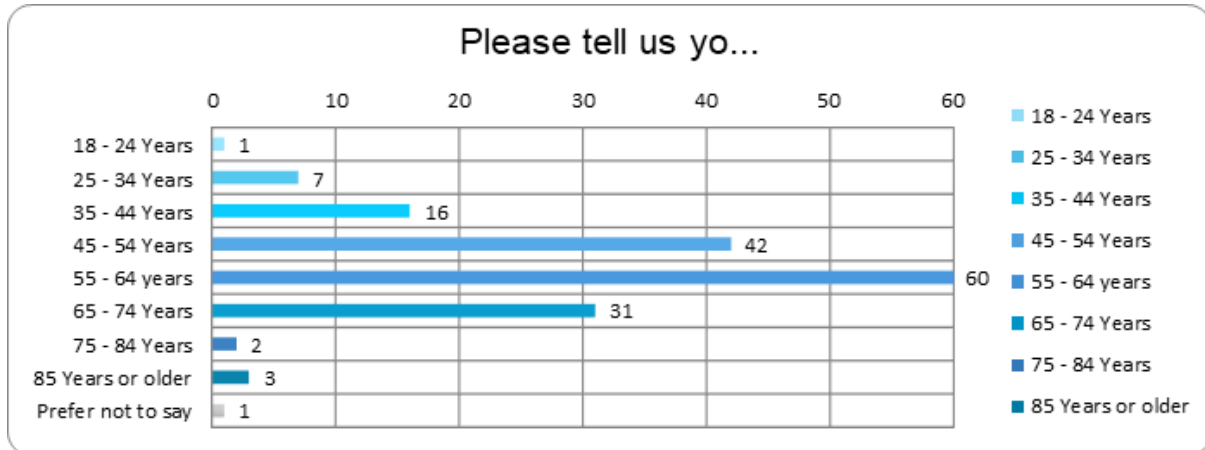
- 60% of carers advised their day to day activities were limited in some way because of a health problem or disability which has or is expected to last at least 12 months
- 28% of responders advised their emotional wellbeing was either bad or very bad

The results of the 'Lets Talk' survey further informed us of the following:

- The majority of responders were aged between 45-64 and of White-British ethnicity
- The majority of responders have been caring for over two years, with many supporting individuals for over 10 years
- The majority of responders (60%) were either limited a little or limited a lot due to their own health problem or disability
- 69% of responders are in full or part time work or study
- 53% of responders have or would like to reduce their working hours due to their caring responsibilities
- Long term physical health conditions, older adult / frailty and physical disability were the most common reasons for responders supporting individuals

- Affordability, lack of suitable provision or choice, feeling unable to leave the person they care for and the cared for not wanting alternative care were the most common barriers to taking a break from the caring role.
- The majority of responders did not know where to go for support, how to access this or what support options were available.
- A large number of responders had concerns in respect of the cost of living crisis and in affording care / future care

The survey results act as a clear baseline to work towards improvements and provide clear direction to set the priorities in the Carers Action Plan 2024/26.

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	P	As many as 1 in 5 children and young people may be a young carer. Census data 2021 indicates there are around 120,000 young unpaid carers in England, however estimates place this number significantly higher. Alongside worries, stress, and isolation (one in three young carers advising they are stressed in their caring role) being a young carer can negatively impact their experience in education and have can prevent them from making friends or having a social life. Whilst the Carers Action Plan is targeted at adult carers, it contains general actions in improving carer awareness, support and uptake (and outcomes of) carers assessments and some specific actions in respect of young carers. This group should therefore benefit positively from the plan due to increased awareness and support.
Age 19-64	P	This age group will benefit positively. 77% of carers who responded to the Let's Talk Carers Survey were within this age range. This echos national themes from the Census 2021 data where females aged between 55-59 provided the most unpaid care (19.9%). Despite these statistics, recent data from our commissioned carers support provider indicates low uptake of support from this age group. New carers registering by age range. | Age Range	1	2	3	4	Total
---	---	---	---	---	---
Unknown			14	10	24
65+	105	103	79	59	346
55-64	61	57	53	34	205
45-54	50	52	31	44	177
35-44	23	21	24	16	84
25-34	11	8	6	13	38
19-24	6	5	1	2	14
0-18	47	34	58	32	171	 Work is therefore required to ensure support delivered matches the demographics of those in unpaid caring roles. The Carers Action Plan 2024/26 therefore specifically looks to improve support in the following areas linked to this age group:

		• Increase awareness of carers identification and rights • Increase reach and uptake of carers assessments (a process which assesses the needs of carers in their caring role and ensure that they have access to information, support and respite or short breaks) • Ensuring access to support at the right time and right place • Increased knowledge of and access to flexible respite and break provision, allowing carers to have a break from their caring responsibilities.
Age 65+	**P**	This group will benefit positively, both in respect of individuals receiving care and the carer themselves. A total of 20% of carers who responded to the 'Lets Talk' Coventry Carers Survey advised they supported an individual due to 'older adult / frailty' and 22% of carers themselves advised they were aged 65 and over. This age group will therefore benefit positively from increased information and advice (information on carers support will be available in both digital and paper formats to ensure accessibility) training, mental health and general support for the carer. In turn, the individual being cared for should experience increased quality of care and a reduced risk of carer breakdown due to carer burnout.
Disability		This group will benefit positively, both in respect of individuals receiving care and the carer themselves. 60% of carers who responded to the 'Lets Talk' Coventry Carers Survey advised they had a form of disability themselves; 36% of individuals who required support had a physical disability, and 16% had a learning disability. The Carers Action Plan includes work to improve the accessibility and quality of training for carers to better equip them to deliver support, whilst promoting the uptake of carers assessments to ensure carers are considering and prioritising their own needs.
Gender reassignment	**NI**	
Marriage and Civil Partnership	**NI**	
Pregnancy and maternity	**NI**	
Race (Including: colour, nationality, citizenship ethnic or national origins)	**P**	This group will be impacted positively. As noted by Carers UK, many carers from Black, Asian and minority ethnic backgrounds do not often recognise themselves as carers. Likewise, cultural expectations of the roles of family members mean they do not identify as being a carer and are simply fulfilling expected roles. Cultural differences such as this may be a barrier to individuals accepting support for either themselves or the person they care for. Research from Carers UK noted that Black, Asian and minority ethnic carers were: • More anxious about their current financial situation • More likely to be impacted by the closure of local services • More likely to state that the services in their area did not meet their needs We are also aware that rates of mental health problems can be higher within some Black, Asian and ethnic minority groups as a result of racism, discrimination and social and economic inequalities. There may also be some practical language barriers in accessing and understand information and support. To ensure our Carers Action Plan best supports individuals from underserved communities, we will be working with a range of third sector organisations and community leaders to better tailor our offer and breakdown barriers in accessing support. We will also ensure: • Information is in simple, jargon free language and is translated into a range of languages • Translators are available for in person promotional events wherever possible or where required

		• Staff delivering services or assessments have awareness of and are sensitive to different cultures • Are using diverse imagery, language and terminology on our websites and publications to promote inclusion • Utilising community contacts and organisations, for example faith and third sector organisations (specifically those delivering targeted support to those from an ethnic minority background) to communicate and promote messaging and services. This will also include holding events and services at trusted or accessible locations to boost attendance and engagement e.g. mosques, temples • Avoiding labels e.g. BAME, carer, hard to reach We will be working with organisations who have expertise in working with diverse or underserved groups to further develop our Carers Action Plan and our year 2 actions, as well as working to understand directly from individuals what they need.
Religion and belief	P	This group will benefit positively. As above with addressing disparities of access associated with race, we will be linking with local faith groups and community leaders to better understand needs and barriers to accessing support from individuals and communities of different faiths to tailor our support offer. In circulating information and holding events, consideration will too be given to language and pictures used, and the timings and locations of events (for example, considering prayer time and religious events or holidays).
Sex	P	Census 2021 data indicates females were statistically significantly more likely to provide unpaid care than males in every age group up to 70 to 74 years. There were no significant differences for those aged 75 to 79 years. However, from the age of 80 years onwards, males were statistically more likely to provide unpaid care. Both sexes will therefore be impacted positively through the three priorities of the Carers Action Plan.
Sexual orientation	P	This group will benefit positively. Although information in respect of this demographic is not routinely collected, data from Carers UK analysis of NHS England GP survey found that 7 in 10 lesbian, gay and bisexual carers reported a long-term health condition or disability compared to 60% of heterosexual carers. Research also found that lesbian, gay and bisexual carers were more anxious regarding their financial situation, more likely to say they were struggling financially, more likely to feel lonely or isolated, with poorer mental health than heterosexual individuals. This may be due to carers feeling an overall loss of aspects of their LGBTQ+ identity (due to a lack of time to explore their identity, meet new people or attend events or explore opportunities for self-expression), experience prejudice, discrimination or harassment, feeling responsible for taking on the caring role over other members of the family due to being unmarried or not having children amongst others. To support individuals of this demographic we will work to better understand the needs and preferences of this population, aim to ensure language and services are as inclusive as possible, and involve individuals and groups from the LGBTQ+ community to shape services to better reflect requirements.

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	Further information on heath inequalities is available on the Intranet

3.1 Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:
Please include which Marmot Principles this work covers.
The Carers Action Plan will focus on three specific priorities:

• Empower carers with flexible respite options, ensuring they can take breaks

- Deliver the right support, at the right time, and in the right place
- Maximise the reach of carers assessments to benefit more carers.

The actions set out in the Coventry Carers Action Plan 2024/26 will therefore support the following Marmot Principles:

- Enable all children, young people and adults to maximise their capabilities and have control over their lives
- Ensure a healthy standard of living for all
- Create and develop healthy and sustainable communities
- Tackle racism, discrimination and their outcomes

We are aware from the 'Lets Talk' Coventry Carers Survey that carers in Coventry are most likely to seek support from their GP in respect of their caring role. We will therefore be utilising GP's as a key identifier of carers to signpost to carer support services and refer for carers assessments. We will also be working with primary care and health colleagues to raise awareness of the physical and mental toll of the caring role to enable them to better understand and support carers.

We will also ensure carers are actively involved and have a voice in the development of carers support services. Development and monitoring of the Carers Action Plan will be undertaken in part by the Adult Social Care Stakeholder Reference Group and Dementia Hub Steering Group, made up of a range of faith groups, community leaders, third sector organisations and local groups, as well as carers from a variety of backgrounds themselves. These groups will help provide guidance on emerging needs of carers, gaps in support, and support us to ensure services are inclusive, representative and tailored to need.

Through increased information and awareness of carers support and assessments, we aim to ensure a higher number of carers access a range of support (for example, training, counselling, respite) to support in maintaining their own physical health and mental wellbeing. From our local 'Lets Talk' Coventy Carers Survey, we are aware that uptake for carers assessments is low in comparison to the number of carers in the city, despite carers assessments being a key way to better understand a carers own needs, support requirements and make referrals to supporting services. Likewise, the 'Lets Talk' local survey highlighted the need for respite and breaks from the caring role to enable carers to have time to themselves, undertake errands and have social contact. Some carers reported a number of barriers to accessing respite / breaks including uncertainty over charges or financial concerns, lack of suitable provision, guilt over taking a break and uncertainty in respect of the quality of support. Some carers also reported that they continued to be contacted by their loved one or the respite provider which prevented them having a break. By ensuring tailored, appropriate support is available and that people are aware of what this would entail we can look to:

- Prevent carer breakdown or burnout
- Improve the mental and physical wellbeing of carers
- Ensure carers can attend their own medical or wellbeing appointments
- Reduce loneliness and isolation (improving mental and physical health)

To strengthen the Coventry Carers Action Plan 2024/26 and ensure we are actively addressing inequalities through its implementation, we will undertake an engagement exercise with the following individuals / groups to gain feedback on the proposals suggested:

- Stakeholder Reference Group
- Dementia Hub Steering Group
- Adult Joint Commissioning Group
- Carers' Trust support groups (face to face, enabling input from a range of individuals of different backgrounds)
- Community and third sector leaders and individuals, e.g. Multi-Faith Forum, Age UK, Carers Trust, Alzheimer's Society etc

The Carers Action Plan will be a working document, with any suggestions or amendments from carers and the above groups implemented as appropriate.

3.2   What information do you have to show you are going to reduce health inequalities:

Data collected from the 'Carers health and experiences of primary care' GP Patient Survey 2021 and referenced by Carers UK notes:

- *60% of carers report a long-term health condition or disability compared to 50% of non-carers*
- *Carers from some backgrounds were less likely to say the healthcare professional they saw recognised and understood any mental health needs they had. Whilst 86% of white carers said they felt they did, this dropped to 78% of black carers and 76% of Asian carers.*
- *36% of lesbian, gay, or bisexual carers have a mental health condition compared with 13% of heterosexual carers – nearly treble the rate*

Carers' health is known to be worse than that of non-carers due to the pressures of the role and is compounded by many factors, including providing more than 50 hours of care each week. Caring has been announced as being a social determinant of health recently by Public Health England.
Of the 60% of carers who had a long-term condition, disability, or illness, almost two-thirds (64%) reported that their condition reduces their ability to carry out day-to-day activities. This shows that carers' health and wellbeing is poorer than others and potentially affects their ability to care.
Lesbian, gay, and bisexual carers were most likely to report a long-term health condition or disability; and of this group, three-quarters (75%) stated that it affected their day-to-day life, in contrast to 62% of straight carers.

Half (51%) of carers said they had avoided making a GP appointment in 2021 compared to 40% of non-carers. This rose to 61% of Asian carers and those from mixed ethnic backgrounds.'

‘Lets Talk' Coventry Carers Survey

To further understand and respond to local carers' needs, the Council developed and published a local Carers' Survey. This survey was launched via the Let's Talk platform on 7 March 2023, running until 12 May 2023. A total of 163 people responded. The survey has highlighted clear themes where improvement actions are required to better support carers in Coventry. Face to face engagement with local carers at carer support groups and in librarys was also undertaken to support individuals to respond who were unable to access or complete the survey online.

The most common barriers to carers taking breaks included the person they support not wanting other types of care, carers feeling unable to leave the person they care for and a lack of confidence in other people providing the care. There was also a lack of awareness of options, a lack of trust that provision could support people properly and a general lack of suitable provision. There was also a lack of understanding of what a carers assessment is and the benefit of having one, evident in the low number of responders who had received a carer's assessment.

Carers reported barriers to accessing support as being unsure where to go, not having enough time, being unclear on eligibility or concern about what might happen if they request support. There is also lack of awareness of training available to carers.

The cost-of-living was of significant concern to carers. Some carers noted they have had to use their own savings and some had concerns over keeping warm (necessary for health reasons) and affording food and essentials.

Responses to the 'Lets Talk' Coventry Carers Survey also highlighted the following in respect of health inequalities specifically:

- Carers reported both their own health (physical and mental), and that of their cared for, deteriorated through the pandemic. Some further reported this has not improved.
- Caring roles exacerbated through the pandemic due to lack of outside support and closures of services; some services did not reopen meaning carers have maintained increased caring roles for prolonged periods of time.
- 50% of carers who had responded advised they had been caring for more than 2 years but less than 10 years.
- 36% of carers advised they had been caring for over 10 years.

The themes of the survey are similar to that of the previous biennial Survey of Adult Carers in England 2021/22 which have also further informed the Carers Action Plan 2024/26.

Using the information gathered from our recent 'Lets Talk' Coventry Carers Survey, data from the Adult Social Care Outcomes Framework (ASCOF) and the results of the national biennial Survey of Adult Carers in England 2021/22, we have drafted a two-year Coventry Carers' Action Plan 2024 / 2026. The plan details three overarching key objectives, based on direct feedback from carers.

Key objectives of the Carers Action Plan:

1. Empower carers with flexible respite options, ensuring they can take breaks
2. Deliver the right support, at the right time, and in the right place
3. Maximise the reach of carers assessments to benefit more carers.

Whilst many of the priorities stated in the Carers Action Plan are not new, there is a renewed focus on strengthening and diversifying our current offer and services, and understand different methods of supporting carers to improve delivery and reduce all inequalities experienced by carers. The plan aims to improve awareness and access to support for all carers, ensure provision is available for all carers to have a break from their caring role and to understand and exercise their right to a carers assessment, so as this can lead to a meaningful outcome for them.

Measuring impact

Adult Social Care's commitment to making a difference for carers requires continuous monitoring and evaluation. To ensure the effectiveness of the Carers' Action Plan 2024-26, the Carers Team will:

- Review demand for support from both Coventry City Council and commissioned providers, addressing disparities in access among various communities.
- Engage in regular dialogue with carers, including via the Adult Social Care Stakeholder Reference Group and Dementia Hub Steering Group, seeking feedback on the plan's implementation and potential areas for improvement.
- We will monitor national surveys and data collections, providing valuable insights into the overall impact of our efforts.

3.3   Who/which groups of people might face the biggest health inequalities for your work and why:

What can be done to improve health equity for the groups of people you have identified?

Carers of people with life long medical condition may face the biggest health inequalities in respect of this work. We know from the above referenced data that the overall health and wellbeing of a carer can be negatively impacted through the caring role, with this further exacerbated during intense or prolonged periods of caring responsibility. Individuals caring for someone with a life long medical condition may be especially prone to this.

We also note from both the local 'Lets Talk' Coventry Carers Survey and from national data referenced above carers from diverse ethnic communities are not accessing health and social care support as regularly as individuals of a White-British ethnicity.

Delays in accessing support may further exacerbate an individuals poor mental and physical wellbeing, cause unnecessary deterioration of condition to both the carer and cared for, and overall lead to poorer outcomes for both individuals. Risk of carer burnout and breakdown is also increased.

3.4   What can be done to improve health equity for the groups of people you have identified?

To improve the health equity of these groups the Council will:

- Work with health and primary care colleagues to raise awareness of the profile, role and needs of carers, and how they can best support individuals identified as carers including how to refer to carer support services.
- Ensure support is tailored to the needs of the diverse demographics of the city, for example, is culturally appropriate and accessible.
- Work with community leaders and groups to embed carers support and identification into communities where uptake is poor, and understand and address potential cultural barriers to accessing support.
- Utilise resources including the Low Income Family Tracker to proactively identify individuals who are carers, or who may require preventative support, and connect them with relevant support services.
- Better understand and incorporate the voice of carers from underrepresented groups through ongoing engagement with the Dementia Hub Steering Group and Adult Social Care Reference Group. These groups will help advise on the Carers Action Plan, monitor its progress and suggest improvements.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1 **Starting point:**
Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate?   Y/N

- Does your work assume service users have digital access and skills?
- Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?
- Consider what the unintended consequences of your work might be.

> The work will positively impact digital inequalities

4.2 **Reducing digital exclusion inequalities**
Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

- We will be looking to respond to requests from carers in the 'Lets Talk' Coventry Carers Survey for an increase in paper based information and in person support
- Review use of assistive technologies to support the caring role, and ensuring training is available to support any such use
- Ensure support is available in a range of settings, communities and locations across the city and is not reliant on technology to deliver training (e.g. a mix of online and in person training / support)

5.0 **Will there be any potential impacts on Council staff from protected groups?**

N/a

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex: **Age:**

Female	
Male	
16-24	
25-34	
35-44	

45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity: **Religion:**

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

6.0   How will you monitor and evaluate the effect of this work?

Adult Social Care commitment to making a difference for carers requires continuous monitoring and evaluation. To ensure the effectiveness of the Carers' Action Plan 2024-26, the Carers Team will:

- Review demand for support from both Coventry City Council and commissioned providers, addressing disparities in access among various communities.
- Engage in regular dialogue with carers, including via the Adult Social Care Stakeholder Reference Group and Dementia Hub Steering Group, seeking feedback on the plan's implementation and potential areas for improvement.
- We will monitor national surveys and data collections, providing valuable insights into the overall impact of our efforts.

6.1	**Action Planning**	
Issue Identified	**Planned Action**	**Timeframe**

7.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups ☐

Positive impact has been identified for one or more protected groups ☐

Negative impact has been identified for one or more protected groups ☐

Both positive and negative impact has been identified for one or more protected groups ☐

8.0 Approval

Signed: Head of Service:	**Date:** **8/11/2023**
J.C.J.M	
Name of Director: **Peter Fahy, Director of Adult Services and Housing**	**Date sent to Director:** **10/11/2023**
Name of Lead Elected Member: **Councillor Linda Bigham**	**Date sent to Councillor:** **14/11/2023**

Email completed EIA to equality@coventry.gov.uk

Title of EIA		City Centre Traffic Management Plan – Phase 1A High St Loop
EIA Author	Name	Daniel Colley
	Position	Project Manager
	Date of completion	18/10/2023
Head of Service	Name	Colin Knight
	Position	Director of Transportation, Highways and Sustainability
Cabinet Member	Name	Cllr Patricia Hetherton
	Portfolio	City Services

EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☒ Other project *(please give details)* – **changes to City Centre Traffic Management**

1.2   In summary, what is the background to this EIA?

Introduction
We want the city centre to be a place where people want to live, work, shop and enjoy leisure activities. We want more people to use public transport and we want less air pollution and noise, by reducing the amount of running engines and unnecessary traffic in key areas of the city. We want pedestrians and cyclists to have improved safety. We know that in other areas that have introduced schemes like this air quality has improved due to a reduction in fossil-fuelled vehicle passage.

We also want key areas in the busiest places to be free from parked and unauthorised vehicles, so the footpaths are safer where and when footfall is highest.

High Street Loop – Traffic Management Changes
From December 2023 we will be introducing new measures to regulate how vehicles access the High Street and Cathedral area. High Street will no longer be accessible via Little Park Street directly, and a number of other measures are detailed below that further restrict access to the High Street. This is a continuation of an interim marshall-operated point of entry control that had operated since 2020. Previously, high numbers of vehicles were

accessing the High Street and parking in the existing restricted zone to access the banks or collect takeaway food. This was exacerbated in 2020 by the need to social distance, with banks operating a queuing system. The reduction in traffic on the High Street was generally well-received, and so the measures remained after social distancing was reduced. The council is now intending to make these measures official using Experimental Traffic Regulation Orders (ETRO). There will be a six months statutory objection period following which, if no objections are received, the ETRO will be made permanent.

The restrictions will be enforced by a banned left turn from Little Park Street into High Street (except cycles) plus a signed pedestrian zone on Greyfriars Lane. Only taxis, cycles and permit holders would be allowed to enter the pedestrian zone and thus gain access to High Street, Pepper Lane and Cuckoo Lane via Greyfriars Lane. A set of bollards would permanently cease through- route access from Bayley Lane into Cuckoo Lane / Pepper Lane, requiring all traffic to enter the west side of the cathedral via Greyfriars Lane pedestrian zone. Other than the permanent bollards on Bayley Lane, the measures will be live from Monday to Saturday, between 10am and 6pm. Access is unrestricted outside of these times. People can still access Bayley Lane to the point of the bollards. All Council House staff have been informed and key access/egress points remain accessible.

Residents and businesses within the zone will be eligible for an annual access permit, and a number of daily 'voucher' permits will also be available for residents and businesses to issue to their visitors, contractors etc. Street News communications will first inform the key people of the scheme. Permits will be made available via a letter drop which will inform residents and businesses how to apply for permits, with facilities available to apply online or to call the admin team and set up permits. To ease introduction of the scheme, there will be a period where only warning letters will be issued before formal fines. All those permitted to access but who have been unable to obtain a permit due to misinformation or inability will receive a waiver for their first fine but will be instructed explicitly how to obtain a permit upon issue of this waiver.

The measures will help make the city a safer and more enjoyable place for local people and visitors, whilst also aiming to improve air quality in the city centre by reducing the amount of traffic.

The changes – shown on the map below – mean that between 10am and 6pm from Monday to Saturday, traffic will be restricted on:

- High Street – **no left turn except cycles from Little Park Street directly onto High Street.** All traffic accessing High Street during the restricted times would need to enter via Greyfriars Lane.
- Bayley Lane – through access to Cuckoo Lane will be prevented via a series of new bollards (moveable for large events). Access is only available to Cuckoo Lane via Salt Lane/Little Park Street junction, Greyfriars Lane, Pepper Lane. St Mary's Street and the section of Bayley Lane east of St Mary's Street will remain accessible at all times from Earl Street.

Blue badge parking and access

Little Park Street / Greyfriars Lane / High Street

① No entry into High Street from Earl Street

② Proposed Greyfriars Lane Pedestrian Zone between 10am and 6pm Monday to Saturday. No vehicles except:

a. taxis

b. cycles

c. permit holders

③ No change to rise and fall bollard in Broadgate

④ Existing restrictions on Priory Street stay the same

⑤ Bayley lane will be closed with bollards

Blue badge parking will remain where it currently is and there will be no loss in allocated spaces. Blue Badge holders are permitted access but need to apply for an annual permit for the High Street area (free of charge, via the internet or over the phone) and will be able to park as at present with their blue badge.

1.3   List organisations and people who are involved in this area of work?

- Access Development Group

- Age Concern
- Belgrade Theatre
- Bus / coach operators
- Blue badge holders
- Banks
- CCC Independent Travel Team
- City centre businesses
- City centre healthcare facilities
- City centre residents
- Coventry Cathedral (Management and Diocese)
- Coventry Market
- Coventry University
- Council House
- Culture Coventry (Transport Museum and Herbert)
- CVLife (The Wave)
- Designing Out Crime/British Transport Police
- Disability Groups, including National Federation for the Blind, Guide Dogs Association, Coventry Wheelchair Users
- Disability, Equality and Access Panel
- Emergency Planning
- High Street Banks and Businesses
- Historic Coventry Trust
- Holy Trinity Cathedral
- Local / national environmental bodies
- Lower Precinct
- Midlands Connect
- Places of Worship
- Property owners whose land / rights over land is required
- Registered Social Landlords
- Residents associations
- Skydome and surrounding businesses
- Student accommodation
- Taxi drivers
- Transport for West Midlands
- West Midlands Combined Authority

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1 Baseline data and information

- Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*

- Where possible compare your data to local data using
  - Facts about Coventry
  - Census 2011
  - Census 2021
  - JSNA

Consultation

In March 2023, a Street News newsletter was issued to all residents and businesses within the affected areas. This detailed the proposal and was accompanied with a drop-in session for people to find out more about what was being done.

Within the impacted area there are a number of food businesses, and the cathedralis also located in the area. This generated concern around the original scheme's impact on the mealtime rushes (and their economic impact for the food venues) and congregational visitation during the Sunday period. As a result of this feedback, the times were changed from between 10am and midnight to between 10am and 6pm and are now to run only from Monday to   Saturday inclusive.

Coventry City Centre Accessibility Study

In 2021 the Council's Transport and Highways team commissioned Atkins to undertake a strategic accessibility study of the city centre and provide advice on adjustments and mitigations that would be likely in order to address the Council's Public Sector Equality Duty under the Equality Act. The study outlined recommendations for improvements for people with accessibility issues, and positive and negative impacts of the proposed changes.

Recommendations in the study for this project include:
- Avoid creating administrative systems that could be barriers for people who live outside the city if a permit system were used for areas where restricted access is proposed – the permit system proposed here uses a website and a free phoneline to minimise marginalisation of permit applicants and make the process as swift and simple as possible.
- Managing permitted access zones. Such zones present challenges to Blue Badge vehicles' access to the city centre – in this scheme all blue badge holders can be granted a pass free of charge upon application, meaning they have priority access where required over other road users who are not residents or business workers in the area.
- It is important to note that pre-registration in order to gain access can in itself be a barrier – so to minimise this we have extensive communications strategies plus a simple website and free phoneline.
- Each area has designated drop-off points that is as close to the key facilities in those areas and as near to the centre of the city as possible. In practice this could be within car parks, which could provide a short-stay, charge-free time to enable drop-offs to take place – a similar method was adopted on the CCTMP (City Centre Traffic Management Plan) sister project at the Burges and will be enacted here if the need arises during the measures' experimental period.

Pre-Covid Data on Unauthorised Use of High Street

A number of vehicles have been found to routinely utilise the footway for parking. Anecdotal evidence from usage of the roads during pandemic restrictions highlighted the severity of the vehicular passage on the footway, as more pedestrians had to use the footway to safely queue and access venues. At the time, informal enforcement was introduced under temporary circumstances to reduce traffic passage by using marshal control. This was shown to make a substantial reduction in confliction between pedestrian footway users and vehicles accessing the footway – hence the ethos of the new proposed formal measures takes these restrictive principles as a foundation to be enhanced.

Benefit for Protected Characteristic groups

A number of protected characteristic groups benefit from low traffic environments, and restricting the volume of traffic and reducing the likelihood of vehicles accessing footpaths in the High Street area will make a substantial accessibility improvement for footpath users, especially vulnerable groups such as the elderly, disabled and children. This is elaborated upon below in Section 2.2.

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)

- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	**PN**	Children and young people may be more vulnerable to the health impacts of air pollution (World Health Organization (2013) Review of evidence on health aspects of air pollution). There is also good evidence for the association between the development of asthma in childhood and traffic-related air pollution. High Street is a busy area for pedestrians, including children and young people, and therefore reducing traffic in this area should reduce the impact of air pollution on this group amongst others. Children are also a designated vulnerable road user due to reduced visibility, and less developed perceptions of risk, so a reduction in traffic within the area will reduce the risk of injury arising from collisions by reducing the conflict between pedestrians and vehicles. Maintaining obstacle free footway routes will also ensure unrestricted use of the footway, which is particularly relevant for this group due to reduced mobility. The reduction in traffic on High Street by virtue of the interim scheme has already allowed the council to replace part of a loading bay with seating, which acts as a useful facility for anyone wanting to pause and rest. There may be some inconvenience for children who may be used to being dropped off closer to their destination, however the reduction in proposed operating hours has reduced the impact when this additional distance would be most sensitive, i.e. at night (by shortening the end of the restriction to 6pm). No schools are located within the area, and alternative drop-off locations are available close to the High Street, and therefore this negative impact is considered to be slight.
Age 19-64	**PN**	Those most likely to be affected by air pollution are people with asthma, lung disease, COPD, autism or a cardiovascular disease – measures aim to directly reduce the quantity of polluting road vehicles in the design area. Those in this age category are most likely to use the Cathedrals and Food Businesses, with deliberate vehicle to door access now being hindered. There are ample parking and loading opportunities however for people to access these destinations on foot, and the removal of vehicles from the area will make the area generally safer for these groups to access the above locations.

| Age 65+ | PN | Older people may be more dependent on private motor cars for their transport needs, especially if their walking mobility is limited, and older people are more likely to have Blue Badge parking permit. Schemes which limit or reduce car access could have a negative impact on this group. However, blue badge holders will be able to apply for a permit to continue to access to the area, and by removing extraneous traffic this group will effectively have prioritised access and will be able to more easily access the disabled bays . Illegal use of these bays by non-Blue Badge holders will also be reduced.

Older people are also designated vulnerable road users, so would benefit from walking in environments where there is less conflict with motorised traffic, with attendant safety benefits.

Maintaining obstacle free footway routes will also ensure unrestricted use of the footway, which is particularly relevant for this group due to reduced mobility. The reduction in traffic on High Street by virtue of the interim scheme has already allowed the council to replace part of a loading bay with seating, which acts as a useful facility for anyone wanting to pause and rest. |
| Disability | PN | All areas of the city centre will still be accessible via motor vehicle and provision of blue badge parking close to these areas will be retained, increasing opportunities for mobility impaired people to enjoy the urban space and the benefits that that brings. Access to blue badge parking areas within the scheme will require a successful application of a permit, however the vast majority of the city centre's blue badge parking lies outside the zone.

Introducing a permit system that requires additional application for Blue Badge users may prohibit some from accessing if they cannot use the internet or a phone, but there are multiple methods of application to suit all needs and officers will hand deliver letters informing them of the measures with a substantial period of time to apply (approximately four weeks). We have also given businesses the ability to designate permits for their visitors, which gives an alternative option for people who may not be able to apply for a permit themselves due to disability, impairment, etc.

Some of the permit times do not perfectly align with the hours of the Phone-in admin team leaving two hours from 1600-1800 on Mon-Fri plus a whole period on Saturday where there is no secondary application method for those who cannot use digital means. If this is reported as a severe enough issue, hours of the phone teams could be reviewed and extended to cover these additional hours.

Air pollution can increase the risk of several chronic diseases that contribute to the progression of disability. Fewer cars in the area means fewer emitting sources of pollution, thereby providing health benefits.
This may also support those with neurological disabilities where the environment is currently challenging.

Noise reduction caused by fewer cars will make the zone more enjoyable and easier to navigate for those with sensory issues. |

		Pedestrian routes will mostly remain as they are currently. Any changes to pedestrian routes or access could be confusing for people with visual impairments. Where there are changes to access, we will work with the Council's Independent Travel team to support training around new routes.

Many disabled people rely on taxis to get around and to get close to the businesses or services, Taxis registered with Coventry City Council will have permitted access to High Street under the restrictions.

For disabled people who have conditions that can cause fatigue, longer journeys can cause exhaustion. The measures here do not increase journey length just reorientate direction of traffic flow.

Making a journey more difficult and/or confusing or complicated can mean that it becomes a barrier for disabled people leaving the house and visiting shops and services, there will be clear advance signage telling of the new traffic flows and communication messages through a variety of means (social media, press communication, written communication and through CCC disabled groups and contacts).

However, maintaining obstacle free footway routes will ensure unrestricted use of the footway, which is particularly relevant for this group due to reduced mobility or where mental or cognitive impairment may lead to conflict-induced distress.

The reduction in traffic on High Street by virtue of the interim scheme has already allowed the council to replace part of a loading bay with seating, which acts as a useful facility for anyone wanting to pause and rest, offering physical and mental respite. |
| Gender reassignment | **PN** | There may be some moderate benefits in terms of reduced exposure to anti-social driving behaviour, which may exacerbate existing gender and identity inequalities. There may be some reduced amenity for people who want to be dropped off or picked up close to their destination or place of work due to fear of gender-related harassment, but reduced operation hours compared to the first proposal has largely mitigated this. |
| Marriage and Civil Partnership | **NI** | There is no impact on this group |
| Pregnancy and maternity | **PN** | Evidence suggests that air pollution can affect the growth of the unborn baby and may be linked to premature birth. Therefore, the reduction in nitrogen dioxide levels brought about by the changes (designed reduction) to traffic in the city centre should have a positive impact on this group.

Maintaining obstacle free footway routes will also ensure unrestricted use of the footway, which is particularly relevant for this group due to reduced mobility. The reduction in traffic on High Street by virtue of the interim scheme has already allowed the council to replace part of a loading bay with seating, which acts as a useful facility for anyone wanting to pause and rest.

There is a negative impact on this group's ability to be picked up or dropped off close to destinations, but reduced operation hours compared to the first proposal has largely mitigated this. |
| Race (Including: colour, nationality, citizenship ethnic or | **PN** | There may be some moderate benefits in terms of reduced exposure to anti-social driving behaviour, which may exacerbate existing race inequalities. There may be some reduced amenity for people who want to be dropped off or picked up close to their destination or place of work due to fear of race-related harassment, but reduced operation hours compared to the first proposal has largely mitigated this. |

national origins)		
Religion and belief	**PN**	Access to places of worship will remain – with the road space now freer for permitted visitors and users of the places of worship. There are no restrictions on Sundays, but access will now be required via a slightly longer route than Bayley Lane direct – this may confuse some visiting members or regular congregation and cause short term distress. The restrictions, and the closure on Bayley Lane, will, however, also reduce traffic levels on the streets immediately adjacent to the cathedral, thereby creating a more pleasant environment for churchgoers, especially those arriving on foot.
Sex	**PN**	There may be some moderate benefits in terms of reduced exposure to anti-social driving behaviour, which may exacerbate existing gender and identity inequalities. There may be some reduced amenity for people who want to be dropped off or picked up close to their destination or place of work due to fear of sex-related harassment, but reduced operation hours compared to the first proposal has largely mitigated this.
Sexual orientation	**PN**	There may be some moderate benefits in terms of reduced exposure to anti-social driving behaviour, which may exacerbate existing sexual orientation inequalities. There may be some reduced amenity for people who want to be dropped off or picked up close to their destination or place of work due to fear of sexual orientation-related harassment, but reduced operation hours compared to the first proposal has largely mitigated this.

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	Further information on heath inequalities is available on the Intranet

3.1 Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:
Please include which Marmot Principles this work covers.

- Give every child the best start in life – by reducing traffic passage and air pollution in this key city area we hope to make early life better for the younger people as they grow and develop through childhood.
- Ensure a healthy standard of living for all – we aim to reduce point source emitters of carbon monoxide, nitrogen oxides and particulate matters, creating a healthier space for all of the city users.
- Create and develop healthy and sustainable places – we will build on the adjacent pedestrianised zone, keeping vehicle passage lower to generate safer streets for pedestrians and providing places where clean air and safe spaces to walk are abundant for people to enjoy.
- Environmental sustainability – by restricting general car passage for non-permitted vehicles (private vehicles who don't need to access the residents or businesses in that area by vehicle) we are enforcing more people to share taxis, use public transport or walk therefore helping to stimulate a reduction in use of personal transport via combustion engine means.

3.2 What information do you have to show you are going to reduce health inequalities:

Living in healthy places is protective of good health. Where we live, and how we travel in our communities, impacts our physical health, wellbeing and connectedness. We are making the measures to, in part reduce the likelihood of vehicle-pedestrian collision in the area, of which there has been almost one incident per year since 2017 (according to CCC and Police collision data). The risk was particularly heightened during Covid-19 exterior queuing, where the interface was especially increased due to higher numbers of vehicle borne business users and high numbers of queuing bank customers.

This was mainly younger people making their way across the city and older people trying to use the High St services, hence the measures aim to directly reduce the impact on these groups in terms of road safety but also air quality as reduced numbers of traffic will reduce the quantity of point emission sources of carbon and nitrous oxide emissions in

the area. The scheme will reduce air pollution so benefit groups who are more likely to experience health inequalities, these groups are also more risk of long-term conditions such as cardiovascular, asthma and respiratory conditions. The measures will only make the situation worse for people who don't rightfully need access to the High St by vehicle, and for those who only use the High St as a through-route. There are ample diversionary routes for these people to use. The High St is largely pedestrianised anyway so people should only access this area when absolutely necessary, or access by foot if able in other circumstances to protect the other groups.

Streets need to be accessible, easy to cross and safe for people of all ages and of all physical abilities. Traffic calming schemes can reduce the number of road traffic collisions by around 15% and can provide a strong stimulus for economic growth through increased footfall, increased likelihood of shop visits, and greater levels of physical activity. Reductions in noise and pollution levels, and an increase in social interactions, also benefit health for many groups.

3.3   Who/which groups of people might face the biggest health inequalities for your work and why:
What can be done to improve health equity for the groups of people you have identified?

The overall health and wellbeing in Coventry is below average, with residents living in more deprived parts of the city not only living shorter lives, but also spending a greater proportion of their shorter lives in poor health than those living in less deprived parts of the city.

The life expectancy at birth of the average person in Coventry is 78 years for males and 82 years for females (2018-20). However, this masks significant health inequalities across the city – of 11 years and 8 years respectively. Healthy life expectancy for Coventry, the years residents spend in good health, are 61 and 64 years for males and females respectively; this has decreased and remain below the regional and England averages.

People visiting the local Cathedrals may face more initial adversity in obtaining access due to the permit system now being required to access the areas, however an extensive comms strategy and helpline scheme should aid people in learning about the new measures and how best to use them.

People who struggle with digital technology may also struggle to apply for permits, especially if they are within the disabled group and already have a blue badge so need access and permits – however we are providing a dedicated application phoneline and free annual permits for these groups and all people who can apply for a permit to minimise this inequality.

3.4   What can be done to improve health equity for the groups of people you have identified?

We are introducing and have been deploying a lengthy comms strategy and have a dedicated helpline. We have also changed the measures based on consultation to not include Sunday so that Sunday service attendees (comprising the largest group out of the identified people) will not be affected by the permit needs.
Comms will ensure marginalised groups (defined by those who are excluded from the initial and basic communications methods) are included in the scheme roll out with effective use of phone lines to supplement the letter drops. Whilst we are initially unable to offer a face to face assistance programme to supplement still the phone lines, this can be reviewed in the event of a large number of people advising they need this to benefit them.
The general target of the scheme will also benefit groups who experience more long term conditions such as cardiovascular, asthma and respiratory conditions as the measures aim to reduce point source carbon emitters therefore making air quality better in the areas of the project. This should help reduce exposure to carbon monoxide, nitrous oxides and particulate matters that are most commonly causal factors in degradation of cardiovascular health.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1   Starting point:
Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate?   Y/N
- Does your work assume service users have digital access and skills?

- Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?
- Consider what the unintended consequences of your work might be.

The main permit website assumes everyone has digital access and skills, so there is an identified inequality for those people without digital access and skills. This will be mitigated through provision of a telephone number and dedicated admin team to deal with permit applications from those without digital access and skills.
The permit application process will be communicated through the initial Street News publication and then through letter issued by the relevant CCC team responsible for permits and enforcement.

4.2 Reducing digital exclusion inequalities
Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

We will have an online permit system for those who are able to use it, plus a phone-in system for those less able to use digital systems, to minimise our chances of excluding those less digitally able. Existing, proven, Council systems will be used to administer the permit system, meaning that no digital inequalities will result.

5.0 Will there be any potential impacts on Council staff from protected groups?

No

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex: **Age:**

Female	
Male	
16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity: **Religion:**

Any other	
Buddhist	

Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

6.0   How will you monitor and evaluate the effect of this work?

Via use of CEO data gathering and ANPR camera data metrics plus analysis of air pollution records and collision data from before and after moment in time of introducing the planned measures.

6.1	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**
Blue Badge Holders may need to apply for multiple permits	Liaise with local councillors to apply directive to unify application process	3 months

7.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☐

Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected groups   Y

8.0   Approval

Signed: Head of Service:	**Date:**

	5th January 2024
Name of Director:	**Date sent to Director:** 06th February 2024
Colin Knight	
Name of Lead Elected Member:	**Date sent to Councillor:**

Title of EIA		Coventry Funeral Directors Service
EIA Author	Name	Thomas Fitzpatrick
	Position	Funeral Home Manager
	Date of completion	02/08/2023
Head of Service	Name	Mandy Thomas
	Position	Bereavement Services Manager
Cabinet Member	Name	Cllr P Hetherton
	Portfolio	Place
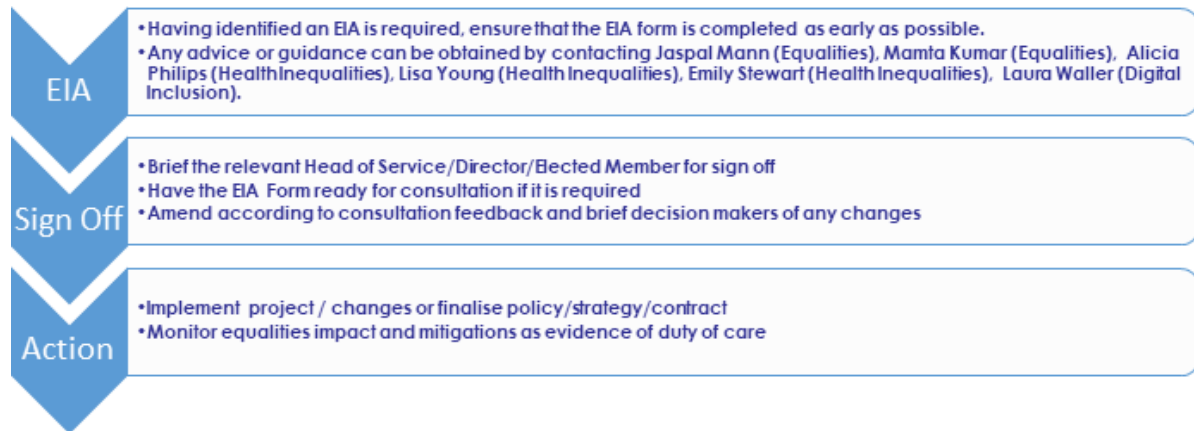
EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☒ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2 In summary, what is the background to this EIA?

Coventry City Council's (the Council) Medium Term Financial Strategy approved the setup of a Funeral Directors service within Coventry that will provide a local and more affordable funeral service option for its citizen, whilst continuing to provide and deliver its statutory obligations in respect of Bereavement Services.

The initial, phase 1, hybrid approach of Coventry Funeral Services will offer a non-customer facing funeral care centre and will offer telephone and home-based funeral arrangements for all clients.

By offering a non-customer facing format, we can duplicate the lower costs of the internet funeral providers but with some additional face to face contact via home arrangements and the delivery of cremated remains to their home address.

This will also have a positive impact on potential clients that have mobility issues, as they can choose to remain in their home/accommodation and request a visit by the funeral staff will visit them.

The driving factors for this new service are to:
- To enable the new funeral service to deliver, equality, diversity, cohesion and integration
- To deliver the highest standards of service, for all client families
- To encourage inclusion and wellbeing.
- To create a sustainable business for the Council that covers its overheads.

The key points of the proposed service are:

- Providing low cost, dignified and respectful Funerals
- DWP grant would cover most of the costs involved apart from optional extras

1.3 List organisations and people who are involved in this area of work.

The people that are involved are: Coventry residents, local funeral directors, Coventry Council, Council Bereavement Services, UHCW Bereavement Services, local GP surgeries, Clergy, Funeral Celebrants, Coventry Care Homes and local charities.

SECTION 2 – Consideration of Impact
Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1 Baseline data and information
- Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
- Where possible compare your data to local data using
  - Facts about Coventry
  - Census 2011
  - Census 2021
  - JSNA

Funeral costs are rising well above the rate of inflation across the board, and while funerals are still affordable in some parts of the country, it's safe to say that most people should expect to pay significant sums to say goodbye to their loved ones.

Coventry is one of the most expensive places in the country to die - a new study has found. On average, the average cost of a funeral here is £4,752, which is more than £500 higher than the national average Sun Life's Cost of Dying report, in 2017, you needed to have saved £8,905 to be able to plan that perfect funeral - a total that has almost doubled in a decade.

In the past decade, funeral costs have risen higher than petrol prices, weekly wages and even house prices.
There are, however, a number of reasons behind this:
- Cuts to local authority budgets
- Wage increases for crematorium staff and grave diggers

- Rising fuel prices
- Lack of space for new graves
- Increase in cost of land for burial sites
- Shortage of woodland burial sites

As part of the business case development for the new service, to ensure social and commercial opportunities of establishing this business, another analysis of the marketplace was undertaken in April 2023, which enabled the following packages to be agreed which offer a more affordable funeral options for customers to consider:

Package Type	1 Direct Cremation Drop off	2 Attended Direct Cremation	3 Full 35 Minute Service	
Coventry Funeral Services Product Price	**£1,395** **All-inclusive cost** A direct cremation that is arranged, coordinated, and attended by an experienced funeral director.		**£1,895** **All-inclusive cost** A direct cremation service that permits a limited number of mourners to attend a short committal service (12 mourners & 15 minutes within the chapel)	**£2,695** **All-inclusive cost** A traditional funeral service that allows the family to choose a religious or non-religious 35-minute service
Coffin Type	The cheapest from the coffin manufacturer		The cheapest from the coffin manufacturer	Yes, traditional Veneer
All funeral directors' professional fees		Yes	Yes	Yes
Canley Crematorium fees and cremation 4 certificate when applicable		Yes	Yes	Yes
Transfer and care of deceased (within business hours)	Yes		Yes	Yes
Booking in person via home visiting	Yes		Yes	Yes
Ceremonial vehicles and staff	Yes Hearse & 4 bearers		Yes Hearse & 4 bearers	Yes Hearse & 4 bearers
Cortege and route	Direct to Crematorium		Direct to Crematorium	Hearse via House if required
Service time & date availability	No client choice 8.30am only		No client choice 9am-9:15am-9:30am	Client can advise of preferred time & date (funeral arranger will endeavour to meet this whenever possible)
High Street - Competitor Analysis				
Coop	£1,600		Not offered or advertised	£3,339
Henry Ison	£1,775		Not offered or advertised	£4,759
Devall	£1,635		£1,965 all inclusive	£3,714
Grimmet and Timms	£995* Via On-line Simplicity		Not offered or advertised	£3,419
A J Lloyd	£1,590		Not offered or advertised	£3,108
Hacketts	£1,712		Not offered or advertised	£3,574
Online - Competitor Analysis				
Simplicity (Dignity ltd) <u>Cremations do not take place in Coventry</u>	£995 No face-to-face contact or funeral director present on the day		£1,395 No face-to-face contact or funeral director present on the day	£1,895 No face-to-face contact or funeral director present on the day

Nuneaton or Perry are their nearest crematoriums				
Pure Cremations <u>Cremations do not take place locally</u> Crematorium is in Andover		£1295 No face-to-face contact or funeral director present on the day	£1695 20 minutes in the chapel and maximum of 12 attendees	Not offered on website 15/08/2023
Affordable Funerals (Memoria) <u>Cremations do not take place locally</u> Countersthorpe	£990 Private Ambulance & 2 bearers Medical referee fee not included		£1,675 Private Ambulance & 2 bearers Medical referee fee not included	£2,700 face to face contact and a funeral director Hearse & 4 bearers Medical referee fee not included

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups

- Positive impact (P)
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	NI	N/A
Age 19-64	P	A reduction in cost for all potential clients. For younger people, the online services will have a positive impact as digital services form part of their everyday life. Telephone contact is also available for customers
Age 65+	P	A reduction in cost for all potential clients. Home arrangements will help with accessibility delete issues.
Disability	PN	Will create positive impacts for individuals with physical disabilities, as creating the online access channel and offering a homebased service, this will hopefully reduce the need to travel. Positive impacts for the Deaf community/ people with hearing impairments. It will provide an alternative access channel and may reduce any potential barriers experience with face to face/ telephone contact. Mental health: The impact is both positive and negative. It has the potential to create positive impacts for people with mental health issues as it removes barriers for those individuals who may find it difficult to communicate face to face or over the telephone. The hybrid approach will remove the potential negative impact barriers without the human support offered via telephone or face to face channels. Additionally, the isolation of online access for individuals with mental health issues may be a missed opportunity for the Council to support individuals via signposting to support.

Gender reassignment	NI	The service provided is not gender specific therefore there is no impact.
Marriage and Civil Partnership	NI	No Impact
Pregnancy and maternity	NI	No Impact
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	A consideration for information to be available in the known commonly spoken/ read languages in the Coventry (other than English) or where possible in advance an interpreter to be available during a meeting. A Positive impact may also be experienced as online access can be enhanced by the use of technology to translate into alternative languages- as appropriate. This will mitigate any interpretation of translation requirements which may be required via other channels. Effective communication is key to ensuring individuals do not face barriers to access. Mitigating actions to remove any barriers- including the use of plain English and all the web pages. - online forms and online transaction procedures and all procedures to be streamlined and straightforward to use for all. The consideration of supporting technology to translate into different languages will support the removal of a potential barrier to mitigate adverse impact. Additionally, in order to mitigate any adverse impact in the foreseeable future, no changes will be applied to the current access channels.
Religion and belief	NI	No Impact as this available to all members of the community. It is noted that certain religious / faith groups may have varying burial requirements (i.e., quick release, same day burials) which may be impacted due to potentially being handled outside of the local community. However, the decision is to use this service is a personal and individual choice. Once the service expansion it service offerings, it has been suggested that non denominal viewing rooms are included in the design of the facility which can be dressed appropriately accordingly to family wishes.
Sex	NI	No Impact
Sexual orientation	NI	No Impact

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	Further information on heath inequalities is available on the Intranet

3.1 Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:
Please include which Marmot Principles this work covers.

Coventry is a Marmot City. This work fits in with the Marmot principle ensure a healthy standard of living for all.

The cost of dying is increasing, this is having a direct effect on the increase in funeral poverty within the city; detailed a SunLife report 2023. https://www.sunlife.co.uk/siteassets/documents/cost-of-dying/sunlife-cost-of-dying-report-2023.pdf/.

Funeral poverty can affect anybody, and the cost of a funeral can place an additional financial cost on residents and families on limited incomes. The new funeral home will offer the option of lower cost funeral packages which aim to support residents with the cost of a funeral.

3.2 What information do you have to show you are going to reduce health inequalities:
The cost of a funeral is now £3,953, down from £4,056 in 2021. However, rising professional fees (such as probate) and send-off costs (such as venue hire and catering) have caused the overall cost of dying to increase to £9,200. This is just shy of the highest since our reporting began – 2020's £9,263 (SunLife report 2023).

The report at a glance

The cost of dying
How much the cost of dying has changed between 2021 and 2022:
2022 £9,200 +3.8%
2021 £8,864
This includes the funeral, plus professional fees and send-off costs.

The cost of a basic funeral
How much the cost of a basic funeral has changed between 2021 and 2022:
2022 £3,953 -2.5%
2021 £4,056

1 in 4
who organised a funeral were surprised by costs
+5%

Positive impact
The aim of the new Coventry Funeral Service is to support families/individuals experiencing funeral poverty by reducing the cost of a funeral and removing the mandatory funeral deposit for all Coventry residents and including those impacted by financial hardship.

3.3 Who/which groups of people might face the biggest health inequalities for your work and why:
What can be done to improve health equity for the groups of people you have identified.

Funeral poverty can impact those groups known to face the biggest health inequalities disproportionately. The cost of a funeral can place an additional financial cost on residents on limited incomes and aims to assist those groups including low-income households.

3.4 What can be done to improve health equity for the groups of people you have identified?

The service utilises a proportionate universalism approach by providing a lower cost to all residents who may be disproportionately impacted by funeral poverty.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

4.1   Starting point:
Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate? ⬚Y/N
- Does your work assume service users have digital access and skills?
- Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?
- Consider what the unintended consequences of your work might be.

The potential client will be able to make contact via the telephone number or email address. All the information about the services we provide will be on our website.

There is a marketing plan in place to raise the profile of the service.

The Funeral Home Manager will also be talking to religious groups, citizens advice and care homes.

4.2   Reducing digital exclusion inequalities
Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

Funeral arrangements will be offered to be made in one of the following ways:
- Internet
- Telephone
- Home Visit
- Meeting at Canley Crematorium Office

Therefore, the above options mitigate against digital inequalities that some customer may face when accessing the service.

5.0   Will there be any potential impacts on Council staff from protected groups?

Additional posts/jobs will be created, reflecting key priorities of the Council One Coventry Plan 2022 -30 in relation to:
- Increasing the economic prosperity of the city and region
- Improving outcomes and tackling inequalities within our communities.

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:
A Funeral Home Manager is in post to deliver the setting up of the service; other members of staff (casuals in the first instance) will be recruited to support the service delivery which provide; the staffing model will be reviewed based on the level of activity or within a set period of the service being operational i.e. 6 months.

Sex: **Age:**

Female	
Male	X
16-24	
25-34	
35-44	

45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity: **Religion:**

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

6.0   How will you monitor and evaluate the effect of this work?

- Through process reviews, 1 to 1 discussions and team meeting feedback
- Feedback Form to be completed by the customer
- Monitor who is using the service and who isn't and try to find out why.

6.1	**Action Planning**	

Issue Identified	Planned Action	Timeframe
	Feedback form	

7.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☐

Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected groups   ☒

8.0   Approval

Signed: Head of Service: Mandy Thomas	Date: 14/11/2023
Name of Director:	Date sent to Director:
Name of Lead Elected Member:	Date sent to Councillor:

Email completed EIA to equality@coventry.gov.uk

Equality Impact Assessment
EIA-561668495 - Start for Life Digital Front Door

Details

Title	Start for Life Digital Front Door
Author	Victoria Castree (Senior Commissioning Officer)
Head of service	Jane Moffat (Operation Lead - Early Help)
Cabinet member	Cllr Seaman (Children and Young People)

Context and background

EIA carried out on	New services
Background	Coventry has received funding for the Family Hubs and Start for Life programme. In accepting the funding, we agreed to fulfil the a number of delivery expectations, which focus on an improved/joined up delivery of services by those services supporting children, young people and families with a particular focus on the first 1001 days. One key strand to the grant is the delivery of an enhanced digital offer. A 'one stop' digital front door has been commissioned which will pull together the relevant information from CCC and our partners. This means that parents and carers will be able to visit one web address and from that point forward use that to access information on services in the City to support them and their family. There will be an element of AI which will be used to help people get access to information which is relevant to the age/stage/location of their family. The solution will be implemented for 15 months, from January 2024 to March 2025 when the Family Hub and Start for Life funding is due to end. Alternative options remain available for service users to access information including due consideration to enable people to arrange appointments. For example, safety measures will be put in place to make sure that those not accessing via digital means will still get fair access to make appointments. Equally, those who wish to access services digitally will be offered the option and provided support by the professionals supporting them.
Stakeholders	Coventry City Council particularly Early Help and SEND. ICT, Housing, Benefits, Early Years and Public Health are also being engaged to ensure the information provided is correct. SWFT ICB UHCW Voluntary and Community Sector including MAMTA and Parents in Mind
Responsibility	Amanda Reynolds Victoria Castree

Consideration of impact

Baseline data and information	The development of a family hub digital front door is a mandated element of the Family Hubs and Start for Life grant which we must funders. The intention is that by having a digital front door, those who are comfortable doing so, and want to do so, can access services online at a time which suits them. This should free up capacity in services to support those who aren't comfortable with a digital option. The census data shows us that the percentage of households including a couple with dependent children rose from 18.2% in 2011 to 19.3% in 2021. This digital front door will help us to support the increase in families in the City.

Protected groups

Age 0-18	Positive impact - The digital front door will make it easier for parents and carers to access information and support for 0-18s (up to 19 with SEND). For families who cannot access the online information, they can be supported by family hub staff and other professionals across the City to access what they need and mitigate any digital access gap.
Age 19-64	Positive impact - Will support parents and carers to find the right information and support for their children.
Age 65+	Positive impact - Will support parents and carers to find the right information and support for their children.
Disability	No impact -
Gender reassignment	No impact -
Marriage and civil partnership	No impact -
Pregnancy and maternity	Positive impact - This programme is about developing a digital front door which brings together information across the City on pregnancy, maternity and parenthood.

Race	Positive impact - This website provides digital information for parents and carers of the those aged 0-19. The digital front door can be translated into a number of languages using the software on the Council Website.
Religion and belief	No impact -
Sex	No impact -
Sexual orientation	No impact -

Health inequalities

Reduce health inequalities	The Family Hub digital front door aims to reduce health inequalities by giving every child the best start in life and is part of the wider programme of work in the Marmot monitoring tool. This work could link to an number of other Marmot principles, this is the one which it most closely aligns to.
Information	Giving every child the best start in life will support child on future life course; the Marmot review highlights the importance of strong early foundations and outcomes in late life. 'Giving every child the best start in life is crucial to reducing health inequalities across the life course. The foundations for virtually every aspect of human development – physical, intellectual and emotional– are laid in early childhood. What happens during these early years (starting in the womb) has lifelong effects on many aspects of health and well-being– from obesity, heart disease and mental health, to educational achievement and economic status.' The Family Hubs and Start for Life programme is a government grant funded programme which includes the use of evidence based programmes and a drive to improve the outcomes of our children and young people. By providing residents with an digital access to support available in the city on a range of related topics, such as health visiting, infant feeding, SEND and speech and language skills, we can provide universal signposting to services, and allocate resources to help those who require a more personalised approach proportionate to need

Groups of people	This will positively impact groups from ethnic minority backgrounds for whom english is an additional language, supporting families to access information through the digital front door., If the digital front door is accessed on a mobile phone, it will default to the language set on the browser. The MBRRACE report highlighted the poorer outcomes in maternal care for expectant mothers from minority ethnic backgrounds - https://www.npeu.ox.ac.uk/mbrrace-uk/reports This solution will help to enable women of all backgrounds to find information about the maternal care available to them. Options to support groups on low incomes or living in areas of deprivation to access the digital solution are being discussed and complimented by ICT provision at public libraries and support by professionals at Family Hubs.
Improvements	We can look at ensure key messaging in translated.

Digital inequalities

Impact	We know that 9,380 households potentially have no device to access the internet (Census 2021, 7% of 134,000 households). 15% of residents live in deprived households and 11,170 households do not speak English as a first language (Citywide Intelligence Hub). Across the UK, 10 million lack the most basic digital skills. This platform potentially exacerbates digital inequalities as it will require access to an online service. It does assume basic IT skills and for the best output from the system, requires registration which will enable info relevant to the users age, stage and location. There are no services which those who do not access the digital front door will be excluded from. The site brings together information in one place but does not directly deliver any services. The system can be used with a user account which is registered via an email account for a more personalised experience. However, you do not need to register for an account and information can accessed via the digital front door by a professional/friends/family without any

registration. Ad Hoc support will be available from Family Hubs for those who want help navigating the front door and we will make this part of the launch offer.

If accessed on a phone, the digital front door will appear in the chosen language in the browser.

Opportunities	User registration is optional. If users do want to register, they can get help at their Family Hub to do so. The Family Hub Managers and the Digital Services and Inclusion team are looking at opportunities to increase the role of Family Hubs in addressing digital exclusion above and beyond handing out free sims. This includes possibly distributing devices and encouraging uptake of social tariffs.

Next steps

Inequality	Action	Owner	Timescale
Monitor and evaluation	A soft launch is due at the beginning of February. The system captures analytics (which are being defined during implementation) which will help us to evaluate the impact of the digital front door and its reach across the City.		

Impact on Council staff

Will there be an impact?	No

Completion statement

| Potential equality impact | Positive impact has been identified for one or more protected groups |

Title of EIA		Coventry City Council's Youth Justice Strategy and Plan - 2021-23 - 2022 Update
EIA Author	Name	Nick Jeffreys
	Position	Operational Lead – Coventry Youth Justice Service – Help & Protection, Children's Services
	Date of completion	5th September 2023
Head of Service	Name	Nick Jeffreys
	Position	Operational Lead – Coventry Youth Justice Service – Help & Protection, Children's Services
Cabinet Member	Name	Councillor Pat Seaman
	Portfolio	Children and Young People
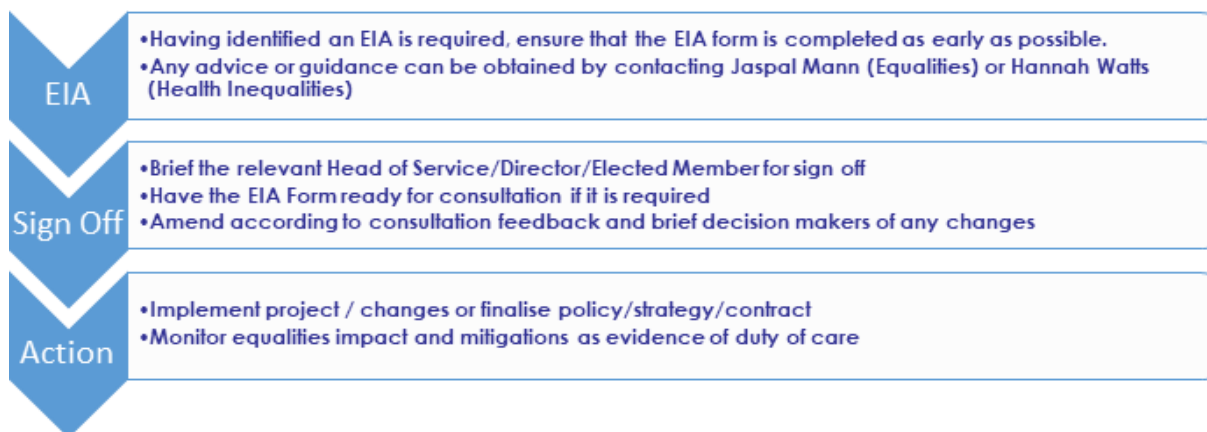
EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities) or Hannah Watts (Health Inequalities)

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☒ Review of policy / strategy
☐ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2 In summary, what is the background to this EIA?

Local authorities have a statutory duty to submit an annual youth justice (YJ) plan relating to their provision of youth justice services. Section 40 of the Crime and Disorder Act 1998 sets out the Youth Justice partnership's responsibilities in producing a plan. It says that it is the duty of each local authority, after consultation with the partner agencies, to formulate and implement an annual
youth justice plan, setting out:

• how youth justice services in their area are to be provided and funded
• how the Youth Offending Teams (YOT) (known locally as the Youth Justice Service) will be composed and funded, how it will work, and what functions it will carry out.

This plan is an updated strategy 2023-25 and outlines the activity over the coming year to realise the updated vision and priorities.

CYJS Vision and Priorities:
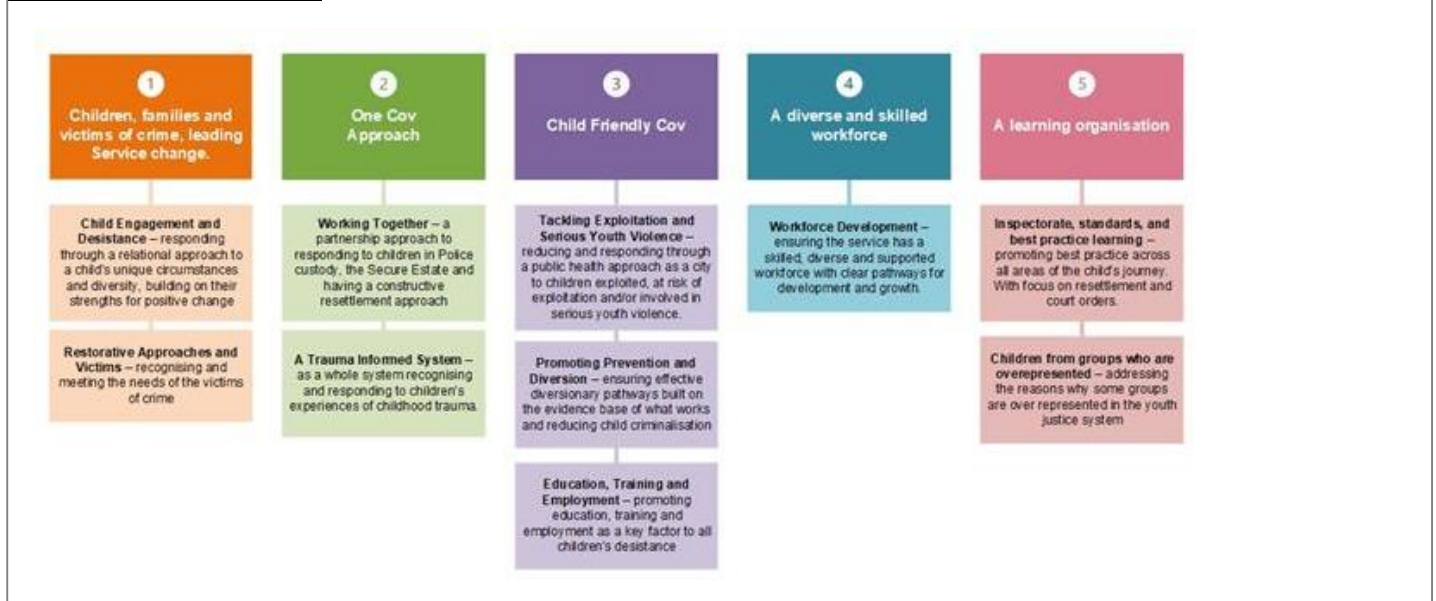
1.3 Who are the main stakeholders involved? Who will be affected?

CYJS is a multi-agency team with a Management Board that includes key stakeholder partners and includes statutory partners in the Local Authority, Police, Probation and Health, alongside the Youth Panel Chair for Coventry and Warwickshire Courts, Service Manager for Positive Choices (Substance Misuse Agency), Operations Manager for Coventry & Warwickshire Prospects Service, and the Programme Manager for the Violence Reduction Unit, alongside attendance from relevant Secure Estates, Chair of the Coventry Youth Partnership and agencies as required for updates.

The plan is jointly formed by the team, Management Board and engagement with children/young people and parents/carers open to the Service.

1.4 Who will be responsible for implementing the findings of this EIA?

Nick Jeffreys, Operational lead

SECTION 2 – Consideration of Impact
Refer to guidance note for more detailed advice on completing this section.

To ensure that we do not discriminate in the way our activities are designed, developed, and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation, and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not.
- Foster good relations between persons who share a relevant protected characteristic and those who do not.

2.1 Baseline data and information
Please include a summary of data analysis below, using both your own service level management information and also drawing comparisons with local data where necessary (go to https://www.coventry.gov.uk/factsaboutcoventry)

- Page 32 of the plan details the services demographic picture (*The groupings used as per defined by the Youth Justice Board for aggregated national comparisons*):

Looking at last year's cohort compared to the population with Coventry's Secondary Schools, the YJS cohort were: 48% White British, 12% White Ethnic Minority, 11% Black, 6% Asian, and 19% Mixed Heritage; whereas, as of January 2023, Coventry schools had a population makeup of 43% White British, 10% White Ethnic Minority, 15% Black, 22% Asian, 7% Mixed Heritage and 3% Chinese / Other; this means that there is an over-representation of White British and Mixed Heritage children in the YJS cohort, and a large under-representation of Asian children.

Plan link to be added once published.

- page 32/33 details a racial disproportionality exercise undertaken by the Service.

Last year's plan discussed that minority ethnic children were twice as likely to receive a Court outcome compared to white British children, though this reflected a higher offence frequency rate of 2.37 (compared to 1.8) and the seriousness of offences; this year has seen positive shift to a much smaller overrepresentation with court disposals being made up by 61.5% of ethnic minority children compared to 57.3% of the secondary school population; there is a slight overall underrepresentation for out of court disposals at 52.4%. However, when we look further into ethnic breakdowns, we see the Mixed – White/Black Caribbean group being the most significant overrepresented; the group makes up 2.2% of the schooling cohort but 14.2% of the YJS cohort. Additionally, this group is overrepresented for court outcomes compared to OOCDs. The Black Caribbean group is also overrepresented making 0.7% for schooling, but 2.2% for YJS; the Black African group is underrepresented making 12.5% of the schooling cohort but 7.5% of the YJS.

Actions are:

A learning orgnisation/					YJB Child First Principles: Principle 3 & 4 YJB Strategic Pillars: Pillar 3, Priority 3 & 4 National Standards 1 - 5	
Children from groups who are overrepresented - Overall Leads – Sharon Bolesworth (Board Member Sponsor), Abi Jones (Practice Lead)						
Key Indicator – Reduce racial disparity for children in the youth justice system						
1.	Development of girl's specific intervention program building on the Hypermasculinity Project, and taking learning from the national consultation group supported by the Youth Justice Board, to include the development of young women's group	Abi Jones (YJS Team Manager)	End of Q4	Improved transition arrangements	Reduced re-offending/arrest Reduced use of custody	Punishing Abuse Report(2021)
2.	Annual review of the responses to the disproportionately HMIP Thematic	Abi Jones (YJS Team Manager)	End of Q4	Improved transition arrangements	Reduced re-offending/arrest Reduced use of custody	HMIP Thematic – Experiences of Black and Mixed Heritage Children in the YJS (2021)

	Action	Lead	By When	Outcomes	Indicator	Relates Plans/Papers/Source Documents
3.	Evaluation of the masculinity project	Marcus Licorish (YJS Support Officer)	End of Q3	The quality of assessment will be outstanding when measured against HMIP standards	Reduced re-offending/arrest Reduced use of custody	HMIP Thematic – Experiences of Black and Mixed Heritage Children in the YJS (2021)
4.	White and Black Caribbean overrepresentation review – consideration to national trends and what earlier school support could be put in place to support a reduction in disproportionality.	Abi Jones (YJS Team Manager) and Mamps Gill (YJB)	End of Q4	Improved transition arrangements	Reduced re-offending/arrest Reduced use of custody	Performance Review 2023 HMIP Thematic – Experiences of Black and Mixed Heritage Children in the YJS (2021) Understanding ethnic disparity in reoffending rates in the youth justice system; Child and practitioner perspectives report – Traverse (2023)
5.	In depth review of: Understanding ethnic disparity in reoffending rates in the youth justice system; Child and practitioner perspectives report. (2023) - Action plan to be developed and considered regarding how to improve communication interconnection with faith organizations	Abi Jones (YJS Team Manager) and Mamps Gill (YJB)	End of Q4	Improved transition arrangements	Reduced re-offending/arrest Reduced use of custody	Understanding ethnic disparity in reoffending rates in the youth justice system; Child and practitioner perspectives report – Traverse (2023)
6.	Monitoring of SALT referral ethnicity and team exploration regarding low referrals for Black children	Lauren Walton (Speech and Language Therapist)	End of Q3	Improved identification and offer to children with speech, language, and communication needs.	Increased and improved child/family/parent feedback Reduced re-offending/arrest	Performance Review 2023 SEND inspection 2019 Punishing Abuse Report (2021) Neurodiversity – a whole-child approach for youth justice – Kirby (2021) Understanding ethnic disparity in reoffending rates in the youth justice system; Child and practitioner perspectives report – Traverse (2023)
7.	In depth ethnicity review of health referrals by referral action type.	Racheal Damhuis Boogers and Rory Cahill (Specialist Mental Health Practitioner (YOT/CAMHS))	End of Q4	Improved health access for children	Reduced re-offending/arrest Increased and improved victim feedback	Performance Review 2023 Team Workshop 2023 Understanding ethnic disparity in reoffending rates in the youth justice system; Child and practitioner perspectives report – Traverse (2023)

	Action	Lead	By When	Outcomes	Indicator	Relates Plans/Papers/Source Documents
8.	Review of the pathway for the local Young Black Minds support group	Abi Jones (YJS Team Manager) and Mamps Gill (YJB)	End of Q4	Improved transition arrangements	Reduced re-offending/arrest Reduced use of custody	Understanding ethnic disparity in reoffending rates in the youth justice system; Child and practitioner perspectives report – Traverse (2023)
9.	Parenting engagement with community groups to develop our culturally competent parenting offer	Mandy Allen (YJS Parenting Lead)	End of Q2	Improved whole family offer	Increased and improved child/family/parent feedback	Friendship Group Feedback 2023 Child Feedback 2022/23
10.	Continued exploration with the Insight Team how diversity information can be incorporated into Coventry's Strategic Joint Needs Assessment to help all colleagues better understand the intersectionality of diversity issues and be able to identify themes and patterns, leading to targeted support and intervention.	Abi Jones (YJS Team Manager)	End of Q4	Reduce racial disparity in the youth justice system	Reduce overrepresentation	Tackling racial disparity in the criminal justice system: 2020/21 Lammy Review (2017) YJB Disproportionality Assessment (2021/22)

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Insufficient data (ID)

*Any impact on the Council workforce should be included under question 2.6 – **not below***

Protected Characteristic	Impact type P, N, PN, NI or ID	Nature of impact and any mitigations required.

Age 0-18	P	The strategy and plan look to outline how the Service will deliver on the CYJS vision, which will see the delivery of the service putting children at the centre of decision making.
Age 19-64	NI	
Age 65+	NI	
Disability	P	The improvement plan details activity around ensuring health and education support for children, with a specific work to expand the access to Speech and Language Therapists.
Gender reassignment	P	The improvement plan details activity to support children in recognising and responding to a child's unique identity, including gender and gender reassignment.
Marriage and Civil Partnership	NI	
Pregnancy and maternity	P	The improvement plan includes a specific project around responding to girls within the youth justice system, which will explicitly consider support around pregnancy and maternity.
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	The service has continued with work to address racial disparity in the youth justice system and the business/improvement plan pages 66-68 details this.
Religion and belief	P	The improvement plan details activity to support children in recognising and responding to a child's unique identity, including region and belief.
Sex	P	The plan on pages 25 details the ongoing project looking at how YJS can best respond to the needs of girls within the criminal justice system. The overrepresentation of boys to girls is reflective of the national youth justice system – comparative national data is available through the Youth Justice Board's Youth Justice Application Framework.
Sexual orientation	P	The improvement plan details activity to support children in recognising and responding to a child's unique identity, including sexual orientation.

HEALTH INEQUALITIES

2.3	Health inequalities (HI) are unjust differences in health and wellbeing between diverse groups of people which arise because of the conditions in which we are born, grow, live, work and age. These conditions influence our opportunities for good health, and result in stark differences in how long we live and how many years we live in good health. Many issues can have an impact: income, unemployment, work conditions, education and skills, our living situation, individual characteristics, and experiences, such as age, gender, disability, and ethnicity. A wide range of services can be effective to reducing health inequalities. Whether you work with children and young people, design roads or infrastructure, support people into employment or deal with welfare benefits – policy decisions and strategies can help to reduce health inequalities. **Please answer the questions below to help identify if the area of work will have any impact on health inequalities, positive or negative.** **If you need assistance in completing this section, please contact: Hannah Watts (hannah.watts@coventry.gov.uk) in Public Health for more information. More details and worked examples can be found at https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx**

Question	Issues to consider	
2.3a What HIs exist in relation to your work/plan/strategy	• Explore existing data sources on the distribution of health across different population groups *(examples of where to find data to be included in support materials)* • Consider protected characteristics and different dimensions of HI such as socio-economic status or geographical deprivation.	

Response:

The strategy outlines a development plan (p.48). This plan outlines how the Service will improve delivery to children, improving outcomes for children in open to CYJS and, in doing so, respond to the Marmot Principles, namely:

- Give every child the best start in life.
- Enable all to maximise their capabilities and control over their lives.
- Create good work for all.
- Ensure a healthy standard of living.
- Create healthy and sustainable places.
- Tackle discrimination, racism, and their outcomes
- Strengthen the role of ill health prevention.
- Pursue Environmental sustainability and health equity.

It is recognised that the Covid Pandemic has compounded health inequalities and the plan details the work to mitigate this. It is nationally recognised that children in the youth justice service face health inequalities that the plan looks to address:

Health inequalities faced by children in the youth justice system:
- Learning disabilities. Over a quarter of children and young people in the youth justice system have a learning disability (Bryan, 2004).
- Mental health. Rates of mental health problems are three times higher for those in the criminal justice system compared to the general population (Leon, 2002).

Taken from: What health inequalities are young offenders and care experienced young people more likely to experience? (2021) (available here).

2.3b How might your work affect HI (positively or negatively). **How might your work address the needs of different groups that share protected characteristics**	**Consider and answer below:** • Think about whether outcomes vary across groups and who benefits the most and least, for example, the outcome for a woman on a low income may be different to the outcome for a woman a high income. • Consider what the unintended consequences of your work might be	

Response:

Give every child the best start in life.

Section 9 (p.28) of the strategy outlines the overrepresentation in the youth justice system for children who have experienced trauma, social deprivation, and other inequalities. The development plan (p.54) discusses actions to continue the development of trauma informed practice to support children through experiences of trauma and mitigate the impact of this through adulthood.

Enable all to maximise their capabilities and control over their lives & create good work for all.

P.33 outlines the education needs and lower attainment levels for children in the youth justice system. The development plan (p.62) details steps to improve the attainment and engagement in education, training, or employment. The Service now has a seconded Speech and Language Therapist who will support in assessing and responding to children's communication/speech/language needs; this will support in addressing the overrepresentation of these needs for children in the youth justice system and help close the gap with the wider population.

Ensure healthy standard of living.
P.42-43 details the support offered to parents whose children are in the youth justice system; this activity includes work around life skills (financial management) and general empowerment; for example, the friendship group p.43. This activity will continue in the coming years, along with the development expansion of the parent peer support group; this is detailed on page 49.

Create healthy and sustainable places.
P.11-13 details the activity to ensure children's voices are at the centre of Service development, in response to this feedback, detailed on page 48-49.

Tackle discrimination, racism, and their outcomes
'Children from groups who are overrepresented' is an explicit priority for the Service. While there is a focus on addressing racial disparity in the youth justice system, page 66-68 details the overall plans for this area; for example, the procurement of mentoring opportunities through local providers to ensure right mentoring matching can take place for children to meet their diversity needs.

Strengthen the role of ill health prevention.
Pages 14 to 18 detail the work of the wider partnership on taking a public health approach to the issue of Serious Youth Violence, investing in earlier intervention and early prevention; for example, the creation and funding of a Schools Violence Reduction Lead who has supported the delivery of trauma informed training across schools (see p.15).

Pursue Environmental sustainability and health equity.
While the plan does not explicitly detail a focus on environmental sustainability, the plan details current and ongoing activities that promote sport as a mechanism for mentoring (see p.24).

Overall, the progression of the plan is expected to positively change in the intergenerational transmission of criminogenic factors for the whole family; this is particularly the case where direct support is offered from the CYJS Parenting Lead. The assessment framework used for all children takes a complete system approach and supports in finding areas of structural inequality, which will then be addressed via a child's intervention plan.

The plan outlines how children within the youth justice system are a group of children who have often experienced significant childhood trauma, and the activity through the last year is detailed on page 22; there is an added priority plan for 'trauma informed system' detailed on pages 54-56.

There is a continued specific priority on resettlement and looking at the complete system response to children exiting custody (p.37-39); it is expected that actions, as per the improvement plan (p.51-54), will support in this area of development.

2.4 Next steps - What specific actions will you take to address the potential equality impacts and health inequalities identified above?

Actions outlined in the improvement and business plan – see page.48.

2.5   How will you monitor and evaluate the effect of this work?

Progression of the plan is checked/evaluated via the quarterly CYJS Management Board through a quarterly update paper prepared by Nick Jeffreys Operational Lead for CYJS; the Management Board is made up of statutory and non-statutory leads who oversee the youth justice services within Coventry and are detailed as sponsors for relevant priority areas. Board Sponsors will take strategic responsibility for the areas they are attached to. The plan is also tracked operationally via CYJS's Management Meeting, which includes statutory partners, at an operational level.

2.6   Will there be any potential impacts on Council staff from protected groups?

The plan outlines CYJS's current workforce demographic and a graphic is viewable on page 71/72, with actions on pages 63-64. Section 11 (p.40) details progressive actions over the last year and a link to the plan will be added once published.

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: lucille.buckley@coventry.gov.uk

Headcount:

Sex: **Age:**

Female	
Male	
16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity: **Religion:**

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	

No religion	
Sikh	
Prefer not to state	
Unknown	

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

3.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☒

Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected groups   ☐

4.0   Approval

Signed: Head of Service:	Date: 05.09.23
Name of Director: Neil Macdonald	Date sent to Director: 05.09.23
Name of Lead Elected Member: Cllr Seaman	Date sent to Councillor: 05.09.23

Email completed EIA to equality@coventry.gov.uk

Title of EIA		Move On – Amending the Process
EIA Author	Name	Jane Mousley
	Position	Change Manager
	Date of completion	November 2023
Head of Service	Name	Jim Crawshaw
	Position	Head of Housing
Cabinet Member	Name	Councillor Welsh
	Portfolio	Cabinet Member for Housing and Communities

EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☒ Other project *(please give details)*

1.2   In summary, what is the background to this EIA?
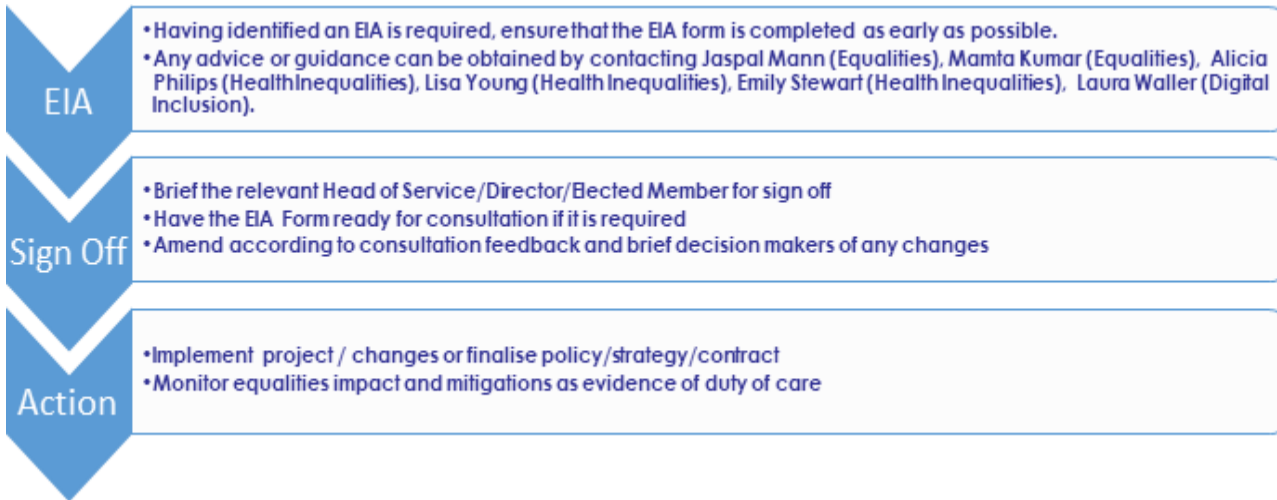
Coventry City Council Homelessness Service is facing unprecedented demand for temporary accommodation.

To ensure that people do not remain within temporary accommodation longer than necessary, the service area are exploring opportunities to review and improve the process whereby officers are able to positively or negatively end households' homelessness Duties.

Areas covered within this scope of work are –
- Investigate and implement a system for increased contact with customers owed the main homeless duty in order to reduce the number of people who do not engage, or refused/skip offer of permanent accommodation.

- Tightening the process for ending duty due to poor behaviours and ensuring that customers are fully aware of the repercussions of poor behaviour.
- Increase flexibility for ending duty for people in temporary accommodation where there has been no contact or response from the customer.

1.3   List organisations and people who are involved in this area of work.

External Agencies -
Coventry Citizens Advice
Coventry Independent Advice Service
Central England Law Centre
Registered providers including Citizen Housing, Midland Heart & Orbit
Organisations such as Spring Housing

Coventry City Council Officers -
Housing Solutions Officers
Accommodation Officers
Housing and Homeless Managers
Supported Accommodation Housing Officers
Housing and Homeless Leads

Commissioned Providers -
P3
Salvation Army
St Basils

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not.
- Foster good relations between persons who share a relevant protected characteristic and those who do not.

2.1 Baseline data and information
- Please include an analysis of the equalities data your service holds.   This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
- Where possible compare your data to local data using
  - Facts about Coventry
  - Census 2011
  - Census 2021
  - JSNA

Age
The Census Data from Office for National Statistics for 2021 indicates there are approx. 345,300 people who call Coventry home, and a large majority of the population in Coventry are aged between 25 – 64 years.

When considering the data of people who are currently living in Temporary Accommodation (as of 22nd November 2023), shows that the large majority of people who are the main applicant are aged 18 – 54 years which mirrors the age-

breakdown of Coventry's population. See the table below for the full breakdown of ages of the main applicant living in temporary accommodation.

Age Breakdown of main applicant living in temporary accommodation			
Age	**Single**	**Family**	**Total**
16-17	1 (0.3%)	2 (0.3%)	3 (0.3%)
18-24	**75 (19%)**	**80 (12%)**	**155 (14%)**
25-34	**119 (30%)**	**226 (33%)**	**345 (32%)**
35-44	**97 (25%)**	**239 (35%)**	**336 (31%)**
45-54	**59 (15%)**	**119 (17%)**	**178 (16%)**
55-64	28 (7%)	16 (2%)	44 (4%)
65-74	12 (3%)	5 (1%)	17 (2%)
75+	4 (1%)	0 (0%)	4 (0.4%)
Not known	0	0	0
Totals	**395 (37%)**	**687 (63%)**	**1082 (100%)**

Ethnicity

The 2021 Census shows the ethnicity of people living in Coventry as per the table below.

Population by ethnic groups (%of total population)	COVENTRY
Asian, Asian British or Asian Welsh	63,915 (18.5%)
Black, Black British, Black Welsh, Caribbean or African	30,723 (8.9%)
Mixed or Multiple ethnic groups	11,731 (3.4%)
White (inc White: Other ethnicity)	226,246 (65.5%)
Other ethnicity	12,706 (3.7%)
Total Population of Coventry	**345,300 (100%)**

However, when considering the ethnicity data of people living in temporary accommodation it does not reflect the city's ethnicity in the population. People who identify as Asian, Asian British are under-represented and there are three times more Black, Black British/Caribbean, or African people living in temporary accommodation than the city's population.

Ethnicity Breakdown of people who live in temporary accommodation -	Single	Family	Total
Asian/Asian British Pakistani/Asian British India/Asian British Bangladeshi/Asian British Chinese/Asian other Asian background	27 (7%)	86 (13%)	**113 (10.4%)**
Black/Back/African/Caribbean/Black British African/Any other Black background	43 (11%)	207 (30%)	**250 (23%)**
Mixed/Multiple Ethnic Groups/White and Black Caribbean/White and Asian/Other mixed/multiple ethnic background	20 (5.1%)	30 (4.4%)	**50 (4.6%)**
White/White Irish/White English/Scottish/Northern Irish/Irish/Gypsy/Irish Traveller/Any other White Ethnic Group	264 (67%)	237 (34%)	**501 (46%)**
Other Ethnic Group/ Arab	13 (3.3%)	69 (10%)	**82 (7.6%)**
Not known	28 (7%)	58 (8%)	**86 (8%)**
Totals	**395**	**687**	**1082**

Sexual Orientation

In Coventry, 3.2% (8,761) identified as LGB+ ("Gay or Lesbian", "Bisexual" or "Other sexual orientation") whilst 88.0% identified as straight or heterosexual.

It is important to note that 8.8% did not answer the question and therefore assumptions cannot be made about their sexual orientation.

Considering the data of the main applicant living in Temporary Accommodation, 2.2% identify as LGB+, whereby 78% of people identify as heterosexual/straight, however it should also be noted that 19.8% of applicants didn't wish to disclose their sexual orientation.

See table below of the full sexual orientation of the main applicant living in temporary accommodation.
Sexual Orientation Breakdown of the Main Applicant -

Orientation	Single	Family	Total
Heterosexual/Straight	271 (68.6%)	575 (83.8%)	846 (78%)
Homosexual Gay/Lesbian	7 (1.8%)	1 (0.1%)	8 (0.7%)
Bisexual	6 (1.5%)	2 (0.3%)	8 (0.7%)
Other	6 (1.5%)	3 (0.4%)	9 (0.8%)
Prefer not to say	105 (26.6%)	106 (15.4%)	211 (19.8%)
Totals	**395 (100%)**	**687 (100%)**	**1082 (100%)**

Disability

In Coventry as of 2021, 18.4% (57,225) people said they are living with a disability and said their disability stopped them from carrying our regular activities.

Considering the data of the main applicant living in Temporary Accommodation, 10% identify as living with a disability, however it should also be noted that 84% of applicants didn't wish to disclose if they identified as having a disability.

Number of people who are the main applicant and identify as having a disability who live in temporary accommodation -

Disability	Single	Family	Percentage of Applicants
Yes	47 (11.9%)	63 (9.2%)	110 (10%)
No	15 (3.8%)	50 (7.3%)	65 (6%)
Not specified	333 (84.3%)	574 (83.5%)	907 (84%)
Total	**395 (100%)**	**687 (100%)**	**1082 (100%)**

Sex

The 2021 Census data shows the breakdown of Sex as per the table below, it would appear that there are slightly more females than males in the population.

Sex		
Female	173,137	50.1%
Male	172,187	49.9%
All	**345,324**	**100%**

When considering the data of the main applicant from the Temporary Accommodation,

Sex	Single	Family	Percentage of Applicants
Male	86 (21.7%)	190 (28%)	276 (25.5%)
Female	45 (11%)	493 (72%)	538 (49.4%)
Transgender	1 (0.3%)	0	1 (0.1%)
Not specified	263 (67%)	4 (1%)	267 (25%)
Total	**395 (100%)**	**687 (100%)**	**1082 (100%)**

There are nearly double the number of males living in Single Temporary Accommodation than females, whilst there is three times the number of females as the main applicant as a family.

2.2 **On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.**

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required.
Age 0-18	P	As of November 2023 there were 1082 households living in temporary accommodation. The majority of these households, 687 (63%) have been determined as being a Family unit and therefore, a large proportion will have children aged under 18yrs old. Families thrive within a safe and a secure environment and whilst, living in temporary accommodation provides physical shelter the physiological stress of securing a more permanent housing solution can put additional strain on Parents/Carers which could impact on their capacity to parent their children, if there are other pressing urgent needs needing their attention. Strengthening the processes should reduce stress on people as they will not be staying any longer than necessary in temporary accommodation.
Age 19-64	P	Living in temporary accommodation provides physical shelter the physiological stress of securing a more permanent housing solution can put additional strain on people. Strengthening the processes should reduce stress on people as they will not be unnecessarily exposed to other people's bad behaviour, and they will not be staying any longer than necessary in temporary accommodation. Some people living in temporary accommodation have complex needs – to ensure that this cohort of people are not disproportionately impacted from the strengthening processes and applying reduced number of Warnings, they will be provided with tailored support through their support worker.
Age 65+	P	Living in temporary accommodation provides physical shelter the physiological stress of securing a more permanent housing solution can put additional strain on people. Strengthening the processes should reduce stress on people as they will not be unnecessarily exposed to other people's bad behaviour and they will not be staying any longer than necessary in temporary accommodation. Additionally sourcing affordable rented older persons accommodation in Coventry tends to be easier than family sized properties so should result in a positive impact for those aged 65+
Disability	P	Strengthening the processes should reduce stress on people as they will not be unnecessarily exposed to other people's bad behaviour and they will not be staying any longer than necessary in temporary Information to strengthen the process and provide general information will be produced in appropriate format which meets the needs of the person to ensure they are fully aware of what is expected of them whilst staying in temporary accommodation. For example, using simple pictorial for people who are not able to read or understand English. They will work with service users or their support workers to ensure that they have minimum distribution and to
Gender reassignment	NI	No direct impact on this cohort of people.

		Living in temporary accommodation provides physical shelter the physiological stress of securing a more permanent housing solution can put additional strain on people. Strengthening the processes should reduce stress on people as they will not be staying any longer than necessary in temporary accommodation.
Marriage and Civil Partnership	P	Living in temporary accommodation provides physical shelter the physiological stress of securing a more permanent housing solution can put additional strain on people. Strengthening the processes should reduce stress on people as they will not be unnecessarily exposed to other people's bad behaviour and they will not be staying any longer than necessary in temporary accommodation.
Pregnancy and maternity	P	Living in temporary accommodation provides physical shelter the physiological stress of securing a more permanent housing solution can put additional strain on Mothers and could impact on pregnancy. Strengthening the processes should reduce stress on Mothers they will not be staying any longer than necessary in temporary accommodation.
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	Living in temporary accommodation provides physical shelter the physiological stress of securing a more permanent housing solution can put additional strain on people. Strengthening the processes will ensure that people do not stay in temporary accommodation longer than necessary. Any amendments to the processes will be produced in appropriate format which meets the needs of the person to ensure they are fully aware of what is expected of them whilst staying in temporary accommodation.
Religion and belief	NI	No direct impact on this cohort of people.
Sex	P	There are nearly double the number of males living in Single Temporary Accommodation than females. Whereas there are nearly three times the number of females as the main applicant living in Family accommodation. Any amendments in the process will need to consider the needs of these separate groups of people.
Sexual orientation	NI	Not able to determine the impact on this cohort of people as there are a large number of main applicants who preferred not to state their sexual orientation. Therefore, without the full data it is difficult to understand the impact. Consideration must be given to the small cohort of people who have declared their sexual orientation to ensure that they are not marginalised.

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre-EIA guidance sheet for this section.

3	Further information on heath inequalities is available on the Intranet.
3.1 Please tell us how the proposal you are submitting this EIA form will reduce health inequalities: *Please include which Marmot Principles this work covers.*	
- Give every child the best start in life. - Enable all children, young people, and adults to maximise their capabilities and have control over their lives. - Ensure a healthy standard of living for all. - Create fair employment and good work for all. - Create and develop healthy and sustainable places and communities. - Strengthen the role and impact of ill health prevention.	

Any amendments to strengthen the process of managing people's tenancy in temporary accommodation will ensure that people and their families do not stay in temporary accommodation for longer than necessary. Living in temporary accommodation can be detrimental on peoples/children health and mental well-being. By securing permanent housing at the earliest opportunity will provide people and children with the opportunity to improve their health and well-being.

Ensuring households are moved through temporary accommodation as quickly as possible will ensure that the number of households accommodated in B&B accommodation will reduce.

3.2 What information do you have to show you are going to reduce health inequalities:

N/A

3.3 Who/which groups of people might face the biggest health inequalities for your work and why:

The largest groups of people who may face the biggest health inequalities of any amendments to the process are people who are living with complex needs, by virtue of their chaotic lifestyles they may struggle to conform to the behaviours expected from them whilst living in temporary accommodation as per the Residents Information Pack.

3.4. What can be done to improve health equity for the groups of people you have identified?

In general people with identified complex needs are placed in supported accommodation so they have access to the best support available to overcome some of the challenges/barriers they face.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1   Starting point:
Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate? ￼Y

- Does your work assume service users have digital access and skills?
- Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?
- Consider what the unintended consequences of your work might be.

There is an assumption that all information and literature is made available on-line and that all people have access to an email address for the information to be shared with them, as well as they have the digital skills to access the information.

It is essential that all people working in H&H service area and commissioned services ensure that they support customers in ensuring that the customers understand the changes and impacts these changes may have on their tenancy.

4.2   Reducing digital exclusion inequalities
Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

The Officers working within H&H Service and the commissioned services will need to ensure they are familiar with any changes and the potential impact on their customers. It is not just about sharing the Information Pack with customers but also ensure they understand the Information Pack and what it means to them. This may be the Information Pack may need to be translated to other languages and/or in a series of pictures to ensure that the customer understands.

5.0   Will there be any potential impacts on Council staff from protected groups?

There is a possibility that there are people from protected groups who are living in temporary accommodation who are employed by Coventry City Council. Further analysis will need to be conducted to understand the impact and mitigating actions to reduce the impact.

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex: **Age:**

Female	
Male	
16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity: [OBJ]   **Religion:**

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	

Unknown	

6.0 How will you monitor and evaluate the effect of this work?

The Housing and Homelessness Service and the Housing and Homeless Team Manager who is responsible for Temporary Accommodation closely monitors all activity within Temporary Accommodation paying particular attention around length of stay and behaviour of residents living in temporary accommodation. This will continue to be analysed to ensure that particular groups are not disproportionately impacted by any changes to the processes.

6.1	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**

7.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups ☐

Positive impact has been identified for one or more protected groups ☒

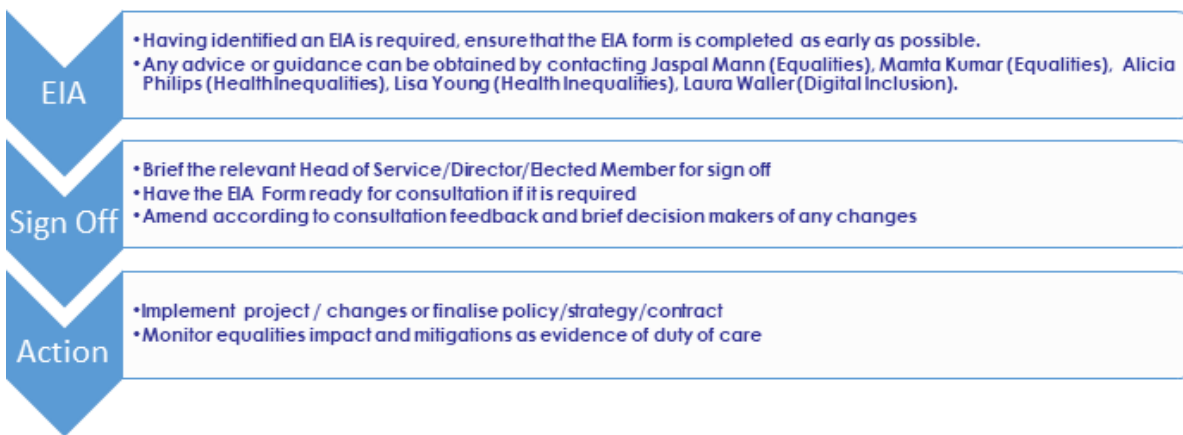Negative impact has been identified for one or more protected groups ☐

Both positive and negative impact has been identified for one or more protected groups ☐

8.0 Approval

Signed: Head of Service: Jim Crawshaw	Date: 22 January 2024
Name of Director:	**Date sent to Director:**
Name of Lead Elected Member:	**Date sent to Councillor:**

Email completed EIA to equality@coventry.gov.uk

Title of EIA		Welfare Support Loan Policy
EIA Author	Name	Amanda Durrant
	Position	Head of People & Business
	Date of completion	02/06/2023
Head of Service	Name	Amanda Durrant
	Position	Head of People & Business
Cabinet Member	Name	Councillor Richard Brown
	Portfolio	Cabinet Member Strategic Finance and Resources

- EIA
  - Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
  - Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Laura Waller (Digital Inclusion).

- Sign Off
  - Brief the relevant Head of Service/Director/Elected Member for sign off
  - Have the EIA Form ready for consultation if it is required
  - Amend according to consultation feedback and brief decision makers of any changes

- Action
  - Implement project / changes or finalise policy/strategy/contract
  - Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☒ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2   In summary, what is the background to this EIA?

This is a new scheme that is open to all employees as part of the Employee Benefits Portfolio.

It has been developed to support employees who are experiencing an unexpected situation that results in a shortfall for essential costs and are unable to get assistance from any recognised reputable sources such as a bank or building society and require support.

The purpose is the provision of a short-term loan to alleviate pressing financial burdens.

The Loan is offered to try to assist those facing unexpected pressures, where the applicant is (or is at risk of) finding themselves with unmanageable debt and/or severe financial difficulty and where support is not available elsewhere.

| **Eligibility** |
| a. Have a permanent contract of employment or |
| b. A temporary contract with more than 6months remaining |
| c. Passed your probationary period. |

Employees must clearly demonstrate the necessity for the loan and a loan will not be approved where evidence of a financial shortfall cannot be demonstrated,

Loans can be made on the following criteria:

a. One-off unexpected essential expenses (e.g., boiler breakdown, essential home equipment breakdown, bereavement costs).
b. Unexpected reduction in household income (e.g., job loss, illness of another household member.)
c. Change in personal circumstances (e.g., relationship breakdown, divorce, loss of accommodation.

The loan will be repaid directly from the salary in monthly instalments up to a maximum of 4months. A maximum of 30% of net salary or £500 will be loaned.

1.3   Who are the main stakeholders involved? Who will be affected?

Those who will be affected are Employees who require financial assistance.

1.4   Who will be responsible for implementing the findings of this EIA?

HR

SECTION 2 – Consideration of Impact
Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1   Baseline data and information
Please include a summary of data analysis below, using both your own service level management information and also drawing comparisons with local data where necessary (go to https://www.coventry.gov.uk/factsaboutcoventry)

The effect of the policy is to provide short-term loan to employees where they find themselves in unexpected difficulties. This improvement will be the same for employees regardless of protected characteristics.

The use of the scheme will be monitored after 6 months and will be analysed by protected characteristic

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

- Insufficient data (ID)

*Any impact on the Council workforce should be included under question 2.6 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18		
Age 19-64		
Age 65+		
Disability		
Gender reassignment		
Marriage and Civil Partnership		
Pregnancy and maternity		
Race (Including: colour, nationality, citizenship ethnic or national origins)		
Religion and belief		
Sex		
Sexual orientation		

HEALTH INEQUALITIES

2.3	Health inequalities (HI) are unjust differences in health and wellbeing between different groups of people which arise because of the conditions in which we are born, grow, live, work and age. These conditions influence our opportunities for good health, and result in stark differences in how long we live and how many years we live in good health. Many issues can have an impact: income, unemployment, work conditions, education and skills, our living situation, individual characteristics and experiences, such as age, gender, disability and ethnicity A wide range of services can make a difference to reducing health inequalities. Whether you work with children and young people, design roads or infrastructure, support people into employment or deal with welfare benefits – policy decisions and strategies can help to reduce health inequalities **Please answer the questions below to help identify if the area of work will have any impact on health inequalities, positive or negative.** **If you need assistance in completing this section please contact: Alicia Philips or Lisa Young in Public Health for more information. More details and worked examples can be found at** https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx

Question	Issues to consider
2.3a What HIs exist in relation to your work / plan / strategy	• Explore existing data sources on the distribution of health across different population groups *(examples of where to find data to be included in support materials)* • Consider protected characteristics and different dimensions of HI such as socio-economic status or geographical deprivation

	The People Plan does not have specific targets in relation to this, however the Employee Benefits package is required to support employees as part of Recruitment & Retention and Health & Wellbeing.
2.3b How might your work affect HI (positively or negatively). **How might your work address the needs of different groups that share protected characteristics**	**Consider and answer below:** • Think about whether outcomes vary across groups and who benefits the most and least, for example, the outcome for a woman on a low income may be different to the outcome for a woman a high income • Consider what the unintended consequences of your work might be
	How will the information on the scheme be disseminated? Details of the scheme will be included on our employee benefit portal and cascaded through ELT, Managers and on the Intranet and Intranet Roundup. a. Potential outcomes including impact based on socio-economic status or geographical deprivation A positive impact is having finance available to fund unexpected expenses as set out in the loan criteria will allow employees to access items/pay for expenses that are not available to them through other financial means. This will have a positive impact on their comfort, health and wellbeing.
	b. Potential outcomes impact on specific socially excluded or vulnerable groups eg. people experiencing homelessness, prison leavers, young people leaving care, members of the armed forces community. This scheme is for employees who may be residents of the city and fall into these categories. The positive impact in section a above will help reduce health inequalities in the City and is in line with the Health & Well-Being Strategy around prevention.

2.4   Next steps - What specific actions will you take to address the potential equality impacts and health inequalities identified above?

N/A

DIGITAL INCLUSION

2.5	The Covid-19 pandemic accelerated the uptake of digital services nationally, whereby people who are digitally enabled have better financial opportunities, can access new information and are better connected to others (Lloyds Consumer Digital Index, 2021). However, for those who are digitally excluded, the digital divide has grown during the last two years, and without intervention people will be left behind with poorer outcomes across employment, health and wellbeing, education and service access. Some people are more likely to be excluded including: older people, people from lower income households, unemployed people, people living in social housing, disabled people, school leavers before 16 with fewer educational qualifications, those living in rural areas, homeless people, or people who's first language is not English (NHS Digital.)

Some of the barriers to digital inclusion can include lack of:

- **Access** to a device and/or data
- **Digital skills**
- **Motivation** to get online
- **Trust** of online safety

Digital exclusion is not a fixed entity and may look different to different people at different times.

Example 1. Person A, has access to a smartphone and monthly data and can access social media apps, however lacks the digital skills and confidence, and appropriate device to create a CV, apply for jobs and attend remote interviews, and/or access educational and skills resources.

Example 2. Person B, is digitally confident and has their own laptop, however due a lower household income and other financial priorities, they cannot afford their monthly broadband subscription and can no longer get online to access the services they need to.

Example 3. Person C has very little digital experience and has heard negative stories on the news regarding online scams. Despite having the financial resource, they see no benefit of being online and look for alternatives whenever possible. A new council service requires mandatory online registration, therefore they do not access it.

It is important that we all consider how we can reduce digital inequalities across our services, and this may look very different depending on the nature of our work.

Please answer the questions below to help identify if the area of work will have any impact on digital inequalities, positive or negative.

If you need assistance in completing this section please contact: Laura Waller (*Digital Services & Inclusion Lead, CCC*). More details and worked examples can be found at https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx

Question	Issues to consider	
2.5 What digital inequalities exist in relation to your work / plan / strategy?	• Does your work assume service users have digital access and skills? • Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access? • Consider what the unintended consequences of your work might be.	
	1. Response: No it recognises that not all employees have digital access and skills and although the preferred way of accessing the scheme is via the corporate system there is a paper based version available for employees to use.	
2.5b How will you mitigate against digital inequalities?	• If any digital inequalities are identified how can you reduce these? For e.g. if a new service requires online registration you may work with partner organisations to improve digital skills and ensure equitable processes are available if someone is unable to access online.	
	Response: N/A	

2.6 How will you monitor and evaluate the effect of this work?

Take up of the policy will be monitored after 6 months.

2.7   Will there be any potential impacts on Council staff from protected groups?

There is a positive impact for all those who will be eligible for the interest-free loan, as this will be an additional employee benefit which can potentially mitigate the adverse impact of the cost of living crisis

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex: **Age:**

Female	6507
Male	1857
16-24	399
25-34	1487
35-44	2083
45-54	2164
55-64	1915
65+	316

Disability:

Disabled	383
Not Disabled	6021
Prefer not to state	109
Unknown	1851

Ethnicity: **Religion:**

Any other	132
Buddhist	14
Christian	1869
Hindu	113
Jewish	5
Muslim	172
No religion	1334
Sikh	225
Prefer not to state	257
Unknown	4243

White	5675
Black, Asian, Minority Ethnic	1438
Prefer not to state	33
Unknown	1218

Sexual Orientation:

Heterosexual	3469
LGBT+	159
Prefer not to state	280
Unknown	4456

3.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☒

Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected
groups   ☐

4.0   Approval

Signed: Head of Service: *Amanda Durrant*	Date: 14/04/2023
Name of Director: Susanna Newing	Date sent to Director:14/04/23
Name of Lead Elected Member: Cllr Brown	Date sent to Councillor:17/04/23

Email completed EIA to equality@coventry.gov.uk

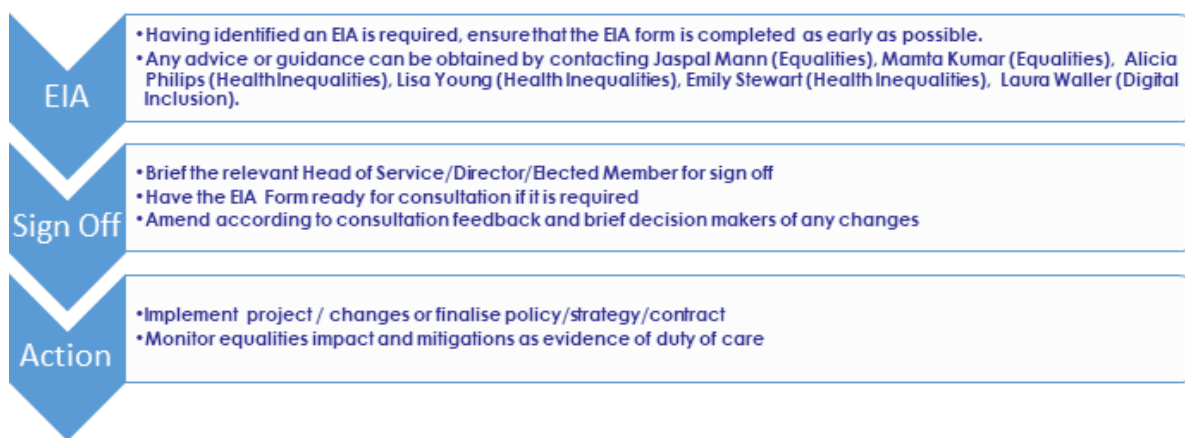| Title of EIA		Restructure of the Surveying Team
EIA Author	Name	John Cranston (Senior Compliance and Surveying Team)
	Position	Senior Compliance and Surveying Team
	Date of completion	
Head of Service	Name	Daniel Peters (Head Of Facilities Management)
	Position	Head Of Facilities Management
Cabinet Member	Name	Councillor J O'Boyle (Jobs, Regeneration & Climate Change)
	Portfolio	Jobs, Regeneration & Climate Change

EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☒ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2   In summary, what is the background to this EIA?

The Surveying team is undergoing significant changes including the buildings managed, services and projects managed. The type of work focusing on Delivering Strategic Tasks for various portfolios
(Incl. Education, Corporate, Commercial and External Clients),
Meeting the Local Authorities Statutory Obligations and Multi
Discipline Project Management as well as additional Senior Management Support, this requires a restructure to balance the workforce correctly ensuring it meets the needs of the service moving forward.

1.3   List organisations and people who are involved in this area of work?

Area Surveyors

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

1. **Baseline data and information**
   - Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
   - Where possible compare your data to local data using
     - Facts about Coventry
     - Census 2011
     - Census 2021
     - JSNA

n/a

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	NI	
Age 19-64	NI	
Age 65+	NI	
Disability	NI	
Gender reassignment	NI	
Marriage and Civil Partnership	NI	
Pregnancy and maternity	NI	

Race (Including: colour, nationality, citizenship ethnic or national origins)	**NI**	

Religion and belief	**NI**	
Sex	**NI**	
Sexual orientation	**NI**	

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	**Further information on heath inequalities is available on the Intranet**

3.1 Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:
Please include which Marmot Principles this work covers.

In Coventry, many of our residents' experience inequalities in employment, income, education, face homelessness, high energy costs, and discrimination, live in poverty, poor housing, and poor health, making life challenging. As a result, they may live shorter and unhealthier lives which is unfair and avoidable. Coventry became a Marmot City in 2013 to commit to taking action to reduce health inequalities, improve health life expectancy of our residents, and reduce the difference between the most deprived and most affluent residents.

This work supports the Marmot principles and your area of work supports.

Create fair employment and good work for all

3.2 What information do you have to show you are going to reduce health inequalities:

This restructure will give long term job assurances. It will allow a promotion of an existing member of staff overall improving their income and happiness at work.

The impact on the wider organisation will be that the surveying service can provide efficient delivery of services, impacting staff in a positive way.

3.3 Who/which groups of people might face the biggest health inequalities for your work and why:

N/A

3.4. What can be done to improve health equity for the groups of people you have identified?

N/A

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1   Starting point:

Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate?   Y/N

> • Does your work assume service users have digital access and skills?

> • Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?
> • Consider what the unintended consequences of your work might be.

4.2   Reducing digital exclusion inequalities
Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

> n/a

5.0   Will there be any potential impacts on Council staff from protected groups?

> This restructure will give long term job assurances. It will allow a promotion of an existing member of staff overall improving their income and happiness at work.
>
> The impact on the wider organisation will be that the surveying service can provide efficient delivery of services, impacting staff in a positive way.

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Due to less than 5 employees impacted, employee details will not be provided.

Headcount:

Sex: **Age:**

Female	
Male	
16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	

Unknown	

Ethnicity: **Religion:**

Any other	
Buddhist	

Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

6.0   How will you monitor and evaluate the effect of this work?

One to One's with staff and receiving feedback from wider service.

6.1	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**
n/a		

7.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☒

Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected groups   ☐

Email completed EIA to equality@coventry.gov.uk

Equality Impact Assessment

EIA-577390396 - Culture, Sport, Events and Destination Service Review

Details

Title	Culture, Sport, Events and Destination Service Review
Author	David Nuttall (Strategic Lead - Culture, Sport, Events and Destination)
Head of service	David Nuttall (Strategic Lead - Culture, Sport, Events and Destination)
Cabinet member	Cllr Duggins; Cllr Khan; Cllr Caan; Cllr Welsh; Cllr O'Boyle (Policy and Leadership; Policing and Equalities; Jobs, Public Health, Sport and Wellbeing; Housing and Communities; Regeneration and Climate Change)

Context and background

EIA carried out on	Review of service

Background	The Council's Culture, Sport, Events and Destination (CSED) Service has, for a significant period, been operating under an interim service structure, pending a wider Service Review once the Council's aspirations and planned resources were formally established for the UK City of Culture and Commonwealth Games legacy period.

The Council's Culture, Sport, Events and Destination (CSED) Service has, for a significant period, been operating under an interim service structure, pending a wider Service Review once the Council's aspirations and planned resources were formally established for the UK City of Culture and Commonwealth Games legacy period.

Coventry concluded its tenure as UK City of Culture in May 2022 and went on to host a range of significant sporting and cultural events across the summer and autumn of 2022 and into 2023 – including the Birmingham 2022 Commonwealth Games, International Children's Games 2022, Godiva Festival 2022 and Rugby League World Cup. Over this time, the CSED Service further expanded the GoCV programme, drew to a successful conclusion the initial phase of the partnership Cultural Capital Investment Programme, and delivered a range of legacy and sector development programmes, projects and initiatives. Over this period, the Service was required to supplement the interim Service structure with freelance staff support (particularly to meet pressing event commitments), pending longer-term decisions on City Council legacy aspirations and resourcing. The Council's Budget for 2023/24 provided a £320k uplift to the core service budget in support of this ambition, but the legacy landscape changed significantly with the Coventry City of Culture Trust entering administration in February 2023.

Out of the above shift in legacy context, and against the backdrop of the City Council adopting the One Coventry Plan, city partners are looking to the Council, and specifically the CSED Service, to provide advocacy and leadership on behalf of the cultural, creative, sports and physical activity sectors, and to act as convenor and enabler, in line with One Coventry Plan principles. This transition and legacy 'reset' requires some stable building blocks on which future city strategies, partnerships and medium-term action and investment plans can be built. The CSED Service Business Case seeks to provide a stable resource to both enable and actively support city partners to collaboratively refresh key strategies, confirm their collective commitments and agree focused action plans.

Stakeholders	Coventry residents (adults and children) participating in CSED supported programmes and events
	GoCV and GoCV+ card holders
	Visitors to the city participating in CSED supported programmes and events
	Arts Council England (and local National Portfolio Organisations)
	British Council
	Coventry University
	Cultural and Creative Economy Networks (e.g. Coventry Cultural Education Partnership; CW9; Friday 13th Network)
	Cultural and Creative Economy Organisations (CCC funded and non-funded)
	Destination Coventry
	National Lottery Funders and key Trusts and Foundations
	No Ordinary Hospitality Management
	Sport, Physical Activity and Wellbeing Partners (CCC funded and non-funded)
	Sport England
	Think Active
	UK Sport
	University of Warwick
	Visit England
	West Midlands Combined Authority
	West Midlands Growth Company
Responsibility	Strategic Lead - Culture, Sport, Events and Destination

Consideration of impact

The Culture, Sport, Events and Destination Service (CSED) currently provides sector advocacy, development support, direct services, commissioning, grant funding and contracts across the CSED sectors. The Service has direct customers from within and outside the city via direct services such as Council delivered events and GoCV and GoCV+ card schemes, but further has significant audience and participant reach through secondary funding arrangements (contracted and grant-funded) with partners and specific CSED events, programmes and initiatives.

The work of the CSED Service is largely directed by key City Council and partner strategies (e.g. One Coventry Plan, Coventry Cultural Strategy, Coventry Sports Strategy, Coventry Tourism Strategy). The Council has committed to refreshing or developing the full range of Strategies in the CSED area, and Equality Impact Assessments for each area will guide the implementation of Service activities going forwards. Work to update and review key datasets has, for example, just been commissioned for the development of a new Sports and Physical Activity Strategy in 2024. The Service Review proposed seeks to provide more stable service capacity to develop and act on the detailed priorities and equality and diversity considerations raised through these processes.

Baseline data and information

At a headline Service level, key issues to address include enduring inequalities in participation across culture and sport. Coventry's most recent Active Lives Survey data highlights at in the adult population, 32.1% of all adults report as being inactive. In our most deprived neighbourhoods this figure rises to 33.8%, compared with 20.6% in our least deprived neighbourhoods. The same is broadly true for young people in the city, with levels of activity in the most deprived areas at 33.5% compared to 27.5% in the least deprived areas.

The Coventry Household Survey 2022 Summary Report specifically includes a focus on the recent impact of delivering hyper-local cultural events across the city (through City of Culture and wider community based programming). It was observed that 25 out of the 42 MSOAs saw a double-digit reduction between 2018 and 2022 in the proportion of residents reporting non-participation in culture (with some very significant individual MSOA changes), but longer-term trends and detailed consideration of individual demographic variances across a range of participation measures, and the impact of intersectional factors in increasing barriers to participation, is being addressed through current baseline strategy/strategy refresh work.

Protected groups

Age 0-18	Positive impact - Supporting young people's participation and talent is a key focus of both the Coventry Cultural Strategy and Coventry Sports Strategy. Active Lives data highlights that in Coventry, 40.1% of children aged 5-16 report undertaking less than 30 minutes activity per day, compared with a regional average of 34.3%. Vision Aim 1 of the Coventry Sports Strategy is specifically focussed on increasing the number of children and young people that regularly participate in sport, and 'Seven Years Younger' is one of the 'Seven Big Ideas' in the Cultural Strategy, with a vision for the city becoming a leader in youth arts and talent development. Consequently, young people's participation and outcomes are reflected in key programmes and partnership work supported by the Service (e.g. Sport England Priority Place initiatives; Coventry Cultural Education Partnership etc.). The Service Review proposals seek to increase the stability and level of development capacity in the Service to support such programmes impacting positively for young people.
Age 19-64	Positive impact - Vision Aim 2 of Coventry Sports Strategy is centred on increasing regular adult participation in sport to a level higher than national and regional averages. Currently, 32.1% of adults (aged 16+) report undertaking less than 30 minutes activity per week, compared with 30.2% in the Region and 25.8% nationally. Lifelong Learning is Goal 2 of the Cultural Strategy, recognising that participation in culture changes significantly across the lifespan. These changes include a notable drop-off in sports and physical activity participation for young people during their later school years. Consequently, a range of supported participation programmes and events are tailored to specific adult groups, demographics and for intergenerational appeal (e.g. Back to Netball, Arts for Life, Godiva Festival Family Field). The Service Review proposals seek to increase the stability and level of development capacity in the Service to support such programmes, impacting positively for adults aged 19-64.

Age 65+	Positive impact - Increasing the participation of adults aged 65+ in sport to a level higher than national and regional averages is Vision Aim 2 of Coventry Sports Strategy. Lifelong Learning is Goal 2 of the Cultural Strategy, recognising that participation in culture and sport changes significantly across the lifespan. Participation in sport and physical activity tends to reduce in older age groups, which can be associated with factors such as life-limiting illness and social isolation for some people. However, being aged 65+ can also present new opportunities to participate that were not open during earlier life-stages. Currently, 82% of Coventry residents over the age of 65 report undertaking physical activity at least twice in the last 28 days, compared with 81% regionally and 83.4% nationally. A range of supported participation programmes, activities and events in the city are tailored to specific adult groups for those aged 65+ and for intergenerational appeal (e.g. Commonwealth Active Communities, Commonwealth Care Homes, Sporting Memories). P: The Service Review proposals seek to increase the stability and level of development capacity in the Service to support such programmes, impacting positively for adults aged 65+.
Disability	Positive impact - Vision Aim 3 of the Coventry Sports Strategy is to increase regular participation in sport by disabled people to a level higher than national and regional averages. Currently, 45% of adults in Coventry with a disability report undertaking less than 30 minutes of activity a week (compared to 32% of those without a disability. In the Region this figure rises to 46%, compared to a national average of 41%. The Cultural Strategy establishes a 'Diverse City' as a one of the Strategy's Seven Big Ideas, but there is limited focus specifically on disabled people within the overarching strategy. This is being recognised in the current Cultural Strategy refresh, and that more specific actions and activities to address barriers to participation with disabled people are required. That said, positive practice by partners such as EGO Performance, Talking Birds and Open Theatre Company is cited and forms a strong foundation for enhanced work in this area. P: The Service Review proposals seek to increase the stability and level of development capacity in the Service to support such programmes, impacting positively for adults aged 65+.

Gender reassignment	No impact - Gender reassignment is currently an area of significant focus and changing practice amongst National Governing Bodies of sport (NGBs) - both in relation to participation and competition. Locally, there is currently no benchmark data available, though there have been positive provisions to reduce barriers to participation (e.g. gender neutral changing facilities being central to design at public leisure centres; inclusive co-creation and programming as part of the City of Culture Reform the Norm programme - working to amplify under-represented voices). ID - there is insufficient data in this area to accurately assess impact at a local level. The Service will seek to involve the Pride Employee Network and wider groups across the city to ensure strategy development and work to refresh the Cultural Strategy Action Plan is inclusive.
Marriage and civil partnership	No impact - ID - there is insufficient data in this area to assess impact on participation in culture or required mitigations.
Pregnancy and maternity	No impact - ID - there is insufficient local data in this area to assess impact on participation in culture of pregnancy and maternity. Active Lives Survey data does not highlight significant variance in inactivity for pregnant women or those with a child under the age of 1. Positive practice locally encourages those pregnant or parents with young children to continue to be active (e.g. Coffee Tots now hosted at The Wave).

Race	Positive impact - Barriers to participation linked to race are enduring and evident at a national and regional level. Accurate, interrogatable data at a local level is less easily regularly acquired due to necessary sample size. However, previous Active Lives Survey data (2019/20) shows the overall participation rate for sport and physical activity in Coventry was 61.6%, slightly lower than the national average of 62.8%. However, when broken down by ethnicity, the survey revealed that only 49.4% of Asian adults and 53.9% of Black adults in Coventry were active for at least 150 minutes per week, compared to 64.5% of White adults. Moreover, the survey also showed that Asian and Black adults in Coventry were more likely to be inactive, meaning they did less than 30 minutes of physical activity per week, than White adults. The inactivity rate for Asian adults was 30.6%, for Black adults was 24.7%, and for White adults was 18.8%. These figures indicate that there is a significant gap in sport participation between different racial and ethnic groups in Coventry, and that people from minority backgrounds face more barriers and challenges to engage in sport.

The Coventry Cultural Strategy establishes a 'Diverse City' as one of the Strategy's Seven Big Ideas, with the objective of showcasing the diversity of the city and its talent, supporting a programme of activity that encourages participation and attendance in a wide variety of cultural activity. The focus on diversity and on inclusive programming was evident in City of Culture programming and was reflected in significant uplifts in areas of hyper-local co-creation and programming. Consequently, participation programmes and events are regularly tailored to encourage inclusive creation and programming - for example, the Service has worked closely with the Coventry Caribbean Society to secure £250k from the regional Major Events Fund to secure a legacy programme for the Caribbean Reggae Fever event in 2024.

P: The Service Review proposals seek to increase the stability and level of development capacity in the Service to support such programmes, impacting positively for all Coventry's diverse communities. |
| Religion and belief | No impact - ID - there is insufficient local data in this area to draw meaningful conclusions around the impact on participation in culture of religion and belief, and any required mitigations. |

Sex	Positive impact - Active Lives Survey data does not highlight significant, consistent variance in inactivity for adult males and females. However, positive practice continues to ensure barriers to participation are addressed (e.g. single sex public leisure centre sessions). P: The Service Review proposals seek to increase the stability and level of development capacity in the Service to support such programmes, impacting positively for all Coventry's residents. Ongoing trends in participation for men and women will continue to be closely monitored.
Sexual orientation	Positive impact - ID - there is insufficient local data in this area to draw meaningful conclusions around the impact on participation in culture of sexual orientation and any required mitigations.

Health inequalities

Reduce health inequalities	Across a range of measures, the health of Coventry people is generally worse than the national average. Furthermore, across the adult population, Active Lives data highlights the West Midlands as the least active Region in the country (England). Coventry's levels of inactivity (32.1% of people reporting taking less than 30 minutes exercise per week) is greater than the Region's (at 30.2%). Coventry is one of the most 20% deprived districts/unitary authority areas. Life expectancy in Coventry is lower than the national average, and the impact of deprivation is visible at a city level too - with life expectancy being 10.7 years lower for men and 8.3 years lower for women when comparing the most deprived wards with the least deprived. Levels of participation in sport, physical activity and culture closely align to levels of deprivation, with participation levels generally least in the most deprived areas. This EIA relates to the resourcing and future structuring of services focused on increasing participation in sport, physical activity and culture. Evidence indicates a correlation between activity and engagement, wellbeing and a positive sense of place (Household Survey 2022, Coventry City of Culture Impact Evaluation Final Report). The Service Review proposal is focused on seeking to increase the stability and level of development capacity in the Service to support focused and consistent work in these sectors, impacting positively for Coventry's residents and communities.

Information	The Coventry City of Culture Impact Evaluation Final Report highlighted that: - Culture makes a significant contribution to community engagement - Investment in cultural and heritage assets and the public realm transform the city's landscape and both internal and external perceptions of Coventry as a place to live, work and visit - Co-created programmes have a direct impact on local policy development and influence change in practice through building a deeper connectivity with, and understanding of, community need, interest and/or key global and social agendas - Projects which engage citizens with the lowest level of life chances have the highest Social Return on Investment - Engagement and participation have a direct impact on the individual lives of many participants. These impacts include the formation of new social connections, a developing sense of agency and inclusion, and a growing sense of ability to influence change at a variety of levels. The Report further highlights that where adopted, focused approaches to hyper-local, community co-production of cultural programmes culture makes a significant contribution to community engagement and to non-cultural outcomes. Through such programmes, targeted areas of historically low cultural participation saw increases of an average of 36% for regular participation in publicly-funded culture, and 41% of tickets went to citizens from Coventry's lower socio-economic groups. The Service Review for which this EIA is concerned seeks to increase the stability and level of development capacity in the Service to support such focused and consistent work in these sectors, carrying forward learning insights from the City of Culture and Commonwealth Games into refocused partnership strategies and Council service provision.
Groups of people	Research indicates that levels of low cultural participation are closely aligned to areas of deprivation in the city. Where there are wider demographics further influencing participation, this impact is compounded. Whilst local data is not available for close analysis of all demographic factors, national indicators consistently highlight race and disability as factors for groups with protected characteristics that are significantly impacted in these sectors. Improving outcomes for these two groups of people will be in clear focus through the strategic and operational work of the Service going forwards.

Improvements	The City of Culture Impact Evaluation Final Report and Household Survey 2022 highlight the effectiveness of hyper-local co-creation with communities. This principle will be further explored and carried into future programming approaches, through initiatives such as the Sport England Priority Place programme and cultural commissioning programme, linked to the Cultural Strategy Refresh and Action Plan. Focussing and co-creating programmes with the city's most diverse communities has already proven effective (e.g. GoFoleshill programme), and this will form a central element of the Service's approach going forward. Specific work has also commenced with the Disabiilty Equality Action Partnership (DEAP) to create a new Charter for disability sport for the city, linked to the new Sport Strategy refresh.

Digital inequalities

Impact	Much of the work supported by the Service has a physical, rather than digital presence (e.g. sport and physical activity sessions, cultural workshops/participation programmes). Through COVID, moving such programmes into the digital sphere identified how different communities could be reached and participate (including many more commonly excluded due to disability or life-limiting illness, and those not able to travel). The return to in-person programmes, however, also highlighted the importance of wider communication channels. Greater reliance on digital marketing resulted in many local residents reporting not knowing about programmes and events taking place, and/or receiving information too late in the process. Whilst social media and digital channels can be powerful tools for the Service in reaching non-participants, it is clear this exlcudes certain demographics or sectors of our communities, and this will be a consideration in all future communication of opportunities.
Opportunities	The Service has already taken steps to ensure that digital exclusion does not impact on key opportunities - for example by ensuring that physical box-offices remain a point of purchase for key events, that much of the Service's event programming remains free to access and ticketless (where possible), and that the GoCV and GoCV+ schemes are accessible for people who require a manual card-issuing process. That said, retaining physical marketing collateral is clearly important, and the Service will be reviewing GoCV registration processes to ensure this is as efficient as possible to secure resident buy-in.

Next steps

Inequality	Action	Owner	Timescale
Monitor and evaluation	The work of Service is heavily focused in partnerships. The Cultural Strategy will be supported and progressed by the Culture Works partnership in the city, which is well supported by the City Council's Insight Team and both universities, with a strong monitoring and evaluation framework in place. The Cultural Strategy refresh will refocus the partnership in a post-City of Culture legacy landscape, supported by key programme and established datasets. Similarly, the refresh of the Sport and Physical Activity Strategy is being undertaken through a partner approach - refocusing the City's Sport and Physical Activity Network, with support from Public Health, the Insight Team and Think Active. The Active People Survey and Household Survey provide rich data, and a new comprehensive dataset and EQIA is being prepared ahead of wider consultation.		

Impact on Council staff

Will there be an impact?	Yes
Nature of impact and any mitigation required	The scope of the Service Review impacts on only a small number of Council employees (n=15). Consultation with the Equalities Team confirms that publication of specific equalities data for such a small team risks publishing identifiable data. The following analysis will therefore be high-level only, based on a more understanding of the staff team's demographic and characteristics. In overall terms, the current team is not representative of local population characteristics. Overall, the service has a representative balance in terms of sex, and broad representation across the age spectrum, but is not representative in terms of ethnic diversity. Data on wider protective characteristics is limited (less complete) and too small in number to draw reliable conclusions. As the Service Review proposes an increase in staffing levels for the Service, clear consideration will be given to approaches that may increase the diversity of the team to enable more a representative demographic that is reflective of the city's population.

Impact on Council staff - Sex

Female	7
Male	8

Impact on Council staff - Disability

Disabled
Not disabled
Prefer not to state
Unknown

Impact on Council staff - Ethnicity

White

Black, Asian, minority ethnic
Prefer not to state
Unknown

Impact on Council staff - Sexual orientation

Heterosexual
LGBT+
Prefer not to state
Unknown

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Impact on Council staff - Age

16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Impact on Council staff - Religion

Any other	
Buddhist	
Christian	
Hindu	

Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

Completion statement

Potential equality impact	Positive impact has been identified for one or more protected groups

Title of EIA		London Road, Abbey Road Cycleway
EIA Author	Name	Lee Kavanagh
	Position	Project Manager
	Date of completion	20th December 2023
Head of Service	Name	John Seddon
	Position	Head of Transport and Innovation
Cabinet Member	Name	Cllr Patricia Hetherton
	Portfolio	City Services
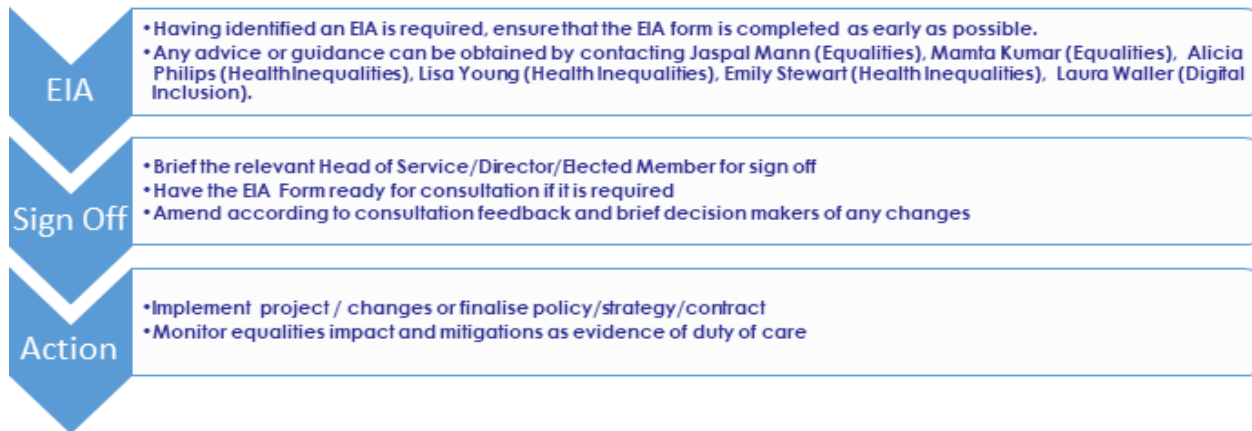
EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☒ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2 In summary, what is the background to this EIA?

There are proposals for the new land development on London Road. It is necessary to install a new traffic signal-controlled junction to serve this development, however there is also a requirement for a segregated cycleway along London Road, between Tollbar End and Asda roundabout, provision has been made to incorporate a section of cycleway. This will encourage the use of public transport and cycling.

1.3 List organisations and people who are involved in this area of work?

Bike Mayor

CCC Comms and Engagement

CCC Public Health

CCC Transport and Planning

CVLife Cycling organisations

Disability Groups

Elected Members

Local Environmental Groups

Local People

Resident Groups

Transport for West Midlands

Warwick University

West Midlands Combined Authority

Tiverton School

Meadow Park School

Whitley Abbey School

SECTION 2 – Consideration of Impact
Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1 Baseline data and information
- Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
- Where possible compare your data to local data using

o   Facts about Coventry
o   Census 2011
o   Census 2021
o   JSNA

We have completed resident consultations which allows us to understand and improve the area for health and wellbeing and the use of active travel. Some people have provided feedback that this will better the health and wellbeing of children and women using footways and cycleways. Alongside, create a safer and easier route to bring people together as spoken about in our One Coventry plan. These surveys and consultations created positive feedback allowing people to use their community freely and develop physical health going forward.

Bicycling in contrast, is a clean air form of transportation. It does not create air pollution. Every time you cycle just one mile instead of driving, you save over 300 grams of toxic CO2 greenhouse emissions. The use of vehicles will be able to reduce air quality and also prevent accidents and traffic build up by giving people the freedom to cycle to destinations quicker and safer.

Sustrans developed a model with Eunomia which is the first of its kind to quantify the contribution of walking and cycling to improving air quality. It found:

Savings to the economy of £5.67 billion over 10 years would be realised from improved air quality, by delivering and meeting the targets to double cycling and increase walking set out in the UK Government's Cycling and Walking Investment Strategy in England. It would also mean more than 8300 premature deaths from air pollution would be prevented over this time.

Public Health England has also recently published a report on interventions to improve outdoor air quality which recommends a targeted reduction in traffic emissions with investment in, and promotion of active transport such as walking and cycling. This will allow us to monitor air quality going forward and improve the amount of people on the road cycling and walking.

Further data will be introduced at later date following the extension of the Cycleway

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	P	Younger people generally feel safer cycling on shared use cycleways than roads and the designation of the cycleways should support reduction in road traffic accidents involving young cyclists. Increased independence for both younger people as there is a safer, more efficient, and reliable transport service that doesn't rely on the ability to drive.
Age 19-64	P	The improve traffic flow allowing young people to cycle on a cycleway safer and more easily as this will be signalised and prevent accidents right angled collision with other drivers as pedestrian crossing will be visible and controlled.
Age 65+	P	Older people may be more adversely affected than the general population. Older people may be less mobile or have hearing or visual impairments and consequently feel more vulnerable/less safe sharing the footway with cyclists. However, we know that this age group may be more susceptible to the impact of COVID-19 and poor air quality and this extra transport option offers an

		alternative to public transport and reduces car use in the city. This also reduces accidents giving people over ages 65+ to feel safer using the signalised junction and allows easy flow of crossing signalised junction.
Disability	P	Safe, high-quality cycle and pedestrian routes could offer increased independence for many people with disabilities, who may potentially be able to walk or cycle, but might feel unsafe cycling on or crossing the road. The opportunity for increased physical activity through active commuting could have benefits in preventing and mitigating chronic illnesses that can exacerbate disabilities. Shared pathways may increase conflict between cyclists and in particular more vulnerable pedestrians such as the mobility or visually impaired. Signalised junction will provide better movement allowing people to cross and reduce any accidents and confusion when crossing.
Gender reassignment	NI	No Impact
Marriage and Civil Partnership	NI	No Impact
Pregnancy and maternity	P	Evidence suggests that air pollution can affect the growth of the unborn baby and may be linked to premature birth. Encouraging greater use of sustainable modes will help lower levels of air pollutants in the local area, benefitting health. Pregnant women may feel vulnerable on a shared use path.
Race (Including: colour, nationality, citizenship ethnic or national origins)	NI	No Impact
Religion and belief	NI	No Impact
Sex	P	In a national survey, 69% of women surveyed stated that it is too dangerous for them to cycle on the road compared to 53% of men. Improved cycling facilities will reduce this barrier to cycling for some women.
Sexual orientation	NI	No Impact

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	Further information on heath inequalities is available on the Intranet

3.1 Please tell us how the proposal you are submitting this EIA form will reduce health inequalities: *Please include which Marmot Principles this work covers.*
This proposal will help reduce inequalities and contributes to the Marmot Principles below as part of the idea to influence cycling and walking and creating a safer transport system with environmental benefits stated below: • Give every child the best start in life • Enable all children, young people and adults to maximise their capabilities and have control over their lives • Ensure a healthy standard of living for all • Create and develop healthy and sustainable places and communities • Strengthen the role and impact of ill health prevention
3.2 What information do you have to show you are going to reduce health inequalities:
The information we have to show this proposal will reduce health inequalities is by using the Coventry City Council Transport Strategy working to offer a safe, sustainable and resilient transport system which allows residents and visitors to get round the city easy and safely. We are improving air quality with more sustainable cars as well as

influencing walking and cycling as a safe option to tackle local challenges with improving the regional and national connections. The national government schemes will be expected to generate up to 16million more walking and cycling trips a year across the country.

3.3 Who/which groups of people might face the biggest health inequalities for your work and why:

The groups of people who will face the biggest health inequalities in regards to the new cycleway and footway are people with no access to cars, public transport and cycling can help them get round the city.
Elderly people can also find it easier and safer to move around the area with cycling and signalised junctions.

School childrens will also be affected as using the footpaths and cycleways daily can reduce anxiety and mental health. A safer form of transport can boost children to use cycle paths and footways on their journey, allowing them to have the freedom and improve physical health.

3.4. What can be done to improve health equity for the groups of people you have identified?

Health Equity will be improved by this creating a safer accident preventation form of transport, as pedestrians have their own footpath and cyclists are not riding on the carriageway. The wider strategy linking into the One Coventry plan contributes by reducing traffic and allowing a safe and efficient way to get round the city. This brings people to become more active and boosts travel options. Air pollution can also be improved which relates to the One Coventry plans to make a greener environment and bringing communities together. This overall will improve road safety, congestion and wellbeing in people who will choose active travel.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1   Starting point:
Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate?   Y/**N**

- Does your work assume service users have digital access and skills?
- Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?
- Consider what the unintended consequences of your work might be.

4.2   1.   Reducing digital exclusion inequalities
Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

N/A

5.0   Will there be any potential impacts on Council staff from protected groups?

No

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex: **Age:**

Female	
Male	
16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity: **Religion:**

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

6.0   How will you monitor and evaluate the effect of this work?

Footfall and cycling surveys to monitor changes to pedestrian and cyclist use Feedback from local people Any recorded accident data

6.1	Action Planning		
Issue Identified	**Planned Action**		**Timeframe**
N/A			

7.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☒

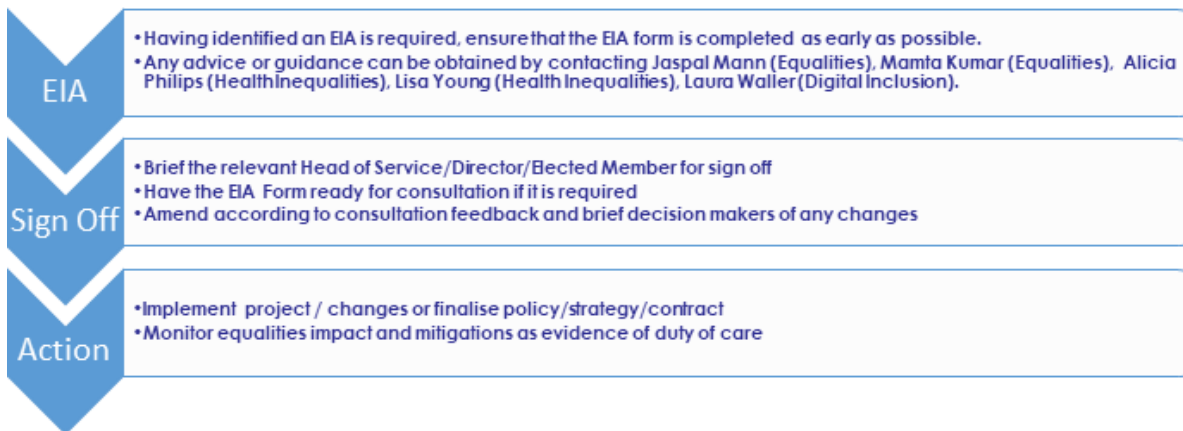Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected groups   ☐

8.0   Approval

Signed: Head of Service: **John Seddon**	**Date:** **04.01.2024**
Name of Director: **Colin Knight**	**Date sent to Director:** **04.01.2024**
Name of Lead Elected Member: **Councillor Patricia Hetherton**	**Date sent to Councillor:** **04.01.2024**

Email completed EIA to equality@coventry.gov.uk

Title of EIA		Adult Education Service Fees Strategy 2023/24
EIA Author	Name	Howard Croft
	Position	Senior Curriculum & Operations Manager
	Date of completion	May 2023
Head of Service	Name	Kim Mawby
	Position	Head of Employment & Skills
Cabinet Member	Name	Cllr. Kindy Sandhu
	Portfolio	Education

EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☒ Review of policy / strategy
☐ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2   In summary, what is the background to this EIA?

Coventry Adult Education Service (CAES) Community Learning hourly tuition fees have not been reviewed since 2016-17. This is due to a number of circumstances including a price-freeze to support as many residents as possible during the coronavirus pandemic. Community Learning fees are typically £3.50 per guided learning hour; with fee remission available for those aged over 60, and those in receipt of certain income related state benefits via GoCV+ scheme (formerly known as Passport To Learning & Leisure - PTLL).
Tuition Fee Income for academic year 2021/22 was £113,862 with most income derived from Languages, Fitness, Dance and Music.

Research of comparable size providers with similar demographic indicates higher hourly fee rates for Community Learning provision. For example Birmingham Adult Education Service charges between £5.60 - £8.00 per hour, Wolverhampton AES charges between £5.00 - £8.00 per hour, and WEA charges between £4.00 - £5.00 per hour for face-to-face delivery.

Of the circa 4,500 Community Learning enrolments per annum, around ¼ of these these are White British learners aged 65+. This is not representative of the city demographic and we need to find ways to address this.

There have been increased costs in service delivery particularly in relation to venue hire, staff salaries and on-costs, and utilities. However, the grant allocation from West Midlands Combined Authority (WMCA) has remained static for a number of years.

In line with the City Council's Medium Term Financial Strategy (MTFS) the default position is that fees and charges should increase annually in line with inflation and that income earning services should seek to at least cover their costs.

In addition, there is a need to prepare for implementation of a single skills funding pot by DfE/WMCA from 2024-25 as there are likely to be significant implications for funding allocation to Community Learning provision. Therefore need to develop a plan to increase income aligned to CL provision, and that may enable some programmes to run on self-funded model outside of WMCA grant in future.

Current position on Community Learning tuition fees (2022-23)
- Standard Fee Rate is typically £3.50 per hour
- Over 60s Fee Rate is typically £2.65 per hour
- Go CV Plus Rate is 40 pence per hr (minimum £5 per term; maximum £8 per term)
- Non-regulated essential skills (English, Maths, Digital, ESOL) are typically free

There are some differences in pricing/fees within and between curriculum areas however. For example: British Sign Language = £5 p/hr; Beauty = £3.75 p/hr; Flower Arranging = £4.30 p/hr. Higher fees are charged where additional costs are incurred for course delivery e.g. that require paints, fabric, textiles and associated resources.

It is noteworthy that **Music** includes Piano programme and Guitar Programme. Piano and guitar classes are offered at all levels of playing from beginners to graded lessons. Course sizes are lower than other Community Learning courses. Piano typically has 4-5 enrolled learners on each 1 hour class. The provision is popular; 374 enrolments in 2022-23 with 75 people on a waiting list. The cost of private piano tuition ranges from £20-£45 per hour. The average cost in Coventry is £25 per hour.

Options for Academic Year 2023-24
1. No change to existing Community Learning Tuition Fee/Pricing Structure
2. Retain, remove or increase rate and age eligibility for Over 60's Fee Rate
3. Retain or increase current Go CV+ Rate
4. Increase Standard Fee Rate to £4.00 or higher
5. Retain or increase fees for 'specialist/niche' provision where there are low class sizes, high resource costs, high demand, and no competition within adult education

Following an options appraisal, the following is recommended:

Recommendations for Academic Year 2023-24

1. Increase Community Learning Standard Fee Rate to £4.00 per hour* (14% increase)
2. *Essential skills courses (English, Maths, ESOL, Digital, Family Learning) to be free of charge
3. Increase older persons fee rate to £3.00 per hour and increase age for eligibility to align with state pension age of 66 years old (13% increase)
4. Increase CV+ Rate to £0.80 per hour (minimum £8.00/maximum £20.00 for 20 hr course) (20% increase)
5. Charge higher fee of £6.50 per hour for Music classes where there are low class sizes, high resource costs, high demand
6. Increase full cost recovery (learner not eligible for funding) to £10.00 (25% increase)
   Increase creche registration fee to £10.00

1.3   Who are the main stakeholders involved? Who will be affected?

Adults 19+ residing in Coventry who are current or potential learners with the service.

1.4   Who will be responsible for implementing the findings of this EIA?
Senior Leadership Team within Adult Education Service

SECTION 2 – Consideration of Impact
*Refer to guidance note for more detailed advice on completing this section.*

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not.
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1   Baseline data and information
Please include a summary of data analysis below, using both your own service level management information and also drawing comparisons with local data where necessary (go to https://www.coventry.gov.uk/factsaboutcoventry)

Adult Education Service Community Learning Tuition Fee Income by subject area 2021/22
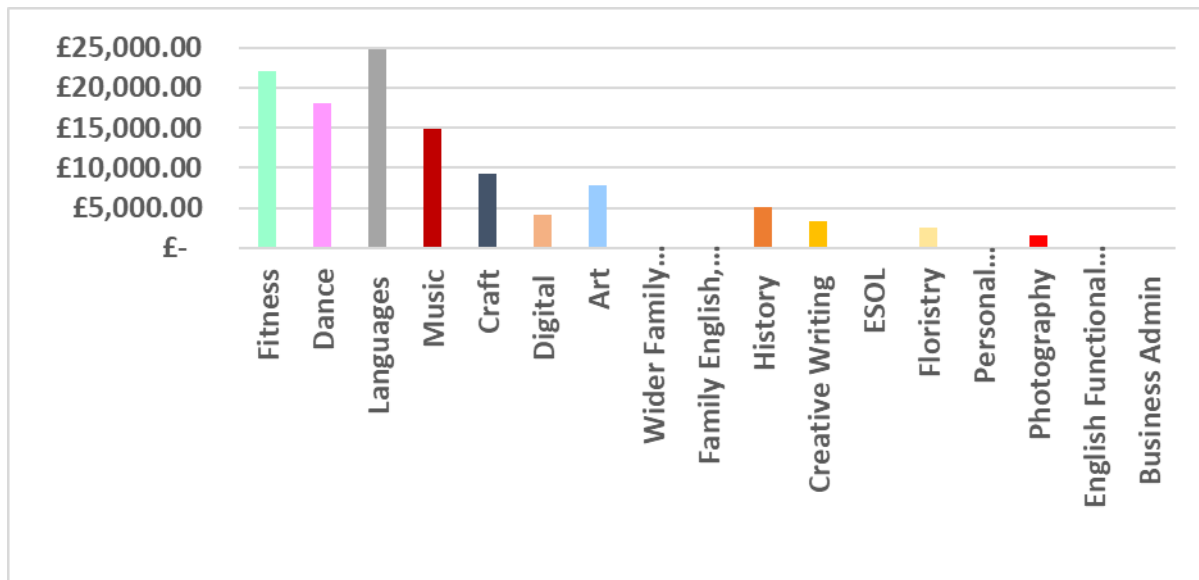
Breakdown of enrolments by Fee Type in 2021/22:

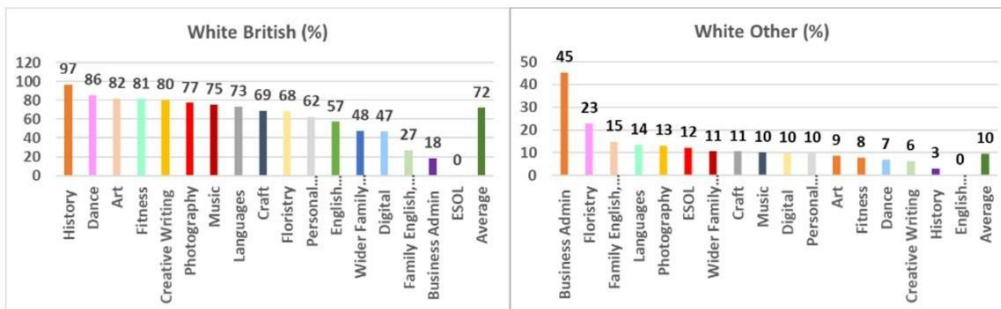| Fee Type	Count of Students	Count Of Enrolments
Benefits	490	1444
Family Learning (Free)	286	371
Fee Paid In Full	476	1002
Free Course	272	345
OAP	677	1703

Community Learning learner demographics 2020/21:

Ethnicity

Black (%)

Asian (%)

Other Min Ethnic (%)

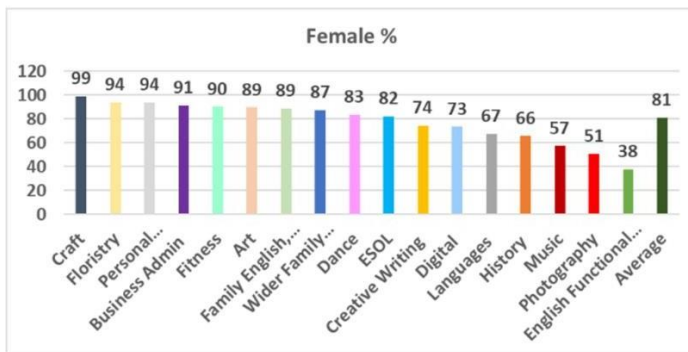# Ethnicity
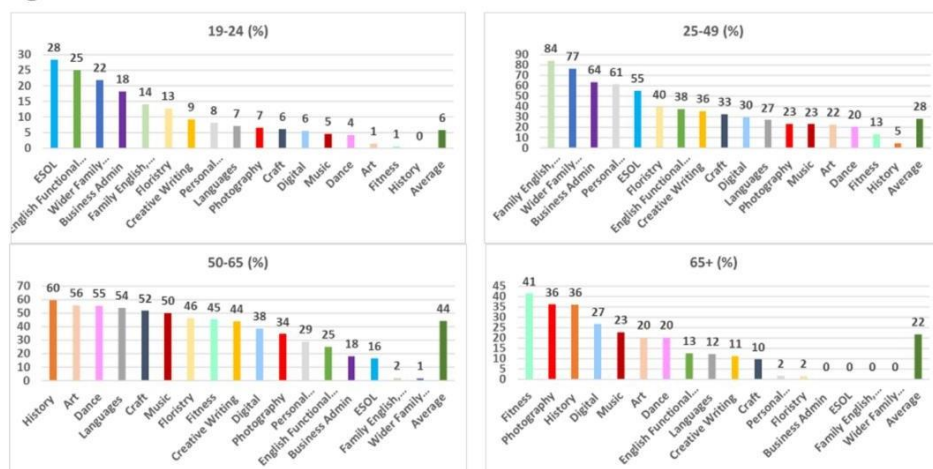

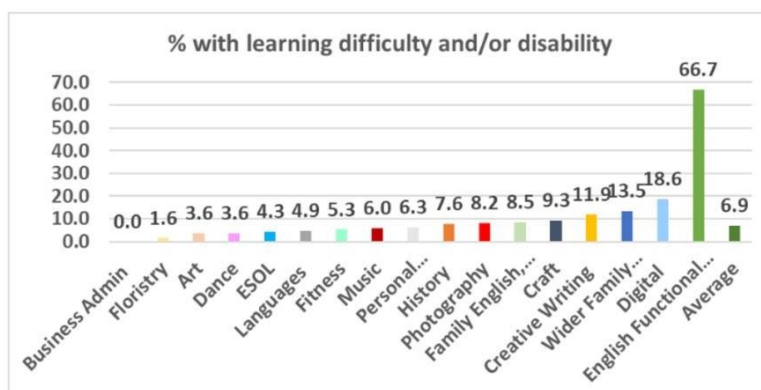White British (%)

White Other (%)

Gender Split

Female %
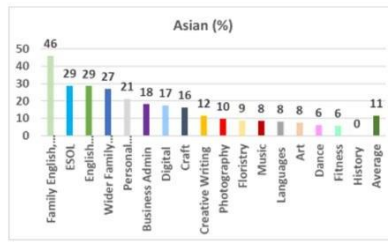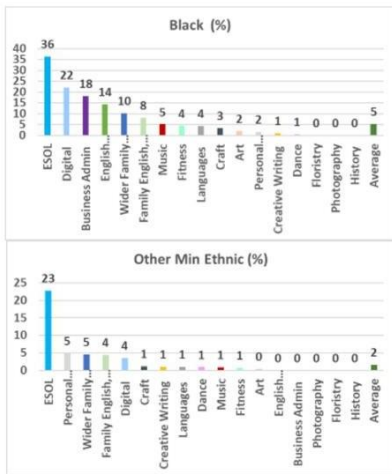
Age Profile of Courses

Disability Inclusivity

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Insufficient data (ID)

*Any impact on the Council workforce should be included under question 2.6 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	**NI**	n/a
Age 19-64	**PN**	Positive: • The proposal to increase fees is part of a strategy to off-set possible reduction in overall fee income next academic year due to re-balancing the curriculum offer. As part of this, we plan to increase ESOL, Maths, English, Digital skills and

<table>
<tr>
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<td>
Family Learning provision, using Community Learning Funding stream as a feeder/progression route into Adult Skills programmes. Taking a universal proportionalism approach to allocation of resources, these essential skills courses will be free of charge, and likely to engage more younger people, and residents most in need in this age group.
• Residents may place more value on their course if fees are increased, and this, in turn, is likely to increase attendance and retention rates.

Negative:
• Higher fees could result in lower enrolments particularly those facing disadvantage/most in need who are our key target 'market'. This may also impact the wider determinants of health, the things people need to be healthy as education and learning can impact the jobs we access and/ or do, the money we earn and how that impacts the standard of life we live, and our health.

Mitigation:
• We will be increasing ESOL, Maths, English and Digital skills, Family Learning programmes through Community Learning. This provision will be free of charge to all residents, and likely to attract a younger audience.
• We will retain Go CV+ Rates to offer significantly discounted fees for those on benefits
</td>
</tr>
<tr>
<td>Age 65+</td>
<td>**PN**</td>
<td>
Positive: as above

Negative:
• Increasing older persons fee rate to £3.00 per hour and increase age for eligibility to align with state pension age of 66 years old may put some people off enrolling for course.

Mitigation:
• Following an options appraisal, we are planning to retain, not remove, older persons discounted fee rate to minimise impact of increased fees.
• Increase in ESOL, Maths, English and Digital skills offer (which will be free of charge) will be available to all eligible learners over 65
</td>
</tr>
<tr>
<td>Disability</td>
<td>**PN**</td>
<td>
Positive: as above

Negative:
• Some learners may not be able to afford increased fees impacting on learning opportunities. This may impact the wider determinants of health such as social interaction

Mitigation:
• Majority of learners will be receiving welfare benefits and therefore still entitled to Go CV+ Rates
• Adult Education Service operates an Active Learning programme for adults with learning difficulties and disabilities
</td>
</tr>
<tr>
<td>Gender reassignment</td>
<td>**ID**</td>
<td>Adult Education Service does not collect data in relation to this</td>
</tr>
<tr>
<td>Marriage and Civil Partnership</td>
<td>**ID**</td>
<td>Adult Education Service does not collect data in relation to this</td>
</tr>
<tr>
<td>Pregnancy and maternity</td>
<td>**ID**</td>
<td>Adult Education Service does not collect data in relation to this</td>
</tr>
</table>

Race (Including: colour, nationality, citizenship ethnic or national origins)	P/N	Positive: as above Negative: - Increase in fees for those learners who do not meet eligibility for funding (no resource to public funds, less than 3 year residency rule etc.) could mean some new/settled migrants are not able to afford learning opportunities. This may also impact the wider determinants of health. Mitigation: - The service is undertaking Objective 1 project with Insight/Equalities team, with a view to broaden diversity of learner demographic - Plan being developed to identify and implement alternative marketing methods to attract non-white communities - Increase volume of essential skills courses such as English, Maths, Digital and Family Learning courses within Community Learning (free of charge) likely to engage a higher number of minority ethnic individuals/communities
Religion and belief	ID	- Adult Education Service does not collect data in relation to this
Sex	P/N	Positive: - Currently the gender split for Community Learning enrolments is approx. 80% female and 20% male. In line with the Coventry skills strategy, WMCA priorities, and Adult Education plans there is a need to widen accessibility and engagement of non-regulated first steps learning to men. As part of this, we plan to increase ESOL, Maths, English and Digital skills provision, free of charge, through Community Learning programme. Women will benefit from access to these free courses too. Negative: - Increased fees on leisure/general interest courses may be a barrier for those on low incomes and lead to fewer enrolments. Given that the current learner demographics, women could be negatively impacted more than men, particularly older women. Mitigation: - Following an options appraisal, we are planning to retain, not remove, older persons discounted fee rate to minimise impact of increased fees - We will retain Go CV+ Rates to offer significantly discounted fees for those on benefits - We plan to increase ESOL, Maths, English and Digital skills provision. Taking a universal proportionalism approach to allocation of resources, these essential skills courses will be free of charge, and therefore likely to engage more younger males and females, particularly those facing social exclusion, financial hardship/barriers to learning.
Sexual orientation	ID	- Adult Education Service does not collect data in relation to this

HEALTH INEQUALITIES

2.3	Health inequalities (HI) are unjust differences in health and wellbeing between different groups of people which arise because of the conditions in which we are born, grow, live, work and age. These conditions influence our opportunities for good health, and result in stark differences in how long we live and how many years we live in good health.

Many issues can have an impact: income, unemployment, work conditions, education and skills, our living situation, individual characteristics and experiences, such as age, gender, disability and ethnicity

A wide range of services can make a difference to reducing health inequalities. Whether you work with children and young people, design roads or infrastructure, support people into employment or deal with welfare benefits – policy decisions and strategies can help to reduce health inequalities

Please answer the questions below to help identify if the area of work will have any impact on health inequalities, positive or negative.

If you need assistance in completing this section please contact: Alicia Philips or Lisa Young in Public Health for more information. More details and worked examples can be found at https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx

Question	Issues to consider	
2.3a What HIs exist in relation to your work / plan / strategy	• Explore existing data sources on the distribution of health across different population groups *(examples of where to find data to be included in support materials)* • Consider protected characteristics and different dimensions of HI such as socio-economic status or geographical	
	Response: • The health of people in Coventry is generally worse than the England average. Coventry is one of the 20% most deprived districts/unitary authorities in England and 21.8% (14,755) of children live in low income families. Life expectancy for both men and women is lower than the England average • Life expectancy is 10.7 years lower for men and 8.3 years lower for women in the most deprived areas of Coventry than in the least deprived area • The rate for alcohol-related harm hospital admissions is 788*, worse than the average for England. • Estimated levels of physically active adults (aged 19+) are worse than the England average. • under 75 mortality rate from cardiovascular diseases and employment (aged 16-64) are worse than the England average	
2.3b How might your work affect HI (positively or negatively). **How might your work address the needs of different groups that share protected characteristics**	**Consider and answer below:** • Think about whether outcomes vary across groups and who benefits the most and least, for example, the outcome for a woman on a low income may be different to the outcome for a woman a high income • Consider what the unintended consequences of your work might be	
	Response: a. Potential outcomes including impact based on socio-economic status or geographical deprivation Positive: • Increasing digital skills offer through tasters, workshops and short courses to support people to get online, or maximising use technology – this is an enabler to better health outcomes, and will both directly and indirectly benefit health inequalities Negative: • It is possible that adults on low incomes, living in areas of deprivation and those from socio economic groups are more likely to be impacted by an increase in fees for leisure/hobby related Community Learning courses. They may no longer be able to	

afford courses, which could reduce their ability to maintain or improve mental or physical health. This may also impact the wider determinants of health. This in turn could impact on health inequalities and the wider determinants of health. For example, mental health could be affected as residents may have less access to social interaction, and a sense of belonging/wellbeing if not able to attend classes.

Mitigate:

- As stated, taking a universal proportionalism approach to allocation of resource. We intend to increase English, Maths, Digital and Family Learning offer within Community Learning programme. Most of these essential skills related courses would be free of charge thereby improving access to learning opportunities that move people closer to the labour market, support in-work progression, or a change of career.
- Residents/learners that are negatively impacted by fee changes would be signposted to alternative providers and partner organisations to support other pathways into learning. Learners that are negatively impacted by changes would be signposted to alternative providers and partner organisations to support other pathways into learning. Based on the current learner demographic and curriculum offer signposting/referral routes are likely to include: GoPark, CV Life, Age UK, University of the Third Age (U3A), Social Prescriber Community Link Workers.
- We are extending are reach and work with 'grassroots' voluntary and community sector organisations to engage soicially excluded/vulnerable groups in adult education service. These organisations include WATCH, Foleshill Women's Training, Valley House, St. Francis of Assissi, Feed the Hungry.
- Discussion has taken place with colleagues within AES to agree the proposed fee structure for 2022-23, taking account of the funding levels and WMCA requirements, staff knowledge of learner profiles within different areas of provision, and any impact of the fee changes implemented

b. Potential outcomes impact on specific socially excluded or vulnerable groups eg. people experiencing homelessness, prison leavers, young people leaving care, members of the armed forces community.

Positive: as above section
Negative: as above section
Mitigate:

- The majority of above people are likely to receive income related/welfare benefits and therefore entitled to Go CV+ Rates which will be a maximum of £20 per 20 hour course (representing £1 per hour for high quality education) for general interest/leisure courses.
- We intend to provide more English, Maths, Digital and Family Learning courses within Community Learning. Most of these essential skills related courses would be free of charge thereby improving access to learning opportunities that move people closer to the labour market, support in-work progression, or a change of career.

2.4   Next steps - What specific actions will you take to address the potential equality impacts and health inequalities identified above?

Stated in mitigations above.

DIGITAL INCLUSION

2.5 The Covid-19 pandemic accelerated the uptake of digital services nationally, whereby people who are digitally enabled have better financial opportunities, can access new information and are better connected to others (Lloyds Consumer Digital Index, 2021). However, for those who are digitally excluded, the digital divide has grown during the last two years, and without intervention people will be left behind with poorer outcomes across employment, health and wellbeing, education and service access. Some people are more likely to be excluded

including: older people, people from lower income households, unemployed people, people living in social housing, disabled people, school leavers before 16 with fewer educational qualifications, those living in rural areas, homeless people, or people who's first language is not English (NHS Digital.)

Some of the barriers to digital inclusion can include lack of:
- **Access** to a device and/or data
- **Digital skills**
- **Motivation** to get online
- **Trust** of online safety

Digital exclusion is not a fixed entity and may look different to different people at different times.

Example 1. Person A, has access to a smartphone and monthly data and can access social media apps, however lacks the digital skills and confidence, and appropriate device to create a CV, apply for jobs and attend remote interviews, and/or access educational and skills resources.

Example 2. Person B, is digitally confident and has their own laptop, however due a lower household income and other financial priorities, they cannot afford their monthly broadband subscription and can no longer get online to access the services they need to.

Example 3. Person C has very little digital experience and has heard negative stories on the news regarding online scams. Despite having the financial resource, they see no benefit of being online and look for alternatives whenever possible. A new council service requires mandatory online registration, therefore they do not access it.

It is important that we all consider how we can reduce digital inequalities across our services, and this may look very different depending on the nature of our work.

Please answer the questions below to help identify if the area of work will have any impact on digital inequalities, positive or negative.

If you need assistance in completing this section please contact: Laura Waller (*Digital Services & Inclusion Lead, CCC*). More details and worked examples can be found at https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx

Question	Issues to consider	
2.5 What digital inequalities exist in relation to your work / plan / strategy?	• Does your work assume service users have digital access and skills? • Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access? • Consider what the unintended consequences of your work might be.	

	Response:
	 • Research in Coventry (2019-22) that has identified:
	  • 9,380 households potentially have no device available to access the internet – 7% of 134,000 total households
	  • 27,700 16+ residents potentially only use a smartphone to go online – 10% of circa 277,000
	
	 There is a government funded entitlement to Digital skills courses that are mapped to the Essential Digital Skills Outcomes Framework. This means digital skills will be free of charge to learners. We are planning growth in digital skills provision to address inequalities. This will be achieved by offer 'digital drop-ins', pop-up classes, workshops and taster sessions through Community Learning funding as a first steps engagement and support for residents to stay connected online and access new digital skills that they can use in work or everyday life such as using a device for the first time, setting up email, staying safe online and accessing online services (banking, doctor's appointments, and safe use of the internet shopping online) https://www.coventry.gov.uk/cov-connects/digital-skills-support	

•	**2.5b How will you mitigate against digital inequalities?**	• If any digital inequalities are identified how can you reduce these?
		• For e.g. if a new service requires online registration you may work with partner organisations to improve digital skills and ensure equitable processes are available if someone is unable to access online.

Response:
- As part of the rebalancing of the curriculum offer, we propose to increase digital skills provision by 50% in 2023/24 (from 300 to 450 enrolments). We recognise that there are differences in digital exclusion and will create courses designed to meet a range of interests and needs.
- Further developing tasters and short (bite sized) courses with new partner organisations through #CoventryConnects initiative. It is important to note #CovConnects can provide holistic support for communities to remove barriers to digital engagement and reduce barriers such as access to a device and/or data (Device Bank), motivation to get online, and trust of online safety.
- Expanding geographical areas of delivery
- Learners will be encouraged to further develop digital skills by progressing on to longer courses for example Essential Digital Skills Qualifications (ESDQ), free of charge as part of digital entitlement up to Level 1. In addition, we are exploring options for delivery of Functional Skills Digital Qualifications (FSDQ).

2.6   How will you monitor and evaluate the effect of this work?

Comparison of learner enrolment data between 2021/22, 2022/23 & 2023/24 in an attempt to identify consequences of changing the Fee Strategy.

2.7   Will there be any potential impacts on Council staff from protected groups?
n/a

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex: **Age:**

Female	
Male	
16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity:

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Religion:

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

3.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups ☐

Positive impact has been identified for one or more protected groups ☒

Negative impact has been identified for one or more protected groups ☒

Both positive and negative impact has been identified for one or more protected groups   x

4.0 Approval

Signed: Head of Service: Kim Mawby (Employment & Skills)	**Date:**
Name of Director: Andy Williams (BIC)	**Date sent to Director:**
Name of Lead Elected Member: Cllr. Dr. Kindy Sandhu Cabinet Member for Education & Skills	**Date sent to Councillor: 22/06/23**

Email completed EIA to equality@coventry.gov.uk

Equality Impact Assessment

EIA-577901158 - Agreed Syllabus - Religious Education

Details

Title	Agreed Syllabus - Religious Education
Author	Martin Ledgard (Senior Adviser Education Improvement)
Head of service	Rachael Sugars (Head of Service Education Improvement and Standards)
Cabinet member	Kindy Sandhu (Education and Skills)

Context and background

EIA carried out on	Review of service, Commissioning
Background	SACRE has a statutory duty to review the Agreed Syllabus every 5 years, this EIA is with respect to the current renewal process. It was decided that the previous syllabus was no longer fit for purpose for Coventry, as it was based on the 'world religions paradigm' rather than reflecting the shift in Religious Education to a worldviews approach. A worldview is the way someone understands, experiences and responds to the world. It can include ideas about god, nature, ethics and reality, and include both religious and non-religious ideas. Through the Agreed Syllabus, pupils will be taught the academic skills needed to develop their worldview, learn about other worldviews, and navigate the diverse nature of belief in their community and wider.

Stakeholders	All children in maintained schools in Coventry are directly impacted, it could also be followed by children in academies and independent schools. Staff delivering lessons based on the syllabus and leaders in schools will also be directly impacted. The syllabus will indirectly impact on the families of children in Coventry schools, and potentially the general population, particularly faith communities. The syllabus has been developed with the overview of SACRE by a range of partners including Coventry and Warwickshire Primary, Secondary and Special schools, faith communities in Coventry and Warwickshire, Céline Benoit (Senior Lecturer and Associate Dean for Public Engagement at Aston University),Tim Hutchings (Assistant Professor of Religious Ethics at University of Nottingham), Farmington Institute and the Religion and Education Council.
Responsibility	Martin Ledgard

Consideration of impact

Baseline data and information	In 2021, 29.6% of Coventry residents reported having "No religion", up from 23.0% in 2011. The rise of 6.6 percentage points was the largest increase of all broad religious groups in Coventry. 43.9% of people in Coventry described themselves as Christian (down from 53.7%), while 10.4% described themselves as Muslim (up from 7.5% the decade before).

Protected groups

Age 0-18	Positive impact - The worldviews approach in the new Agreed Syllabus will have a positive impact on children, the effectiveness of implementation will be reviewed over time. This approach means that religious and non-religious pupils are equally worthy of study. No pupil needs to get the impression that their view on a subject is not welcome or important because it is not drawn from a traditionally religious perspective. When pupils engage with worldviews, they may discover that their own worldview shares ways of seeing with other established worldviews. This gives children the freedom to interact on a completely different level. It is no longer a case of either believing or not believing; pupils can engage in a much more nuanced way, sharing and adapting their beliefs and values as they travel through the curriculum. An Agreed Syllabus based on worldviews highlights the diversity within and across religions, and to do this pupils have to interact with individuals. The curriculum is no longer asking our non-religious pupils to engage with 'religion'. They will be introduced to individuals who may subscribe to a particular worldview, but real individuals with unique thoughts and feelings that our pupils will be able to relate to. When pupils find a topic relatable, they are much more likely to engage with it positively, and therefore by having a people-focused curriculum rather than a religion-focused curriculum, non-religious pupils are much more likely to connect with the teaching.
Age 19-64	Positive impact - The long term positive impact is an ambition for the population to have a broader understanding and respect for the religious/non-religious worldviews of others.
Age 65+	Positive impact - The long term positive impact is an ambition for the population to have a broader understanding and respect for the religious/non-religious worldviews of others.
Disability	No impact - Disability is not covered directly within the Agreed Syllabus.
Gender reassignment	No impact - Gender reassignment is not covered directly within the Agreed Syllabus.
Marriage and civil partnership	Positive impact - The syllabus will encourage children to reflect on the meaning of marriage/civil partnerships in different traditions and families.
Pregnancy and maternity	Positive impact - The syllabus will encourage children to reflect on the meaning of family in different traditions.

Race	Positive impact - The syllabus will encourage children to reflect on their own worldviews and those of others from different backgrounds of all kinds.
Religion and belief	Positive impact - The syllabus will encourage children to reflect on their own worldviews and those of others from different backgrounds of all kinds, especially relating to belief. This also includes non-religious worldviews.
Sex	No impact - Sex is not covered directly within the Agreed Syllabus.
Sexual orientation	No impact - Sexual orientation is not covered directly within the Agreed Syllabus.

Health inequalities

Reduce health inequalities	The syllabus links to the following principle: Tackle racism, discrimination and their outcomes
Information	The worldviews approach has been carefully selected and is an evidence based approach to a Religious Education curriculum.
Groups of people	The city of Coventry is diverse, there are many minority groups both in terms of race and religion who we hope would see benefit from the implementation of the worldviews approach over time.
Improvements	Effective implementation of the Agreed Syllabus in Coventry schools (which will be monitored by SACRE).

Digital inequalities

Impact	We know that all schools have the internet access required to access the Agreed Syllabus.
Opportunities	Should schools need to deliver any aspects of the syllabus remotely, they have policies in place to enable provision for any families who would not have digital access.

Title of EIA		Palmer Lane deculverting and public realm improvements
EIA Author	Name	Terry Herbert
	Position	Senior Project Manager
	Date of completion	July 2023
Head of Service	Name	Mark O'Connell
	Position	Head of Public Realm
Cabinet Member	Name	Cllr Jim O'Boyle
	Portfolio	Jobs and Regeneration

EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☒ Other project *(please give details)* New public realm project

1.2 In summary, what is the background to this EIA?

The Palmer Lane project will undertake an Equality Impact Assessment as part of project development and impact. The public realm proposals will make movement around the area more accessible to all and at no cost to the public. Discussions with the Access Groups and representative organisations will continue through scheme development, to ensure that the design of all schemes to be developed properly reflects access needs.

Palmer Land covers an area of land situated within the centre of Coventry. The site lies within a conservation area and is the central point of a traditional perimeter block form, with Hales Street to the north, Trinity Street to the east, Ironmonger Row/Cross Cheaping to the south and Burges to the west. The site is bound by a number of Grade II Listed Buildings. Within the site, the derelict Illingworth Building stands within the centre of the site, this building is currently unused, but was believed to have been used in the past for a range of purposes including storage. An electricity sub-station also lies within the site.

The project involves the creation of an enhanced area of public realm. Within the works it is proposed that the River Sherbourne be partly de-culverted, with associated landscaping, public art, lighting, drainage and underground services works to be undertaken including changing to land levels, boundary treatments and associated works. Indicative illustrations are shown below: -


ILLUSTRATIVE PLAN

N^ 1:150

THE RIVER STEPS

We are working closely with key stakeholders in the area to maximise the rich heritage that is in the area, including Historic Coventry Trust and Historic England who are contributing funds towards our project, whilst concurrently carrying out works to the front and rear of No 28 The Burges to re-invigorate the historical nature and architecture of the building.

Palmer Lane dates back to Medieval times, and the Coventry society refers to it's origins in the enclosed article:
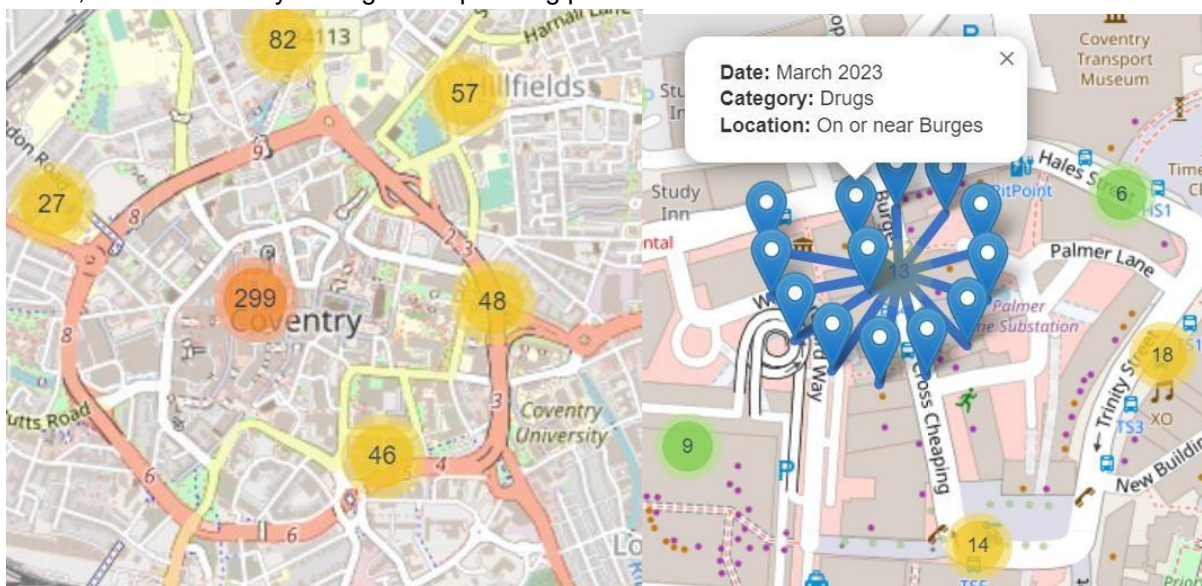

Existing Area – Cobbles & Cantilever Bridge
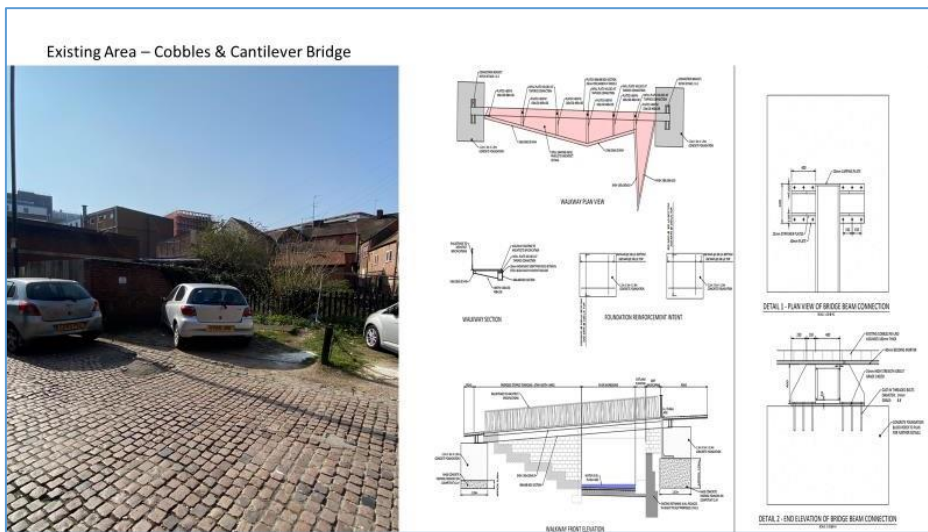
https://www.coventrysociety.org.uk/2023/05/08/the-coventry-demolitions-of-1820-continued-and-a-revival/?mc_cid=36b2be220c&mc_eid=bb57974807

Palmer is another name for a pilgrim who had been to the Holy Land and brought back a palm leaf as proof.

Crime Statistics in and around Palmer Lane

Our improvements to the area of Palmer Lane will likely address a number of anti-social behaviours which occur at present, largely due to the 'cleaning-up' of the area, as well as increased passive surveillance measures brought about by the increase in the expected numbers of members of the public who will frequent and dwell in the area, further supported by the proposed re-development by an independent property developer of the Illingworth Building, which is adjacent to our works, and has recently been granted planning permission.

| Legend	
■	Anti-social behaviour
■	Bicycle theft
■	Burglary
■	Crim. damage/arson
■	Drugs
■	Other theft
■	Poss. of weapons
■	Public order
■	Robbery
■	Shoplifting
■	Theft from the person
■	Vehicle crime
■	Violence/sexual
■	Other crime
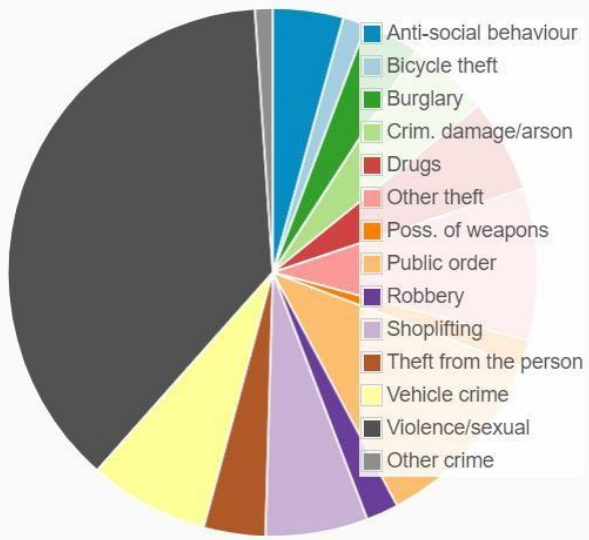
Crimes in and around the area of Palmer Lane (CV1) include: -

- Drugs
- Violence
- Sexual Assault
- Use of Weapons;

alongside numerous

- Public Order and
- Shoplifting offences.

Demographics
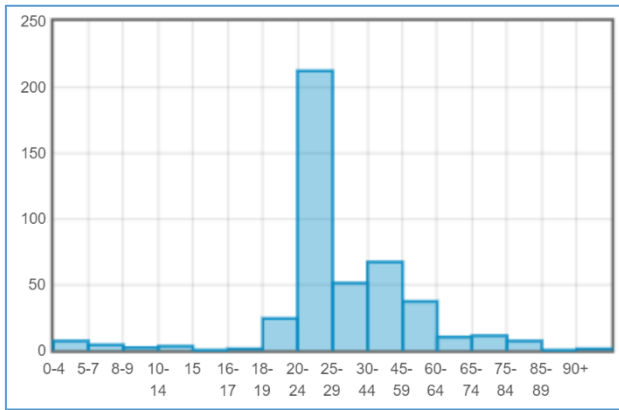
Across the UK, the median age is 39.

This section of the St Michael's ward has a very large concentration of residents that are aged 18-30. This is most commonly seen in inner city areas that have good entertainment facilities (bars, clubs, theatres etc.) that appeal to this younger demographic.

This type of distribution is also common in the vicinity of higher education facilities, in particular universities.

There are several schools in the area and there is a significant footfall by schoolchildren using this area as a cut-through.
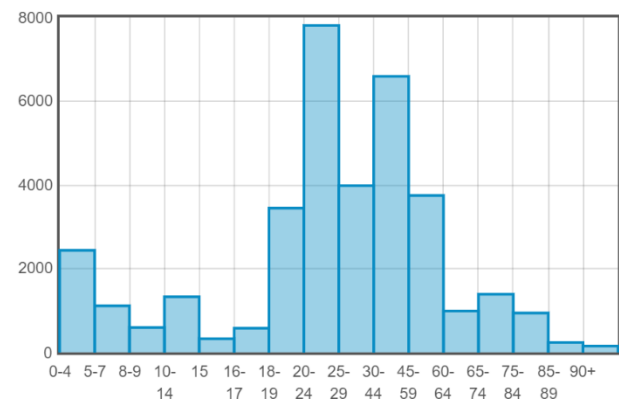
The wider CV1 demographics show the potential range of members of the public that may use the area once re-development has occurred

Ethnic Groups

Palmer Lane, Coventry can be considered more ethnically diverse than the UK average. As whole, the UK population claims itself as approximately 86% white, with residents of this area being 51%

This is a multi-cultural ethnically diverse area of the city.

1.3   List organisations and people who are involved in this area of work?
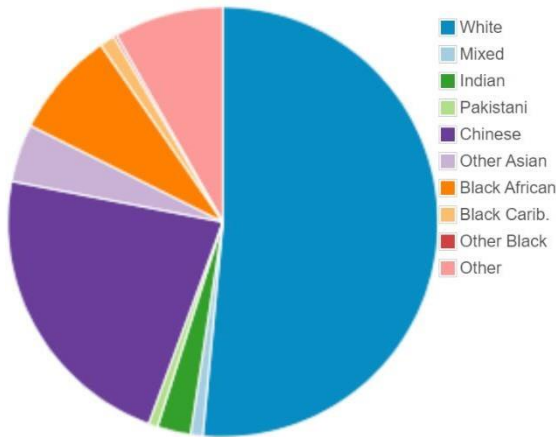
Blue light Services
Elected members: Cabinet Member and Ward Councillors
Landowners affected by the scheme including Property owners whose land/rights over land is required
Relevant CCC teams: Highways, Network Management, Planning, Waste Management & Refuse collection
Coventry Older Voices and Age Concern
Historic Coventry Trust
Historic England
Disability Groups, including: National Federation for the Blind, Guide Dogs Association, Coventry Wheelchair Users, Disability, Equality and Access Panel
Local Public Houses
Local/national Environmental bodies
Residents
Shops and small businesses
Student Accommodation
Taxi drivers
Community Transport Groups: Eg, schools services, Shopmobility, Meals on Wheels
Coventry BID
Coventry Society
Courier companies
Special interest/ Community Groups
Canal and River Trust
Local Media Specialist Press

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.6 Baseline data and information
- Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
- Where possible compare your data to local data using
  - Facts about Coventry
  - Census 2011
  - Census 2021
  - JSNA

Data analysis as outlined above in 1.2

Planning Application Reference Number: FUL/2021/1994

Palmer Lane Regeneration 2023 Update: Cabinet Report: Cabinet 11th July 2023

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	P	Creating open green space to encourage people to visit and dwell in the area. In green space, children have ready made safe space to run around and play games together, without worrying about traffic. They get to explore, have more freedom and be more independent, inside or outside any fenced off playing area. Green space also gives children more contact with nature.
Age 19-64	P	Creating open green space to encourage people to visit and dwell in the area.

		There is growing evidence to suggest that being in nature has positive effects on people's mental health. Studies have shown that green spaces can lower levels of stress (Wells et al, 2003) and reduce rates of depression and anxiety, reduce cortisol levels (Park et al, 2010) and improve general well-being. Not only can a simple 'walk in nature' boost your mood but also improve your cognitive function and memory (Berman et al, 2012). Green spaces can provide a buffer against the negative health impacts of stressful life events. A Dutch study showed that residents with a higher area of green spaces within a 3km radius had a better relationship with stressful life events (Van den Berg et al, 2010) which was soon to be increasingly important in recent years with the effects of COVID-19. Redevelopment of the area may produce future business opportunities.
Age 65+	P	Creating open green space to encourage people to visit and dwell in the area. Introduction of benches and seating for resting spots.
Disability	P	Creating open green space to encourage people to visit and dwell in the area. A lack of access to stepped area for wheelchair and pushchair users is partially mitigated by the installation of a fully accessible open-metal mesh area over the River, and low-level railings, where they are able to see and hear the river and it's flora and fauna. Repairing and reconstructing uneven cobbles, making the area more accessible to wheelchair, pushchair and visually impaired users. There are no plans to include Changing-Places toilet facilities, but users will be directed to the nearest facilities – which will be available nearby – at Salt Lane from October 2023 Green spaces can be a health resource for people with mobility disabilities by stimulating positive emotions and providing valued experiences of insideness. Visibly impaired persons will need to be considered within the design implications. Further discussions with appropriate groups may be required, and we will attend the necessary DEAP meetings Introduction of benches and seating for resting spots. Communications about the scheme will include accessible and inclusive methods of engagement.
Gender reassignment		
Marriage and Civil Partnership		
Pregnancy and maternity	P	Creating open green space to encourage people to visit and dwell in the area. Lack of pushchair access to stepped area, mitigated by the installation of an open-metal mesh area over the River for use by pushchair users. Introduction of benches and seating for resting spots.
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	Communications about the scheme will include accessible and inclusive methods of engagement.
Religion and belief		

Sex		
Sexual orientation		

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	Further information on heath inequalities is available on the Intranet

3.1 Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:

There is a bank of evidence that demonstrates the link between people's good health and being surrounded by the natural environment. Low-income areas are associated with lower quality housing and education, poor diet, and less access to good quality green space. Living near areas of greenspace (such as parks or woodland) can improve health, regardless of social class.

Coventry is a population dense area, with greater than regional and national rates of populations for 16 to 64 year olds, and with Mortality rates being higher than that regionally and nationally, health rates being very similar to the national average, and higher levels of households in fuel poverty the river development will provide a further green space to contribute to the benefits of blue and green infrastructure, which will in turn contribute towards tackling health inequalities.

As a Marmot City, Coventry has taken a whole-systems, assets-based approach to adopting the Marmot Review policy objectives to reduce health inequalities.

3.2 What information do you have to show you are going to reduce health inequalities:

Births	Coventry		West Midlands region	England	Period
	Count	Rate	Rate	Rate	
General fertility rate	4,047	46.1	57.3 ▼	55.3 ▼	2020
Mortality rates (age standardised rates per 100,000 people, all ages):					
Mortality Rate	3,240	1,196.0	1,122.1 ▲	1,042.4 ▲	2020
Under 75 mortality rate from all causes	1,152	461.7	396.5 ▲	358.5 ▲	2020
Health					
Life expectancy at birth - male	78.0		78.5 ◆	79.4 ◆	2018-20
Life expectancy at birth - female	82.0		82.5 ◆	83.1 ◆	2018-20
Infant mortality rate	60.0	4.8	5.6 ◆	3.9 ◆	2018 - 20
Long term illness or disability - %	56,247	17.7%	19.0% ▼	17.6% ◆	2011
Deprivation					
% of children in relative low income familiies, aged 0-15	16,737	22.9%	24.6% ▼	18.5% ▲	2020/21
% households in fuel poverty	28,208	20.3%	17.8% ▲	13.2% ▲	2020

3.3   Who/which groups of people might face the biggest health inequalities for your work and why:

What can be done to improve health equity for the groups of people you have identified?

3.4   What can be done to improve health equity for the groups of people you have identified?

The development will contribute to strengthening the role and impact of ill health prevention by providing access to open space/ green space for exercise e.g. walking along the river, and spaces for communal seating areas to promote social connectedness will promote positive health and well-being, support in tackling obesity and support mental health.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1   Starting point:

Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate?

- N/a

4.2   **4.3 Reducing digital exclusion inequalities**

Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

Communications about the scheme will include accessible and inclusive methods of engagement.
These will include written, posted, audio and displayed collateral for members of the public to review.
We will produce multi-lingual collateral to support the diverse ethnicity in the area where appropriate.

5.0   **Will there be any potential impacts on Council staff from protected groups?**

No

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex:

Female	
Male	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity:

Age:

16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Religion:

Any other	
Buddhist	
Christian	
Hindu	
Jewish	

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

6.0	**Action Planning**	
Issue Identified	**Planned Action**	**Timeframe**

7.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☒

Positive impact has been identified for one or more protected groups   ☒

Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected groups   ☐

8.0   Approval

Signed: Head of Service: **Mark O'Connell**	**Date: 06 July 2023**
Name of Director:	**Date sent to Director:**
Name of Lead Elected Member:	**Date sent to Councillor:**

Email completed EIA to equality@coventry.gov.uk

Title of EIA		City Centre PSPO Nov 23
EIA Author	Name	**Liam Nagle**
	Position	**Community Safety Officer**
	Date of completion	**October 2023**
Head of Service	Name	**Julie Newman**
Cabinet Member	Name	**Cllr P Hetherton**
	Portfolio	**Cabinet Member for City Services**

- EIA
  - Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
  - Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

- Sign Off
  - Brief the relevant Head of Service/Director/Elected Member for sign off
  - Have the EIA Form ready for consultation if it is required
  - Amend according to consultation feedback and brief decision makers of any changes

- Action
  - Implement project / changes or finalise policy/strategy/contract
  - Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☒ Review of policy / strategy
☐ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2   In summary, what is the background to this EIA?

There has been a City Centre PSPO in place since 2017. It has had a condition that allowed officers to insist cyclists dismounted from their bicycles (of all forms) if they were cycling in a dangerous or reckless manner.

Elected members personally noted and members of the public as well as disability groups highlighted the danger posed to pedestrians in the City Centre from bicycles.

It is proposed that all cyclists dismount from their cycles as pedestrian safety is compromised to an unacceptable level. We want to ensure that no protected characteristic group is unduly disadvantaged by this proposal. This requirement will also apply to escooters

This requirement will not apply to anyone in a mobility scooter, on an adapted bicycle or as specified in the legal order that means it is not practical for them to dismount, they must however cycle in a safe and considerate manner.

1.3   List organisations and people who are involved in this area of work?

West Midlands Police
Coventry BID
Coventry City Council;
Community Safety
Licensing
Highways
Public Realm
Legal Services
Planning
Disabilities Equality Action Partnership (DEAP)
Wheels for Well Being
Respondents to the consultation
Coventry City Visitors and Residents

SECTION 2 – Consideration of Impact
Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

1. **Baseline data and information**
    - Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
    - Where possible compare your data to local data using
        o   Facts about Coventry
        o   Census 2011
        o   Census 2021
        o   JSNA

2021 Census data shows us that;

14% of the city are aged 65+

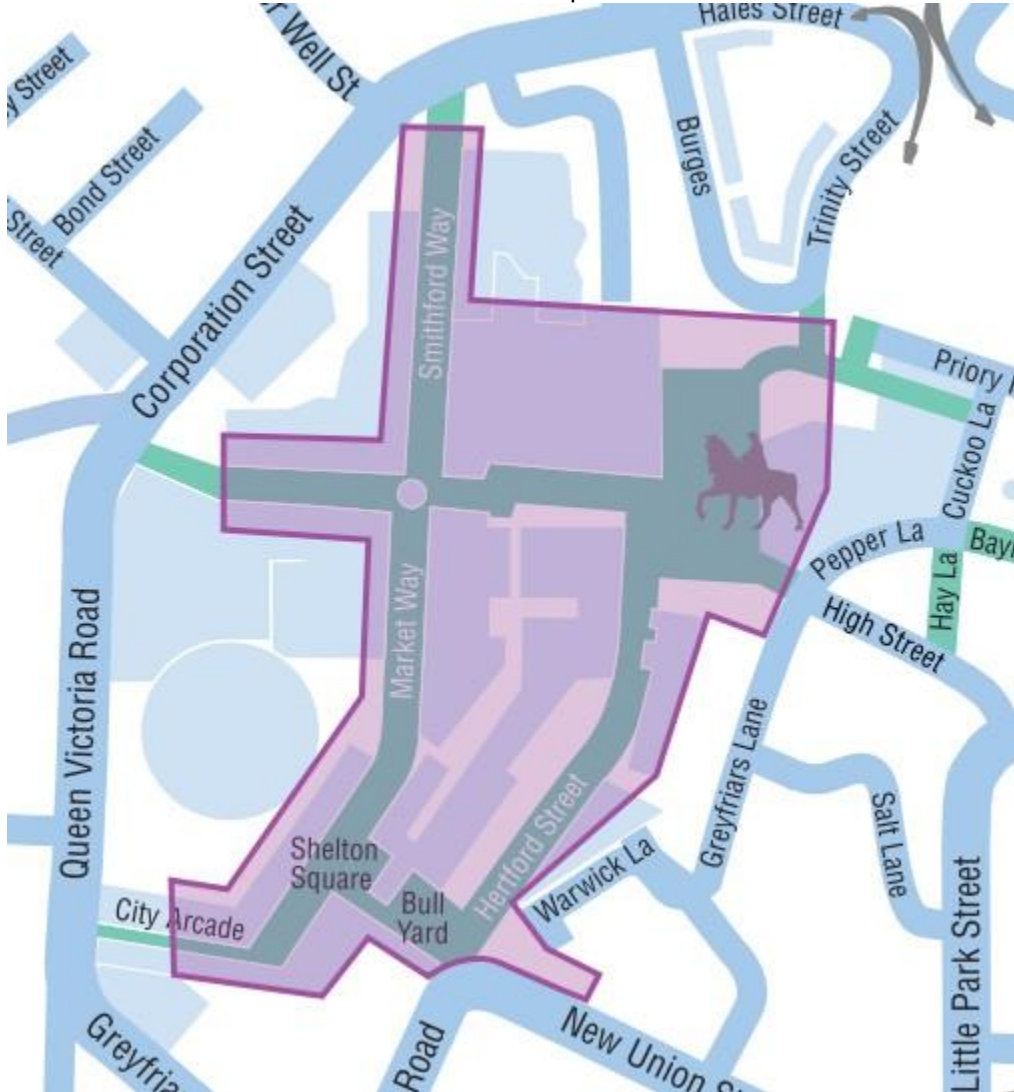Approximately 20% of the city identify themselves as being disabled and limited to some regard, whether a little or a lot.

In conversations with the Disability Equality Action Partnership (DEAP) they have made several challenges, including personal testimony, regarding many individuals suffering near misses in the City Centre as well as anecdotal evidence of people they know have suffered injuries.

Statistics from the Department for Transport (Dft) showed that 531 people were involved in incidents with cyclists last year – 15 per cent up on 2016 and the highest since recording collisions involving bike riders was introduced in 2013. Of those involved in collisions, three were killed and 120 seriously injured.

There was a public consultation related to the proposed amendments that has just been completed. Approximately 1000 people responded and over 80% stated that they felt the actions of cyclists in the City Centre made the City Centre less safe for pedestrians.

The restricted area is shown on the attached map

2.2 **On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.**

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below**

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required

Age 0-18	**PN**	Pedestrian safety will be improved, particularly for very young children who are likely to be unaware of their surroundings and more at risk and unable to take evasive action from a bicycle/escooter ridden at speed (Positive) Young people who wish to cycle/escooter across the pedestrianised areas will not be able to (Negative) This can be mitigated by dismounting and walking with your cycle or taking an alternative route.
Age 19-64	**PN**	Pedestrian Safety will be improved from the risk of a collision with a bicycle/escooter (Positive) People wishing to cycle/escooter across the pedestrianised areas will not be able to (Negative) This can be mitigated by dismounting and walking with your cycle/escooter or taking an alternative route. Negative impact will be faced by drivers who will no longer be able to use the quickest route for food deliveries and will be fined if they do use this route. The team will work with business and drivers to ensure they are made aware. Drivers if caught using this route will be given warnings at first and fines will be issued after the an agreed time
Age 65+	**PN**	Pedestrian Safety will be improved from the risk of a collision with a bicycle/escooter(Positive) People wishing to cycle/escooter across the pedestrianised area will not be able to (Negative) This can be mitigated by dismounting and walking with your cycle or taking an alternative route.
Disability	**P**	People with visual impairments will be made significantly safer as they are at a higher risk of collision than a sighted pedestrian(Positive) People with mobility issues will be made significantly safer as they are at a higher risk of collision than someone with full mobility (Positive) People with hearing loss will be made significantly safer as they are at a higher risk of collision than someone with full hearing (Positive) Evidence collated by the RNIB have identified concerns that e-scooters could have on the safety, confidence and independence of blind and partially sighted people
Gender reassignment	**NI**	Nothing different from the comments in the ages group above
Marriage and Civil Partnership	**NI**	Nothing different from the comments in the ages group above
Pregnancy and maternity	**P**	Nothing different from the comments in the ages group above
Race (Including: colour, nationality, citizenship ethnic or national origins)	**NI**	Negative impact will be faced by drivers who will no longer be able to use the quickest route for food deliveries and will be fined if they do use this route. The team will work with business and drivers to ensure they are made aware. Drivers if caught using this route will be given warnings at first and fines will be issued after an agreed time. Drivers who first language is not English will be given the guidance in a translated format as and when required.
Religion and belief	**NI**	Nothing different from the comments in the ages group above
Sex	**NI**	Nothing different from the comments in the ages group above
Sexual orientation	**NI**	Nothing different from the Comments in the ages group above.

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	Further information on heath inequalities is available on the Intranet

3.1 **Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:**

The amendment to the City Centre PSPO will reduce health inequalities by supporting some key Marmot principles:

Give every child the best start in life
Create and develop healthy and sustainable places and communities
Strengthen the role and impact of ill health prevention
Pursue environmental sustainability and health equity

Some of the Marmot principles apply to the built and physical environment people live,
the Council wants to encourage citizens to stay active and wishes to make the City Centre a safe and
welcoming environment for people to visit, to enjoy open spaces and fresh air as well as get some
exercise. We want to encourage people into the City Centre, reduce the likelihood of them suffering a
serious injury and make pedestrians more confident.

We recognise some may feel that the proposed amendment may deter some people from cycling in
the City, however we believe that the inconvenience to cyclists that may need to dismount and walk
through the restricted area or take alternative routes, is outweighed by the improvement to pedestrian
safety, the likely reduction in serious accidents and injuries and anti social behaviour.

3.2   What information do you have to show you are going to reduce health inequalities:

There is a bank of evidence on on e-scooters to date and e-scooter-related injuries.
In January 2020, the Department for Transport (DfT) commissioned Kantar's Public Division to carry out a
nationally representative survey of public attitudes and behaviours in relation to e-scooters. The survey was
conducted before the implementation of regulatory changes brought in to accommodate e-scooter trials**.**

Key findings include:

- Eight in ten respondents mentioned at least one disadvantage, with safety being the
  overwhelming concern (41% mentioned safety of pedestrians and 35% mentioned safety of
  riders).

House of Lords E-scooters: The road ahead; published Published Tuesday, 26 July, 2022 highlights the
following data on the safety of escooters.

Incidents of harm involving e-scooters have been widely reported in recent years. The Department for
Transport reported the following provisional casualty figures for 2021:

- 1,280 collisions involving e-scooters, compared to 460 in 2020
- 309 included one e-scooter with no other vehicles involved in the collision (single vehicle
  collision), compared to 83 in 2020
- there were 1,359 casualties, compared to 484 in 2020
- of all casualties, 1,034 were e-scooter users, compared to 384 in 2020
- there were nine deaths (all of whom were e-scooter riders) compared to one in 2020

Campaigners on disability issues have also highlighted the challenges an increase in e-scooter use may pose
for pedestrians with disabilities; for example, the Royal National Institute of Blind People highlights:
'Micromobility vehicles such as e-scooters are extremely difficult for blind and partially sighted people to see,
and operate quietly which also makes them difficult to hear. It may not always be obvious to someone using a
micromobility vehicle that they are approaching a pedestrian with sight loss. The difficulties in these two groups
detecting one another make interactions between the two potentially dangerous.'

**Detailed local information regarding accidents with ebikes has not been obtainable within this report
timescales, it is hoped to have information available for the Cabinet Meeting on Nov 7th**

A Freedom of Information request to the Metropolitan Police https://www.met.police.uk/foi-ai/metropolitan-police/d/june-2022/reported-casualties-in-accidentscollisions-involving-e-bikes-electric-bikes-2018-2022/
Shows that, despite the 4 years covered, including the Covid pandemic, there were over 40 serious injuries involving ebikes including one fatality.

The information we have from key partners and anecdotal evidence suggests that people are deterred from visiting the City Centre because they feel intimidated and unsafe because of the activities of cyclists in the City Centre. By requiring cyclists to dismount in pedestrianised areas we hope to encourage people to visit the City Centre, get some fresh air, walk and exercise and improve their mental well being.

Potentially the request to dismount from their bike may deter some individuals but we will have exemptions for those in mobility scooters, the disabled or others unable to dismount from their cycles or escooters for a valid reason. Equally the mitigation of needing to either walk with your bike through the defined area or select an alternate route is not a significant inconvenience, in our opinion.

3.3   Who/which groups of people might face the biggest health inequalities for your work and why:
What can be done to improve health equity for the groups of people you have identified?

The amendment to the city centre PSPO will impact on the lives of people who live, work and visit the city. The amendments to the proposed restrictions will impact positively on who face the biggest health inequalities. The implementation of restrictions of escooters within the defined areas will contribute to a safer space for all coventry residents and those who visit the city centre.

Exemptions will be in place for those who are unable to dismount from their cycles or escooters; this exemption will include mobility scooters and adapted bicycles.   These exemptions will be detailed on the relevant webpage and public signage will inform people that exemptions do apply to the order to dismount.

3.4   What can be done to improve health equity for the groups of people you have identified?

We have consulted with stakeholders and forums on the proposed amendment, the findings will inform the implementation of the amendment to the city centre PSPO, to ensure the proposed restrictions will impact positively, by encouraging the safe use of escooters and electric bicycles safely within the permitted infrastructure and reducing the use in the shared spaces in the City Centre; this will provide opportunities for local residents, businesses, visitors to the city travel and use these areas safely improving health equity.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1   Starting point:
Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate?   Y/N - No
- Does your work assume service users have digital access and skills?
- Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?
- Consider what the unintended consequences of your work might be.

The only aspect of this order that assumes the public will be online will be on signage that will direct them to a website for additional information. The primary information, i.e cyclists must dismount will be clearly shown on the signage, however the details of what and whom would be exempt from the order would be on the website. As it mainly applies to disabled people and those on mobility scooters we would work with key user groups such as Disability Equality Action Partnership (DEAP) and others to publicise this. Equally free internet access is available at public libraries and other community locations.

4.2   Reducing digital exclusion inequalities
Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

N/A

5.0   Will there be any potential impacts on Council staff from protected groups?

N/A

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex: **Age:**

Female	
Male	
16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity: **Religion:**

Any other	

Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

6.0   How will you monitor and evaluate the effect of this work?

The operation of Public Space Protection Orders in the City generally is subject to oversight from Scrutiny Committee. The Disability Equality Action Partnership is an umbrella organisation that looks at disability and equality based issues across the City and has been in regular dialogue with key officers regarding this and other matters and will continue to do so.

6.1	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**
	Monitoring of enforcement activity	Ongoing analysis

7.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups.
Positive impact has been identified for one or more protected groups.
Negative impact has been identified for one or more protected groups.
 Both   positive   and   negative   impact   has   been   identified   for   one   or   more   protected groups

Email completed EIA to equality@coventry.gov.uk

Title of EIA		**Adult Social Care Community Alternatives**
EIA Author	Name	**Max Shakespeare**
	Position	**Change Manager**
	Date of completion	**21/11/23**
Head of Service	Name	**Jon Reading** **Tracey Denny**
	Position	**Head of Commissioning and Quality (Adult Social Care)** **Head of Localities & Social Care Operations**
Cabinet Member	Name	**Cllr. Bigham**
	Portfolio	**Cabinet Member for Adult Services**
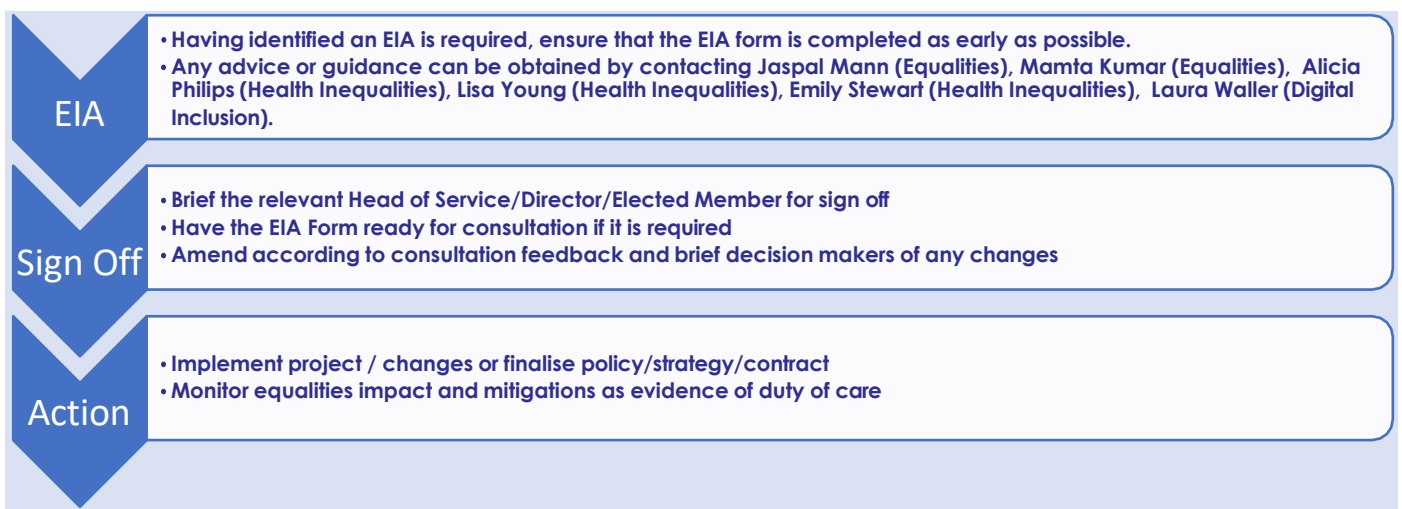
EIA
- Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
- Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

Sign Off
- Brief the relevant Head of Service/Director/Elected Member for sign off
- Have the EIA Form ready for consultation if it is required
- Amend according to consultation feedback and brief decision makers of any changes

Action
- Implement project / changes or finalise policy/strategy/contract
- Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☒ Other project *(please give details)* Medium Term Financial Strategy Project

1.2 In summary, what is the background to this EIA?

This proposal would see adults with eligible social care needs being offered alternatives to paid support with a plan to see diversion from community support services including home support, day opportunities and carers short breaks. This would include situations where service users take direct payments to purchase their support from these service types.

There are 197 older people (65+) waiting for support and 172 adults under 65 with physical or learning disabilities waiting for support.

The types of community alternatives being proposed are activities, advice, guidance and support arranged through other organisations, use of informal networks and volunteers, other funding streams, digital solutions, supporting people into work and training. The community alternatives could involve a reduction in the level of funded support they require from social care or a direct replacement for this funding.

This project enables adult social care to provide more personalised, strength-based solutions which improve adults' well-being and enables them to be as independent as possible for longer. This way of working enables Adult Social Care to be in line with the requirements of the Care Act 2014.

It is anticipated that a budgetary saving of between 1% and 5% might be achieved hence an approximated range of saving from £0.5m – £2.5m based on a gross budget for these service types of approximately £50m. It is anticipated that 50% of this might potentially be achievable in 2025/26 and 100% could be secured in 2026/27.

Expected lead time to implementation 9 - 12 months
Expected Range of Saving £1m +

Potential Saving Profile
YEAR   VALUE £
2023/24   £0

2024/25   £0

2025/26   £0.25m-£1.75m

2026/27   £0.5- £2.5m

The work involved will be to work with a range of public, voluntary, community organisations and residents to explore and develop replacement care options in the community.

1.3   List organisations and people who are involved in this area of work?

- Adult social care providers (care homes and domiciliary care)
- Cabinet, specifically Cabinet Member for Adults
- Director of Adult Social Care and Housing
- Adults Strategic Commissioning
- Transformation Team
- Finance
- Residents / service users
- Operational social work teams
- Voluntary and community groups

•	Health
•	Fire
•	Private businesses

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not.
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1 Baseline data and information
- Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
- Where possible compare your data to local data using
  - Facts about Coventry
  - Census 2011
  - Census 2021
  - JSNA

If community alternatives are provided for new and existing adults and carers eligible for social care support, all of the wards of Coventry would be affected. However, the wards to be most likely affected are where most adults and carers eligible for support live in the City which are Westwood, Radford, Cheylesmore and Bablake.

We know that number of requests from adults to the ASC front door increased from 13,944 to 14,706 from 2021/2022 to 2022/2023. The current year figures show a decrease in requests for support, 9465 compared to 9,609 at this stage in the year. Winter pressures might impact on the numbers requesting support, as the year progresses.

Of the current requests for support, 78.9% are from the community and 20.7% are from hospital.

Of the current requests for support, 37.4% are signposted to a range of commissioned, or other public, voluntary or community services. 24.8% are provided with on-going low-level support, 19.4% are provided with short term support to maximise independence, 11.1% no services provided, 3.7% long-term support in the community, 1.4% Short-term other, 0.9% Long-term residential care, 0.7% no services provided (deceased), 0.5% Long-term support (nursing care) and 0.2% NHS funded care.

Of the requests for support and all types of support provided, physical support is the highest need, followed by support with memory and cognition, learning disability, sensory support, mental health and social support.

Of the adults receiving short-term social care support, the majority 56% are female.

Of the adults receiving short-term social care support, the majority 76% are white British.
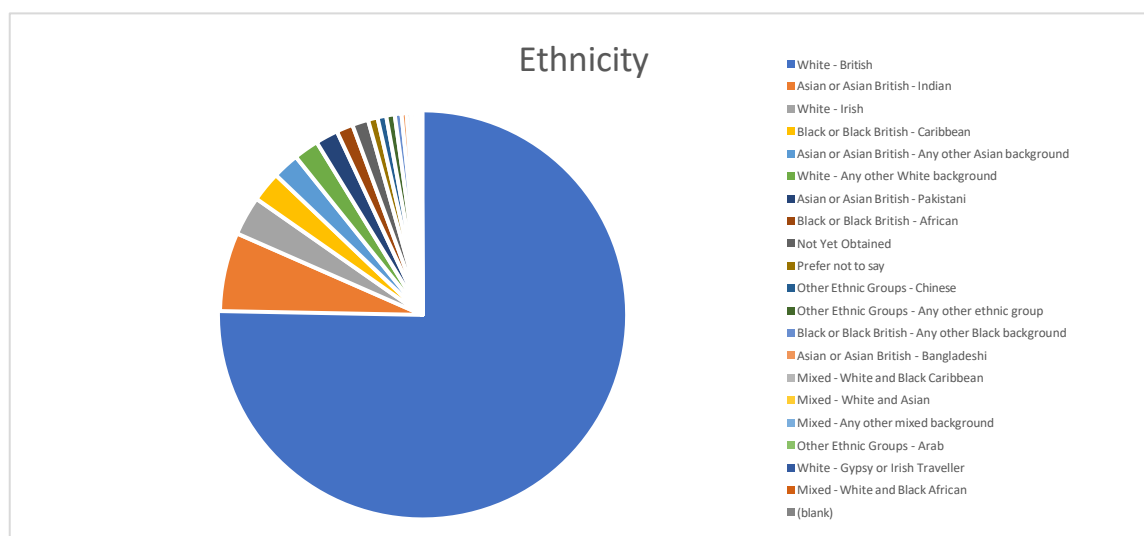
Following an ongoing social care needs assessment, the number of people accessing long-term support (community, residential and nursing) in 2022/2023 was higher than at the end of 2021/2022.

The costs of long-term support have increased, for example, since April 2023 the number of adults requiring home support has increased by 98 people and the costs have increased from 302.1k in January 2023 to 347k in January 2024.

Residential costs have also increased from 625.4k in January 23 to 720.2k (January 2024).

Supported living has increased from 304.4k in January 2023 to 411.6k in January 2024.

Of the adults accessing long term social care support, the majority are white British (74%) and there are slightly more women (56%).

From research undertaken, a number of important equality, diversity and inclusion issues have been identified for minority ethnic groups who require services and who are unpaid carers including:

- Barriers accessing Services – language barriers, insufficient information, cultural awareness in services (appropriateness and unfamiliarity), misconception about support provided by services - Early intervention and prevention is required.
- Previous negative experiences of services, dissatisfaction with services and services not sensitive to their needs
- Minority groups more likely to experience ill health and poverty (leading to financial concerns). They are less likely to be in receipt of financial and practical support and will tend to have to wait longer.
- The perceived "duty" within the family to provide support and that services believe certain cultures want to provide that care.
- Certain cultures do not have a word for "carer" so may not perceive this as a role. There is no word for "dementia" in Asian languages. Lack of awareness for certain conditions, such as dementia and depression within BAME communities. Alongside this, within certain BAME communities' certain conditions are more prevalent.

- Stigma of accessing support as well as stigma around a diagnosis will influence the uptake of accessing support. A delay in contacting services may lead to a crisis.
- Minority groups using informal support more than formal support. Not wanting to involve nonfamily members to help with care (although not specific to minority groups)
- The use of "in home" and "out of home" respite varies across minority ethnic groups and needs to be explored further.
- Interpreters used are often family members, which raises issues about confidentiality, filtering of information or not interpreted correctly because lack of understanding. Even though written information may be translated, older generations may have a limited understanding of literacy in their own language.
- Young carers and those who feel they are not getting help from family members may find it harder to access and get support. They may be used as interpreters for family members and hear difficult conversations.
- Specific care requirements need to go in a care plan and reviewed.
- Research by Carers UK found that minority carers were more likely to make use of direct payments than White British carers, because they were able to buy more culturally sensitive services. Although the challenge is engaging them in social care support to begin with.
- Refugees face barriers about not being able to receive benefits, gain employment, housing and Schools.
- Services do not always have staff from the same minority ethnic group and white, british professionals not understanding what racism and discrimination feels like. There is a need to develop a skilled workforce that matches the local population which is culturally appropriate and sensitive to the needs.
- Staff may assume people from ethnic minority groups will reject services so do not offer them.
- Staff raise concerns that they do not have appropriate knowledge of cultures and also difficulties in trying to engage minority groups in service design.
- Satisfaction questionnaires may not provide adequate feedback due to how it is interpreted.
- Personalisation of support and services for Carers from minority ethnic communities is key.

From the latest available data taken from the Facts About Coventry data dashboard we know:

- Foleshill and St Michael's have the **highest numbers of non-white residents.**
- Binley and Willenhall, Henley, Longford, Radford, Woodlands, Westwood, Foleshill and St Michael's are the wards with **higher numbers of people with limiting long term illness or disability.**
- St Micheal's and Foleshill have been identified as being 2 of 6 wards with the **highest levels of health deprivation** according to the Indices of Multiple Deprivation scores.
- Henley, St Micheal's and Foleshill are in **the top 3 wards for crime** according to the Indices of Multiple Deprivation
- Binley and Willenhall, Foleshill, Henley, Longford, Radford and St. Michael's have been identified as the wards which are in the **10% of the most deprived neighbourhoods** in the country according the indices of multiple deprivation.
- Foleshill is the ward with the **highest level of child poverty** according to the Indices of Multiple Deprivation scores.
- There **does not seem to be much difference in the numbers of males and females distributed** in each ward besides St Michael's with males being significantly higher.
- There does seem to be a slightly number of adults over the age of 65 in most of the wards, with a significantly higher number of adults aged 65 and over in the Woodlands Ward.

The social care date and indices of deprivation has identified that if these community alternatives are implemented, they could have a disproportionate impact on the most deprived and vulnerable residents. This will be a positive impact because this support will be more personalised and enable adults to be as independent as possible for longer, however, it could be negative, as more less deprived neighbourhoods might be able to pay for their own equipment, technology and activities. All new and existing residents eligible for social care will be impacted by the changes made in these wards, however, there could be a disproportionate impact both positively and negatively to:

- Minority ethnic communities in the Foleshill and St Michael's wards
- Persons with disabilities and limiting long term conditions in Woodlands/Westwood, St Michaels and Foleshill
- Residents with a physical disability and who have issues with cognition and memory loss
- Residents who have long-term term support in the community.
- Residents who are female
- Older residents over the age of 65
- Residents who are white
- Residents who are more likely to be financially deprived

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	**PN**	There could be a positive impact on children under the age of 18 who are young carers for adults who receive social care. This is because the young carer will be access more flexible and personalised alternative support in the community to meet their needs and outcomes. This could have a negative impact on this age group who are acting in a caring role, if the alternative support in the community is not as reliable, as traditional, social care support and could be changed or withdrawn more easily. To mitigate the impact on this group, practitioners will creatively plan support and manage the risks of the alternative support for the cared for and the young carer.
Age 19-64	**PN**	There could be a positive impact on adults aged between 19 and 64 with social care needs, or who are an unpaid carer, because the alternative support that will be provided in the community will be more flexible and personalised, meeting their needs and outcomes. There could be a negative impact on adults aged between 19 and 64 eligible for social care, or who are an unpaid carer, if the alternative support in the community is not as reliable, as traditional, social care support and could be changed or withdrawn more easily. To mitigate the impact on this group, practitioners will creatively plan

		support and manage the risks of the alternative support for adults aged between 19 and 64.
Age 65+	**PN**	There could be a positive impact on adults aged 65+ who are eligible for receive social care, or who are an unpaid carer, because the alternative support in the community that will be provided will be more flexible and personalised, meeting their needs and outcomes. There could be a negative impact on adults aged 65+ who are eligible for social care if the alternative support provided in the community is not as reliable, as traditional, social care support and could be changed or withdrawn more easily. To mitigate the impact on this group, practitioners will creatively plan support and manage the risks of the alternative support for adults aged 65+.
Disability	**PN**	There could be a positive impact on disabled adults if they currently need or receive adult social care support because they will be provided with more flexible, personalised, alternative support in the community to meet their needs and outcomes. There could be negative impact on disabled adults eligible for social care if the alternative support in the community is less reliable, consistent and not sustainable. To mitigate the impact on this group, practitioners will creatively plan support and manage the risks of the alternative support for disabled adults. There could be a disproportionate impact on adults who require care who have a hearing or visual impairment, and who are deaf or blind. This is because they might have difficulty being able to access the information and understand the changes being proposed. To mitigate the impact on this group, information could be presented in more accessible formats and a translator could be used to assist the adults involved to in understanding and consenting to the alternative support being arranged. There could be a negative impact on adults who have been assessed as not having capacity to make their own decisions if community alternatives were being arranged to meet their needs. This could be mitigated by ensuring that adults who lack capacity to make decisions are supported by an appropriate adult or an advocate who can act on their behalf, or the decisions are made in their best interests. It is anticipated that there will be less community alternatives available for adults with learning disabilities because they might need support to access these alternatives which could mean that this group could be disadvantaged by this work.

		To mitigate the impact on this group, training could be provided to staff working for community organisations or managing group activities to ensure that the sessions are accessible for adults with a range of disabilities.
Gender reassignment	**NI**	It is not expected that there will be any impact on this protected group.
Marriage and Civil Partnership	**NI**	It is not expected that there will be any impact on this protected group.
Pregnancy and maternity	**PN**	There could be a positive impact on women who are pregnant who are eligible for receive social care because the alternative support that will be provided in the community will be more flexible and personalised, meeting their needs and outcomes. There could be a negative impact on pregnant women who are eligible for social care if the alternative support provided in the community is not as reliable, as traditional, social care support and could be changed or withdrawn more easily. To mitigate the impact on this group, practitioners will creatively plan support and manage the risks of the alternative support for pregnant women.
Race (Including: colour, nationality, citizenship ethnic or national origins)	**PN**	There could be a more positive impact on minority ethnic groups (both adults who need care and unpaid carers) because they disproportionately have less access to social care support and/or culturally sensitive and appropriate social care services because of a number of factors highlighted in the research undertaken in 2.1. This approach could mean that more suitable alternatives in the community are provided which are more flexible, personalised and culturally specific to meet their needs and outcomes. Minority ethnic groups might also be more negatively impacted by this work, because more white, British adults are receiving social care services compared with the number of white British residents in the city. This means that white, British people are more likely to be in touch with social care and will benefit from more flexible, personalised alternatives being arranged in the community. However, there could be a positive impact on ethnic minorities who need social care support, because people living in these communities are more likely to volunteer and provide informal support to their family members and wider members of their community. To mitigate the impact on these groups, contact will be made with a range of public, voluntary and community organisations who support or represent minority ethnic groups practitioners to enable people from minority ethnic communities to access care and support which is flexible and culturally specific to meet their social care needs and outcomes.
Religion and belief	**P**	There could be a positive impact on adults who have social care needs from a range of faith organisations who previously were not able to access social care which meets their specific religious needs and also who might

		be able to access informal support from the community connected to their faith.
Sex	P	There could be a positive impact on women than men, as they are slightly more likely to access social care and will be able to benefit from the community alternatives that are developed to meet their needs. However, there could be a positive impact on men who might be attracted to activities in the community that they are interested in or more easily accessible to them in their community. To ensure that men can benefit from the work, it will be necessary to engage with male residents in the city to identify their views about the advice, information and support needed and any activities that they would like to attend.
Sexual orientation	NI	It is not expected that there will be any impact on this protected group.

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	Further information on heath inequalities is available on the Intranet

3.1 Please tell us how the proposal you are submitting this EIA form will reduce health inequalities:
Please include which Marmot Principles this work covers.

The proposals to build on and develop community alternatives to reduce or replace social care support will reduce health inequalities through empowering and enabling adults with care and support needs to have choice and control over their lives, provide them with more personalised support which enables them to be more independent, realise their strengths and utilise their existing resources and networks. This relates to the Marmot principle of create and develop healthy and sustainable places and communities.

3.2 What information do you have to show you are going to reduce health inequalities:

Adults who are new and have been receiving adult social care support have long-term health conditions and disabilities, they are more likely to be unemployed and are more likely to be deprived across multiple indicators, live in poorer housing conditions, struggle to warm their homes, feed themselves and are more likely to struggle with their mental health. Many adults who receive social care are over 65, are retired, are struggling with undertaking tasks such as getting up, washed, dressed, eating and drinking and feel more isolated.

The proposal to build on and develop community alternatives will enable adults who require social care to improve their everyday lives and be as independent as possible through accessing a wide range of support in their community, reducing reliance on social care support.

3.3 Who/which groups of people might face the biggest health inequalities for your work and why:

The groups of people that will face the biggest health inequalities for this work will be or new and existing adults and carers across:

Learning Disabilities
Physical Disabilities
Mental Health
Older people (over 65)

3.4. What can be done to improve health equity for the groups of people you have identified?

Improvements in equity for the groups identified would be to identify alternatives to long-term social care support which would enable these groups to access support in the community empowering them to manage tasks in their everyday life such as shopping, housework, washing and dressing as independently as possible and enable them to be supported to access training, employment and meaningful ordinary activities.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1   **Starting point:**
Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate?   Y

- Does your work assume service users have digital access and skills?

The work to build on and develop community alternatives does not assume that all residents have access to digital access and skills. The work is focused on increasing awareness and access to technology and training service users to improve their use digital skills.

- Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?

Service users who already have access to digital technology and have digital skills will be able to find out about and access alternatives to social care support in the community.

- Consider what the unintended consequences of your work might be.

It is not known at this stage, what the unintended consequences of the work might be for service users.

4.2   **4.4 Reducing digital exclusion inequalities**

Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

This work will provide support, access and training to service users who are digitally excluded to enable them to benefit from alternative support in the community.

5.0 Will there be any potential impacts on Council staff from protected groups?

The work will involve the reduction and replacement of long-term adult social care support. This could indirectly lead to a reduction in commissioned and internal services which could result in a reduction in staff who work for the Council or are employed by commissioned providers. This could potentially impact on all of the protected groups who are employed by the Council and providers. The numbers of staff that could be affected is unknown at this stage.

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex:

Female	
Male	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Age:

16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Ethnicity:

Religion:

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

6.0   How will you monitor and evaluate the effect of this work?

The work will be monitored by tracking progress against the baseline position in terms of the numbers of people who repeatedly request for support, who access short-term and long-term adult social care support and the costs of social care support.

The intention is for community alternative work to reduce or replace the need to new or on-going social care support which would see a reduction in the numbers and costs of adults accessing support.

The intention is for community alternatives to enable people to have more personalised, creative support utilising their strengths, resources, informal support and support in the community to best meet meets their needs and outcomes. This will increase their choice and control, their independence, and improve their overall wellbeing. This could be evaluated through more qualitative data through interviews, surveys with adults and carers. This could be identified through real-life stories and experiences through collecting case studies.

6.1	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**

7.0   Completion Statement

> **As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:**
>
> No impact has been identified for one or more protected groups.
>
> Positive impact has been identified for one or more protected groups.
>
> Negative impact has been identified for one or more protected groups

Both positive and negative impact has been identified for one or more protected groups

Email completed EIA to equality@coventry.gov.uk

Appendix 2

Budget Equality Impact Assessments

2023

Title of EIA		Coventry Connects Programme
EIA Author	Name	Tracy Ledwidge & Janine Shortland
	Position	ICT Service Delivery Manager & Customer Services Assurance Manager
	Date of completion	23 November 2023 Updated 8 February 2024
Head of Service	Name	Adrienne Bellingeri
	Position	Head of Customer Services
Cabinet Member	Name	Councillor Brown
	Portfolio	Cabinet Member for Strategic Finance and Resources

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☒ Other project *(please give details)*

1.2   In summary, what is the background to this EIA?

The Coventry Connects programme is a new programme aligned to organisational priorities and will involve different activity across the organisation (considering both external and internally focussed activity), through the delivery of various projects within the following initial workstreams:-

- Administration Re-design
- AI/RPA
- Data
- Digital Inclusion
- Digital Solution
- Infrastructure
- Organisational Improvement
- Resident Experience
- Service (re)design
- Volunteering
- Policy & Strategy

It will focus on best use of citywide resources, with resident/user voice and community collaboration at its heart, requiring the reprioritisation and refocus of current work activity, programmes and resources across the council to deliver radical change. Also, delivers solutions to support cost of living, health inequalities and green agendas.

Including #CovConnects a city wide, LA-led digital inclusion programme, working in partnership across the public private and VCSE organisations. #CovConnects provides a core offer of community digital drop-ins, National Databank distribution and the #CovConnects Device Bank. In addition to this, there is a diverse

portfolio of bespoke digital inclusion initiatives, aiming to improve outcomes for Coventry residents with digital as the enabler.

Some of the programme aims are detailed below:-
- Increased resident satisfaction
- Improved interface/connectivity and data sharing internally and with partners
- Reduced transactional costs
- Removed duplication
- Increased self serve (internal and external users)
- Process automation
- Targeted support/earlier interventions to our most vulnerable/in need residents informed by data
- Appropriate use of finances
- Informed demand management

This EIA aims to ensure that all projects within this programme meets the Council's statutory equality duties and separate EIA's will be produced for each project.

SECTION 2 – Consideration of Impact

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

1. **Baseline data and information**

This will be looked at in detail once projects have been agreed. Each project will have its own EIA.

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	**PN**	This will be looked at in detail once projects have been agreed.
Age 19-64	**PN**	This will be looked at in detail once projects have been agreed.
Age 65+	**PN**	This will be looked at in detail once projects have been agreed.

Disability	**PN**	This will be looked at in detail once projects have been agreed.
Gender reassignment	**NI**	
Marriage and Civil Partnership	**NI**	
Pregnancy and maternity	**NI**	
Race (Including: colour, nationality, citizenship ethnic or national origins)	**PN**	This will be looked at in detail once projects have been agreed.
Religion and belief	**NI**	
Sex	**NI**	
Sexual orientation	**NI**	

2.3   Will there be any potential impacts in relation to health and/or digital inequalities?

Potential Impact Yes – However unknown at present - will be looked at in further details once projects have been agreed and developmental work as started.

3.0   Will there be any potential impacts on Council staff from protected groups?

Potential Impact Yes – However unknown at present - will be looked at in further details once projects have been agreed and developmental work as started.

4.0   How will you monitor and evaluate the effect of this work?

These will be considered in the design of all projects and where feasible (and where users have elected to disclose information) equality data will be tracked through engagement with processes

5.0	**Action Planning**		
Issue Identified	**Planned Action**		**Timeframe**
n/a			

6.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☐

Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected groups   ☒

7.0   Approval

Signed: Head of Service:	Date: 08/02/2024

Name of Director: Kirston Nelson	Date sent to Director: 08.02.24
Name of Lead Elected Member: Cllr R Brown	Date sent to Councillor: 08.02.24

Title of EIA		Charge For Green Waste
EIA Author	Name	Andrew Walster
	Position	Director Streetscene & Regulatory Service
	Date of completion	24th November 2023 Updated 08.02.24
Head of Service	Name	Sarah Elliott
Cabinet Member	Name	Cllr P Hetherton
	Portfolio	City Services

PLEASE REFER TO [EIA GUIDANCE](#) FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1	Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☒ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2	In summary, what is the background to this EIA?

The aim of this EIA is to evaluate the potential impact of introducing charges for the Garden Waste at £40 a year per bin. Residents can opt out.

SECTION 2 – Consideration of Impact
Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

1. **Baseline data and information**

Many authorities charge for the collection of Garden Waste with the average cost nationally in 2021 thought to be in the £40 per annum region. These charges will have increased over the years.

Similar policies are already in place in most other LAs, including all WM Mets and 5 in Warwickshire. A more detailed analysis will be carried out if the proposal is agreed. However, the price proposed is comparable across the region.

A summary of 20 /21 charges is provided below.

Authority	Current Charge 20/21
Harborough District Council	£55.00
Hinckley and Bosworth BC	£30.00
Leicester City Council	£47 Direct Debit £52 Non-Direct Debit
Melton BC	£57.00
Oadby and Wigston BC	£50.00 for either 240ltr or 140 litre bin

Councils where this service is already in place have stated there is no evidence of increased fly-tipping in other areas where this has been operating for years

Deprivation

Nearly 19% of Coventry neighbourhoods are amongst the 10% most deprived neighbourhoods in England. In 2019, Coventry ranked 64th nationally (with 1st being most deprived), an improvement in ranking of 46th in 2015.
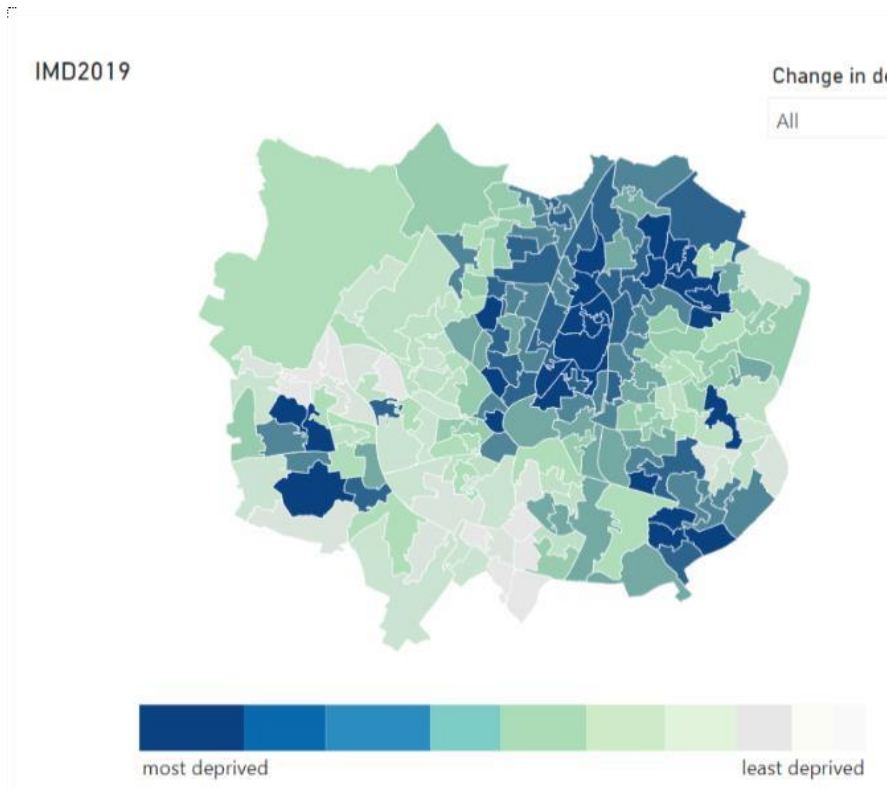
Map showing deprivation levels across the city.

Mitigations will be looked at in detail to ensure any potentially negative impact is mitigated where possible.

Consultation feedback

The feedback from the budget consultation process has highlighted a range of views in respect of this proposal, including some support for the introduction of charges.

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI, UI	Nature of impact and any mitigations required
Age 0-18	NI	
Age 19-64	N	This increase might impact upon residents who are on a low income.
Age 65+	N	This increase might impact upon elderly residents who are also on a low income or on pensions
Disability	N	This increase might impact upon this group who may be on low income or disability benefits.
Gender reassignment	NI	
Marriage and Civil Partnership	NI	
Pregnancy and maternity	NI	
Race (Including: colour, nationality, citizenship ethnic or national origins)	N	A lot of our minority ethnic residents live in priority neighbourhoods/ more deprived parts of the Coventry. Therefore, there could be a potential impact upon this protected characteristic.
Religion and belief	NI	
Sex	N	
Sexual orientation	NI	

2.3   Will there be any potential impacts in relation to health and/or digital inequalities?

There will be potential negative impact on those living in the areas of highest deprivation

4.0   Will there be any potential impacts on Council staff from protected groups?

Any potential impacts on staff would be in the context of them as residents of the city.

5.0   How will you monitor and evaluate the effect of this work?

This equality impact assessment will be reviewed if this proposal is implemented following approval of the final budget report.

5.1	Action Planning		
Issue Identified	**Planned Action**		**Timeframe**
n/a			

6.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☐

Negative impact has been identified for one or more protected groups   ☒

Both positive and negative impact has been identified for one or more protected groups   ☐

The potential impact of this proposal on protected groups is not yet known☐

7.0 Approval

Signed: Head of Service: Sarah Elliott	Date: 24.11.23 / 08.02.24
Name of Director: Andrew Walster	**Date sent to Director:** 24.11.23 / 08.02.24
Name of Lead Elected Member: Cllr P Hetherton	**Date sent to Councillor:** 24.11.23 / 08.02.24

Title of EIA		Increasing Alternative Temporary Accommodation Provisions
EIA Author	Name	Pete Fahy
	Position	Director of Adult Social Care and Housing
	Date of completion	20 November 2023 Updated 08.02.24
Head of Service	Name	Jim Crawshaw
	Position	Head of Housing
Cabinet Member	Name	David Welsh
	Portfolio	Housing, Culture and Communities

PLEASE REFER TO [EIA GUIDANCE](#) FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1	Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☒ Commissioning
☐ Other project *(please give details)*

1.2	In summary, what is the background to this EIA?

Demand for temporary accommodation for singles has continued to grow and has increased by about 60% since 2021. The council has a legal obligation to house people who are legally homeless and vulnerable. Due to a lack of affordable housing much of that accommodation is secured via expensive spot purchased accommodation from the private rental sector such as B and B and HMO's

Therefore the city council is proposing to develop 2 further supported temporary accommodation schemes for single people who are homeless

Furter details to be added once proposal is agreed

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

Coventry, like most local authorities are facing a sustained increase in both singles and families presenting as homeless for which the statutory housing duty applies. This proposal is in relation to singles for the growth and increasing cost is as below:

A range of provision exists to support single homeless people for which the overall objective is to avoid the use of B&B provision. However, due to the growth in numbers we can expect to have between 60 and 90 single people in B&B provision in any week. Most people who are placed in a B&B are moved to more appropriate accommodation in a HMO or a supported accommodation scheme as quickly as possible.

With the ongoing cost of living issues, combined with social factors including the cost of living crisis, domestic abuse and families being no longer willing to accommodate we are not expecting a decrease in numbers and if anything a further increase is forecast.

Additionally, as the home office continues to progress asylum applications we can expect that once a decision is made by the home office that this will also have an impact on the numbers of single people for which we owe a housing duty.

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI, UI	Nature of impact and any mitigations required
Age 0-18	NI	
Age 19-64	P	Positive as accommodation proposed has a better support environment than HMOs and B&B provision Further information to be added once proposal is agreed
Age 65+	P	Positive as accommodation proposed has a better support environment than HMOs and B&B provision Further information to be added once proposal is agreed
Disability	P	The building has 15 ground floor rooms which assist single households with mobility conditions, there are rooms with specific provision and adaptions (wetroom) Further information to be added once proposal is agreed
Gender reassignment	P	The supported temporary accommodation team have in place guidance and suitability assessments for positively working with and accommodating people from the trans community. Further information to be added once proposal is agreed
Marriage and Civil Partnership	NI	
Pregnancy and maternity	NI	
Race (Including: colour, nationality, citizenship ethnic or national origins)	NI	
Religion and belief	NI	
Sex	P	Further information to be added once proposal is agreed
Sexual orientation	NI	

3. **Will there be any potential impacts in relation to health and/or digital inequalities?**

Proposals such as the one referred to here will help as would the development of more permanent and sustainable housing options. Long term reform and better resourcing of mental health support and addiction support might help too.

3.0   Will there be any potential impacts on Council staff from protected groups?

To be successful the proposed facilities will require support staff in place. No impacts of staff from protected groups are anticipated.

4.0   How will you monitor and evaluate the effect of this work?

This equality impact assessment will be reviewed if this proposal is implemented following approval of the final budget report.

5.0   Action Planning

Issue Identified	Planned Action	Timeframe
n/a		

6.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups ☐

Positive impact has been identified for one or more protected groups ☒

Negative impact has been identified for one or more protected groups ☐

Both positive and negative impact has been identified for one or more protected groups ☐

The potential impact of this proposal on protected groups is not yet known ☐

7.0   Approval

Name of Director:	Date sent to Director:
Pete Fahy	**27.11.23 / 08.02.24**
Name of Lead Elected Member:	**Date sent to Councillor:**
Cllr D Welsh	**27.11.23 / 08.02.24**

Title of EIA		Switch off street-lighting between 12am and 5.30 am
EIA Author	Name	Ravinder Sekhon
	Position	Acting Head of Traffic
	Date of completion	21.11.23 Updated 08/02/24
Head of Service	Name	Ravinder Sekhon
	Position	Acting Head of Traffic
Cabinet Member	Name	Councillor Patricia Hetherton
	Portfolio	City Services

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☒ Review of policy / strategy
☐ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2   In summary, what is the background to this EIA?

This EIA examines the implications of a part-night switch off for the Street Lighting in the PFI portfolio.

Switch off Sunday – Thursday 12am – 5.30am and Friday – Saturday 1am – 5.30am. If all the lights are included in the part night switch off except subways and traffic lights the CO_2 saving will be 838 tonnes per annum. If all the lights are switch off the savings at the current energy price will be over £1m. Currently the majority of residential street lights have been dimmed to the maximum of 55% output and the traffic routes have some dimming applied. The exemptions to the dimming are the City Centre and Hillfields LED lighting trial.

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not.
- Foster good relations between persons who share a relevant protected characteristic and those who do not.

2.1 Baseline data and information

In the Annual Street Lighting Survey undertaken in Qt 2 2003 the following scored very highly:

- Provision of good lighting on footpaths
- Provision of good lighting on local roads
- Provision of good lighting improves road safety
- Provision of good lighting improves personal Safety
- Provision of good lighting reduces the frea of crime

We do receive complaints and enquiries about the reduced lighting levels and especially when street lights are not working.

There is no evidence from any other local authorities that part night switch off increases crime; it has actually been reported that it decreases crime. Evidence of this can be seen in the Warwickshire part-Night street Lighting Review and the following studies:

- A study published in 2015 by the London School of Hygiene and Tropical Medicine (LSHTM) found no link between street lights being dimmed or switched off and any increase in road accidents or crime.
- https://www.nihr.ac.uk/news/street-lighting-may-help-rather-than-hinder-vehicle-crime/30285#:~:text=%E2%80%9COur%20previous%20research%20showed%20that,reduce%20some%20types%20of%20crime.%E2%80%9D
- https://www.ucl.ac.uk/news/2022/mar/street-lighting-may-enable-rather-hinder-street-crime

Consultation feedback – this has been broadly supportive of the proposal, with some concerns highlighted around potential public safety issues – however, see links above for additional information for studies showing decreases in crime rates.

2.2   **On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.**

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	NI	Lower levels of activity for this groups are expected in the hours of 12am -5.30am
Age 19-64	UI	There may be a disproportionate impact on resident out of the home between the hours of 12am – 5.30am. However we expect this to be minimal Sunday-Thursday and have therefore shortened the switch off period to 1am – 5.30am when they may be outside.
Age 65+	N	There may be a disproportionate impact on elderly residents who are outside of their homes – typically some of these residents having poor eyesight and potential physical frailty. Consideration can be given to

		specific locations – close to elderly people care homes, sheltered accommodation and A&E Departments. Consider the public communications about the changes.
Disability	N	There may be a disporportiante impact on people with physical disabilities who may place additional reliance on having roads and pavments lit. Consider an exemption scheme and explore lit routes. Consider the public communications about the changes.
Gender reassignment	NI	Changes in lighting would not have any specific/targetted impact
Marriage and Civil Partnership	NI	Changes in lighting would not have any specific/targetted impact
Pregnancy and maternity	N	There maybe a disproportionate impact on people who are pregnant who may place additional reliance on having roads and pavements lit. Consider the public communications about the changes.
Race (Including: colour, nationality, citizenship ethnic or national origins)	N	In areas of high racially motivated hate crime - changes in lighting could have a potentially negative impact
Religion and belief	NI	Changes in lighting would not have any specific/targetted impact
Sex	N	Females may feel more vulnerable and the risk of assault may be greater. Consider an exceptions scheme based on crime rates and ASB hotspots and explore lit routes.
Sexual orientation	NI	Changes in lighting would not have any specific/targetted impact

2.3 Will there be any potential impacts in relation to health and/or digital inequalities?

Yes - Elderly, disabled and females as they have more reliance on lighting of roads and pavements.

Street lighting risk assessment to be undertaken in view to keeping on lighting:
- Where there are potential hazards on the highway such as roundabouts, traffic signal controlled junctions, central carriageway islands, traffic calming features, road humps etc.
- At formal pedestrian crossings (Zebra, Pelican, Puffin, Toucan and Pegasus).
- Areas covered by permanent Local Authority/Police CCTV cameras.
- Areas adjacent to elderly people care homes, sheltered accommodation complexes and
- A&E departments.
- Lighting adjacent to operational taxi ranks
- Lighting on public footpaths, alleyways and cycle paths which are located away from roads.

3.0 Will there be any potential impacts on Council staff from protected groups?

No

4.0 How will you monitor and evaluate the effect of this work?

A trial period to be considered in which we can monitor impact on reported crime, personal incidents & road safety.

5.0	Action Planning		
Issue Identified	**Planned Action**		**Timeframe**
n/a			

6.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups ☐

Positive impact has been identified for one or more protected groups ☐

Negative impact has been identified for one or more protected groups ☒

Both positive and negative impact has been identified for one or more protected groups ☐

7.0   Approval

Signed: Head of Service: **Ravinder Sekhon**	Date: **06.02.24 / 08.02.24**
Name of Director: **Colin Knight**	Date sent to Director: **06.02.24 / 08.02.24**
Name of Lead Elected Member: **Councillor Patricia Hetherton**	Date sent to Councillor: **06.02.24 / 08.02.24**

Title of EIA		Increased Car Parking Charges
EIA Author	Name	**John Seddon**
	Position	**Strategic Lead – Policy and Innovation**
	Date of completion	**21 November 2023** **Updated 08.02.24**
Head of Service	Name	**Colin Knight**
	Position	**Director of Transportation, Highways and Sustainability**
Cabinet Member	Name	**Councillor Patricia Hetherton**
	Portfolio	**City Services**

PLEASE REFER TO <u>EIA GUIDANCE</u> FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☒ Other project *(please give details)* Budget review

1.2   In summary, what is the background to this EIA?

This EIA examines the implications of a potential increase in car parking charges at City Council managed on and off street parking facilities. The existing rates will increase in line with inflation (i.e. by circa 10%) and will apply to all charges throughout Monday to Sunday. It is expected that the new rates would be introduced from 1st April 2024.

The increase in car parking charges would apply equally to all existing users of the Council's parking facilities whilst exemptions from parking charges (disabled badge holders) would be unaffected. The impact on individuals will depend on how frequently they use the parking facilities and how long they park for.

Parking charges are periodically reviewed and adjusted in line with transport or other Council priorities.

SECTION 2 – Consideration of Impact

   Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

1. **Baseline data and information**

The Council operates 17 public car parks comprising circa 4000 parking spaces.
In excess of 1.3million parking sessions are bought each year across all the Council's public on and off-street parking facilities.

People who use the parking facilities in Coventry are not necessarily residents in the city.

We do not collect or monitor equalities data about customers who use the car parks.

Coventry City Council has recently undertaken a public consultation exercise in respect of all budget proposals, including the proposed increase to car parking fees. Whilst there was a mixed response to the proposal, many respondents were supportive of it. None of the feedback to the consultation exercise expressed concerns in regard to potential impacts on protected groups.

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	NI	
Age 19-64	N	There is no data held on the number of car park users who fall into each protected category, so we cannot establish the scale of this impact for different groups. The changes will affect all residents, visitors and businesses in the affected car parks. Mitigations will be put in place for low income families.
Age 65+	N	Older people on fixed incomes may be disproportionately affected. Some older people who are not registered disabled are less mobile and less able to walk significant distances may also be disproportionately impacted by additional costs
Disability	NI	Disability exemption permits/ blue badge permits are not being changed therefore there is no impact to this group
Gender reassignment	NI	
Marriage and Civil Partnership	NI	
Pregnancy and maternity	N	There is some potential for pregnant women and new parents to be adversely affected due to their limited mobility if they are more likely to use a car than public transport or active travel during this time
Race (Including: colour, nationality, citizenship ethnic or national origins)	N	A lot of minority ethnic residents live in priority neighbourhoods/ more deprived parts of the Coventry Therefore, there could potentially be more impact upon this protected characteristic.
Religion and belief	NI	
Sex	NI	

Sexual orientation	**NI**	

2.3 Will there be any potential impacts in relation to health and/or digital inequalities?
A more detailed equality impact assessment will be carried out if this proposal forms part of the final budget report which goes for approval in early 2024.

3.0   Will there be any potential impacts on Council staff from protected groups?

Negative impact identified – charges will apply to employees

4.0   How will you monitor and evaluate the effect of this work?

This equality impact assessment will be reviewed if this proposal is implemented following approval of the final budget report.

5.0	**Action Planning**		
Issue Identified	**Planned Action**		**Timeframe**
n/a			

6.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:
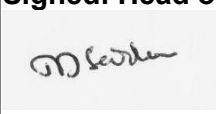
No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☐

Negative impact has been identified for one or more protected groups   ☒

Both positive and negative impact has been identified for one or more protected groups   ☐

8.0   Approval

Signed: Head of Service:	**Date: 21 November 2023 / 08.02.24**
JD Scarlen	
Name of Director: Colin Knight	**Date sent to Director:** 21 November 2023 / 08.02.24
Name of Lead Elected Member: Councillor Patricia Hetherton	**Date sent to Councillor:** 21 November 2023 / 08.02.24

Title of EIA		Increased Resident Car Parking Permit Charges
EIA Author	Name	**John Seddon**
	Position	**Strategic Lead – Policy and Innovation**
	Date of completion	**21 November 2023** **Updated 08.02.24**
Head of Service	Name	**Colin Knight**
	Position	**Director of Transportation, Highways and Sustainability**
Cabinet Member	Name	**Councillor Patricia Hetherton**
	Portfolio	**City Services**

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☒ Other project *(please give details)* Budget review

1.2   In summary, what is the background to this EIA?

This EIA examines the implications of a potential increase in resident car parking permit charges.

At present, the City Council operates several Residents Parking Schemes across the city, covering residential areas around the city centre, the CBS Arena, University Hospital and the University of Warwick. There are circa 22,000 properties across the city within a resident parking zone.

For some (but not all) of these schemes, residents are charged a small fee to offset the administrative charges associated with the issue of the permit and administration of the scheme. The income derived from these charges does not cover the cost of administering the service, which operates at a deficit of around £200,000 per year.

Some schemes operate at no cost to the resident. The existing cost model is inequitable and isn't aligned with Council policy. Drivers with a disabled persons Blue Badge are allowed to park in resident parking schemes without the need for a permit.

The proposal would involve the increase in permit charges to be more reflective of the administrative costs incurred by the Council in operating the schemes. The City Council currently charges significantly less than comparable schemes operated by other similar highway authorities.

The increased charge, which is expected to be between £10 - £20 per year, would still be relatively low (the equivalent of a few days car parking a year within the city centre), especially when compared to the cost of owning and operating a vehicle. However, for residents with limited income, it would represent an additional financial burden.

Coventry City Council has recently undertaken a public consultation exercise in respect of all budget proposals, including the proposed increase to resident permit charges. The consultation indicated that many respondents were supportive of the proposal. None of the feedback to the consultation exercise expressed concerns in regard to potential impacts on protected groups.

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

1. **Baseline data and information**

The total number of properties within all resident permit schemes is c22,000.

The breakdown by scheme is as follows:

- CBS / Ricoh Arena   (Zones AA – AG)   12,130
- Walsgrave Hospital   (Zone WB – WG, F)   3,146
- Charterhouse   (Zone CH)   1,582
- The Butts   (Zone BA)   273
- Cheylesmore East and West (Zones CE & CW)   1,382
- Earlsdon   (Zones EA)   902
- Ball Hill   (Zone BH)   305
- Hillfields / Swanswell / King Edward Rd (H1 & H2)   800
- Swan Lane   (Zone SW) 16
- Heathcote / St Augustines (Zone HS)   27
- Stoney Rd (Zone R)   76
- Middleborough Rd   (Zone M)   214
- Burnsall / Canley   (Zones CA1 & CA2) 456
- Cannon Hill   (Zone CP2) 16
- Cannon Park   (Zone C)   103
- Knights Templar (Zone KT)   49
- Warwick University (Zone UW and WU) 294

Demographic data for each RPS area.
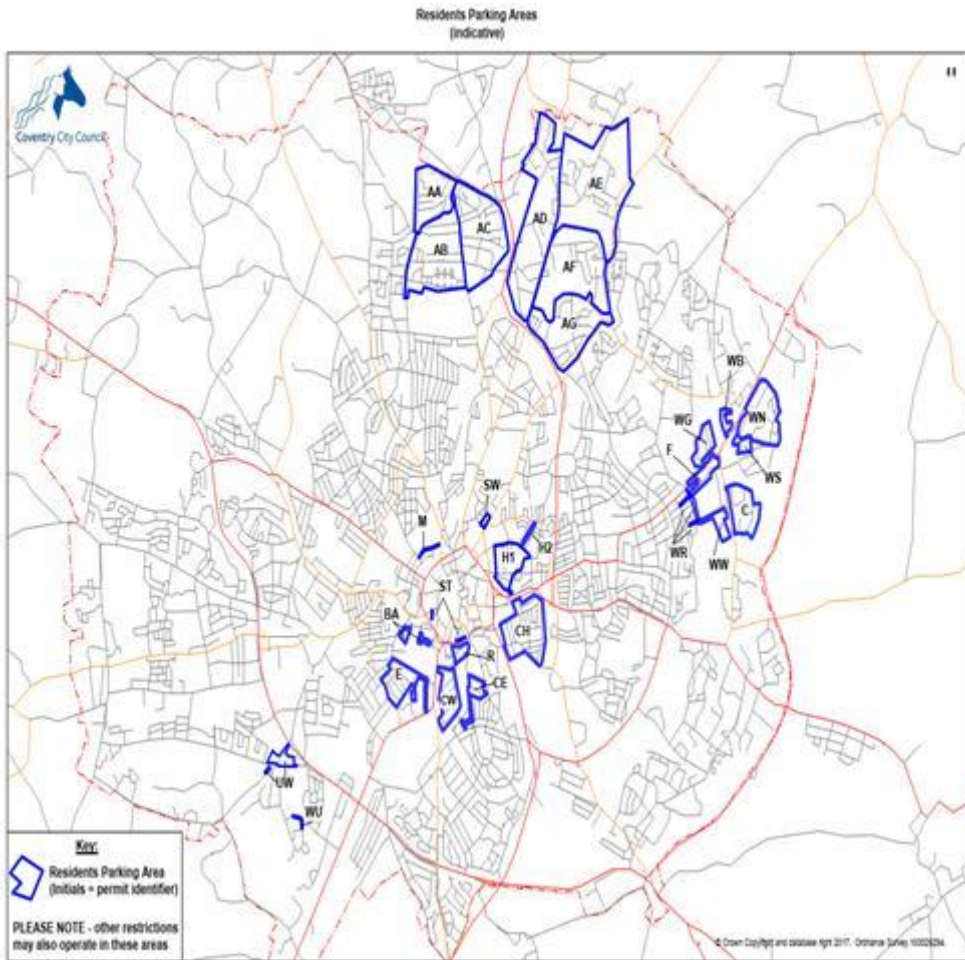
Residents Parking Areas (indicative)

2.2   On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	**NI**	
Age 19-64	**UI**	
Age 65+	**UI**	
Disability	**UI**	
Gender reassignment	**NI**	

Marriage and Civil Partnership	**NI**	
Pregnancy and maternity	**NI**	
Race (Including: colour, nationality, citizenship ethnic or national origins)	**UI**	
Religion and belief	**NI**	
Sex	**NI**	
Sexual orientation	**NI**	

2.3 Will there be any potential impacts in relation to health and/or digital inequalities?

Negative Impact identified - A more detailed equality impact assessment will be carried out if this proposal forms part of the final budget report which goes for approval in early 2024.

5.0 Will there be any potential impacts on Council staff from protected groups?

N/A

6.0 How will you monitor and evaluate the effect of this work?

This equality impact assessment will be reviewed if this proposal is implemented following approval of the final budget report.

6.1	**Action Planning**	
Issue Identified	**Planned Action**	**Timeframe**
N/A		

7.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups ☐

Positive impact has been identified for one or more protected groups ☐

Negative impact has been identified for one or more protected groups ☒

Both positive and negative impact has been identified for one or more protected groups ☐

8.0 Approval

Signed: Head of Service:	**Date: 21 November 2023 / 08.02.24**

Name of Director: Colin Knight	**Date sent to Director:** **21 November 2023 / 08.02.24**
Name of Lead Elected Member: Councillor Patricia Hetherton	**Date sent to Councillor:** **21 November 2023 / 08.02.24**

Title of EIA		Unauthorised Traveller Encampments
EIA Author	Name	**Andrew Walster**
	Position	**Director, Street scene & Regulatory Services**
	Date of completion	**24.11.23** **Updated 08.02.24**
Cabinet Member	Name	**Cllr A S Khan**
	Portfolio	**Policing & Equalities**

PLEASE REFER TO <u>EIA GUIDANCE</u> FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☒ Review of policy / strategy
☐ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2 In summary, what is the background to this EIA?

This proposal relates to enabling the enforcement of unauthorised Traveller incursions by the Police through the establishment of a Traveller Transit site in the city. The exact location of the site has not yet been determined.

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- o Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- o Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- o Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1 Baseline data and information

Although the majority of Romani Gypsies and Travellers ("Gypsies and Travellers") now reside in conventional housing, a significant number still live in caravans in accordance with their traditional way of life.

Romani Gypsies and Irish Travellers are recognised as separate ethnic groups who are protected minorities under the Equality Act 2010.

It is well-established that there is a chronic national shortage of sites for Gypsies and Travellers; this lack of suitable and secure accommodation forces many Gypsies and Travellers onto unauthorised encampments and developments.

The evidence shows that where a local authority focuses on the provision of authorised sites, their expenditure on enforcement is likely to drop considerably. There is also a potential saving to be made in relation to avoiding any damage to public spaces through unauthorised encampments. Coventry City Council is therefore proposing to provide a temporary, transit site for occupation by the Gypsy Traveller communities in the city.

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.
- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	NI	
Age 19-64	NI	
Age 65+	NI	
Disability	NI	
Gender reassignment	NI	
Marriage and Civil Partnership	NI	
Pregnancy and maternity	NI	
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	There will be a potentially positive impact on the Romani Gyspy Traveller community through the provision of a transit site for encampment.
Religion and belief	NI	
Sex	NI	
Sexual orientation	NI	

3. Will there be any potential impacts in relation to health and/or digital inequalities?
As one of the most marginalised and vulnerable ethnic groups, there will be a potentially positive impact on the Romani Gyspy Traveller community through the provision of a transit site for encampment.

3.0 How will you monitor and evaluate the effect of this work?

This equality impact assessment will be reviewed if this proposal is implemented following approval of the final budget report.

4.0 Action Planning

Issue Identified	Planned Action	Timeframe
N/A		

5.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☒

Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected groups   ☐
The potential impact of this proposal on protected groups is not yet
known

6.0   Approval

Name of Director:	Date sent to Director:
Andrew Walster	24.11.23 / 08.02.24
Name of Lead Elected Member:	**Date sent to Councillor:**
Cllr P Hetherton	24.11.23 / 08.02.24

Title of EIA		Education Transport Review (Home to school travel assistance)
EIA Author	Name	**Jeannette Essex**
	Position	**Head SEND and Specialist Services**
	Date of completion	**27th November 2023** **Updated 8th February 2024**
Head of Service	Name	**Jeannette Essex**
	Position	**Head SEND and Specialist Services**
Cabinet Member	Name	**Cllr Dr Kindy Sandhu**
	Portfolio	**Education and Skills**

PLEASE REFER TO [EIA GUIDANCE](#) FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1	Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☒ Review of policy / strategy
☒ Review of service
☒ Commissioning
☒ Other project *(please give details)*

1.2	In summary, what is the background to this EIA?

The Council's statutory duty to assist children to attend both school and college is set out in law, underpinned by a policy that was approved in 2017 which remains compliant. However, demand for the service has increased year on year, the costs of provision has been impacted by the increase in vehicle running costs and a lack of competition within the external marketplace.

A full review is proposed to ensure that services are delivered within a value for money framework, without compromising the council's statutory duties or childrens safety. The review will include provisions commissioned through both education and social care and non-statutory provisions, that are delivered under the Council's discretionary powers specifically faith schools.

SECTION 2 – Consideration of Impact
Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1 Baseline data and information

Home to School Travel Assistance – demand comparator 2019/20 (pre-pandemic) – 2023/24

	2019/20	2023/24
Pupils by age cohort:		
Statutory school age	911	1049
Post 16	103	125
Post `19	19	33
Total	1033	1207
Mode of transport:		
Minibus/taxi	893	1092
Personal travel budget (PTB)	117	107
Bus pass	23	8*
Total	1033	1207

Financial Breakdown:

- Actuals (outturn) for Financial Year 2019/20 (best recent comparator as 2020/21 and 2021/22 were impacted by Covid).
- Actuals (outturn) for Financial Year 2022/23.
- Q2 Forecast for 2023/24.

Note: These figures exclude CECs (overheads).

Category	FY2019/20 Actuals	FY2022/23 Actuals	FY2023/24 Forecast
In-House Transport	2,651,245	3,159,989	3,592,743
Taxis	1,510,953	2,338,423	2,683,691
School Transport	53,165	90,347	68,026
Personal Transport Budgets	146,928	147,388	144,183
Other	107	0	0
Travel Trainers	74,080	80,851	79,199
Coach subsidy – faith schools			220,000
Total	£4,436,478	£5,816,998	£6,789,842

*Note: data on social care demand and costs to be added.

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI, UI	Nature of impact and any mitigations required
Age 0-18	**PN**	Families may be inconvenienced by a potential change in travel arrangements, Students relying on subsidised coach travel to a faith school will need to make alternative arrangements
Age 19-64	**PN**	Adults who are responsible for a young person's financial affairs may need to budget for a higher contribution to post 16 travel assistance if they choose to continue to access a Council procured service. Those electing to make transport arrangements for young people who are unable to travel independently will have their costs fully met.
Age 65+	**NI**	
Disability	**PN**	Children with a disability may need support to adapt to change.
Gender reassignment	**UI**	
Marriage and Civil Partnership	**NI**	
Pregnancy and maternity	**NI**	
Race (Including: colour, nationality, citizenship ethnic or national origins)	**UI**	
Religion and belief	**PN**	The Council currently subsidises 5 coaches to support transport to two faith schools. Whilst this offer is not equitable and is not statutory young children and families will need to take travel into account when expressing a preference for a school on the grounds of faith
Sex	**UI**	
Sexual orientation	**UI**	

3.   **Will there be any potential impacts in relation to health and/or digital inequalities?**

Encouraging more children and young people to make arrangements to travel independently may reduce travel time and have positive impact on health by increasing physical movement.

3.0   Will there be any potential impacts on Council staff from protected groups?

No

4.0   How will you monitor and evaluate the effect of this work?

This EIA will be developed more fully over coming months after approval of the final budget report in 2024.

5.0	**Action Planning**		
Issue Identified	**Planned Action**		**Timeframe**
n/a			

6.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups ☐

Positive impact has been identified for one or more protected groups ☐

Negative impact has been identified for one or more protected groups ☐

Both positive and negative impact has been identified for one or more protected groups ☒

The potential impact of this proposal on protected groups is not yet known ☐

7.0   Approval

	Date: 08/02/2024
Signed: Head of Service:	
Name of Director: Kirston Nelson	**Date sent to Director: 08/02/24**
Name of Lead Elected Member: **Cllr Dr Kindy Sandhu**	**Date sent to Councillor: 08/02/24**

Title of EIA		Grant / contract value reductions to cultural organisations
EIA Author	Name	**Andy Williams**
	Position	**Director, Business, Investment & Culture**
	Date of completion	**24.11.23** **Updated 08.02.24**
Head of Service	Name	**David Nuttall**
	Position	**Strategic Lead, Culture, Sports, Events and Destination**
Cabinet Member	Name	**Cllr David Welsh**
	Portfolio	**Housing & Communities**

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☒ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2 In summary, what is the background to this EIA?

This proposal relates to a 15% reduction in the Council's funding to Culture Coventry Trust and the Belgrade Theatre by 2025/26.

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not.
- Foster good relations between persons who share a relevant protected characteristic and those who do not.

2.1 Baseline data and information

The continuing financial pressures on the Council to achieve savings has resulted in this proposal being formulated – to reduce the level of funding to both Culture Coventry Trust (management agreement) and the Belgrade Theatre (grant agreement). This will likely result in a reduction of services and events for both organisations, potentially affecting access, opening hours, or entrance, event and production prices. The reduction may also impact residents' access to cultural and heritage venues, programmes, workshops and arts performances, potentially leading to increased prices for events, workshops and productions.

The decrease in local funding may potentially impact funding from arts and cultural organisations at the national and regional level. Such current and potential future funding may be linked to conditions and/or performance indicators regarding care of collection items and acquisitions; public access; levels of participation etc.

2.2 **On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.**

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI, UI	Nature of impact and any mitigations required
Age 0-18	UI	
Age 19-64	UI	
Age 65+	UI	
Disability	UI	
Gender reassignment	UI	
Marriage and Civil Partnership	UI	
Pregnancy and maternity	UI	
Race (Including: colour, nationality, citizenship ethnic or national origins)	UI	
Religion and belief	UI	
Sex	UI	
Sexual orientation	UI	

3.0 **Will there be any potential impacts on Council staff from protected groups?**

No

4.0 **How will you monitor and evaluate the effect of this work?**

This equality impact assessment will be reviewed if this proposal is implemented following approval of the final budget report.

However, potential mitigations of this proposal could include the following:

- Early engagement with both organisations is crucial to collaboratively developing business plans for the future and for mitigating the impact of reduced budgets.
- Review with both organisations existing funding agreements and commitments from wider funders, in order to mitigate the risk of secondary financial impact (where a reduction in Council funding may impact on activities funded in part or full by wider funding arrangements).

- Explore grant application opportunities with WMCA, CWG Legacy funds, to name immediate opportunities, and other funds and funding bodies to secure funding for specific projects and initiatives.

5.0	Action Planning		
Issue Identified	**Planned Action**		**Timeframe**
n/a			

6.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups ☐
Positive impact has been identified for one or more protected groups ☐
Negative impact has been identified for one or more protected groups ☐
Both positive and negative impact has been identified for one or more protected groups ☐
The potential impact of this proposal on protected groups is not yet known ☒

7.0 Approval

Signed: Head of Service: David Nuttall	**Date:** 24.11.23 / 08.02.24
Name of Director: Andy Williams	**Date sent to Director:** 24.11.23 / 08.02.24
Name of Lead Elected Member: Cllr D Welsh	**Date sent to Councillor:** 24.11.23 / 08.02.24

Title of EIA		Removal of Council Funding for the Godiva Festival
EIA Author	Name	**Andy Williams**
	Position	**Director – Business, Investment & Culture**
	Date of completion	**24.11.23** **Updated 08.02.24**
Head of Service	Name	**David Nuttall**
	Position	**Strategic Lead, Culture, Sports, Events and Destination**
Cabinet Member	Name	**Cllr A S Khan**
	Portfolio	**Policing & Equalities**

PLEASE REFER TO [EIA GUIDANCE](#) FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1	**Please tick one of the following options:**

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☒ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2	**In summary, what is the background to this EIA?**

This proposal relates to a recommendation that the Council removes all direct funding to support the delivery of the Godiva Festival by 2025/26

SECTION 2 – Consideration of Impact
Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not.
- Foster good relations between persons who share a relevant protected characteristic and those who do not.

2.1 Baseline data and information

The continuing financial pressures on the Council to achieve savings has results in this proposal being formulated – to remove all direct Council funding for the Godiva Festival by 2025/26. The emphasis will likely shift from a community-oriented event to a narrower, more commercially focused one. It is likely that audience will reduce and/or come from a broader catchment area and will be less representative of the city's

demographic. It is also likely that opportunities for local communities and emerging artists to perform or participate in the festival programme will reduce.

In the absence of a Council subsidy, ticket prices would significantly increase as the primary source of revenue for the event. This will significantly impact all groups as potential attendees of the event.

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI, UI	Nature of impact and any mitigations required
Age 0-18	N	Higher ticket process for the event could impact on this group.
Age 19-64	N	Higher ticket process for the event could impact on this group.
Age 65+	N	Higher ticket process for the event could impact on this group.
Disability	N	Higher ticket process for the event could impact on this group.
Gender reassignment	NI	
Marriage and Civil Partnership	NI	
Pregnancy and maternity	NI	
Race (Including: colour, nationality, citizenship ethnic or national origins)	N	Higher ticket process for the event could impact on this group.
Religion and belief	NI	
Sex	NI	
Sexual orientation	NI	

3 Will there be any potential impacts in relation to health and/or digital inequalities?

There is a potentially negative impact on those living in the areas of highest deprivation – as increased ticket prices may mean that the event can longer be accessed by them.

4.0 Will there be any potential impacts on Council staff from protected groups?

No

5.0 How will you monitor and evaluate the effect of this work?

This equality impact assessment will be reviewed if this proposal is implemented following approval of the final budget report.

6.0	Action Planning

Issue Identified	Planned Action	Timeframe
n/a		

7.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups ☐
Positive impact has been identified for one or more protected groups ☐
Negative impact has been identified for one or more protected groups ☒
Both positive and negative impact has been identified for one or more protected groups ☐
The potential impact of this proposal on protected groups is not yet known
☐

8.0 Approval

Signed: Head of Service: David Nuttall	**Date:** 24.11.23 / 08.02.24
Name of Director: Andy Williams	**Date sent to Director:** 24.11.23 / 08.02.24
Name of Lead Elected Member: Cllr A S Khan	**Date sent to Councillor:** 24.11.23 / 08.02.24

Title of EIA		Residential Childrens Homes Strategy
EIA Author	Name	Tim Green
	Position	Operational lead for Residential.
	Date of completion	26.11.23 Updated 08.02.24
Head of Service	Name	Angela Whitrick
Cabinet Member	Name	Cllr Seaman
	Portfolio	Lead Cabinet Member for Children and Young People

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

☒New policy / strategy
☒New service
☐Review of policy / strategy
☐Review of service
☐Commissioning
☐Other project *(please give details)*

1.2 In summary, what is the background to this EIA?

In line with our sufficiency duty, it has been identified that Coventry is in need of additional residential provision for both disabled, looked after children and those looked after children who have been identified as having emotional behavioural difficulties. It is hoped that this will reduce the number of children and young people that are placed out of city due to a lack of available provision within the city. This will mean less disruption to the child/young person in terms of access to education, health and other services and enable them to be close to family, friends and their local community. There are also significant financial benefits to be made by using internal placements as opposed to external ones.

SECTION 2 – Consideration of Impact
Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1 Baseline data and information

The additional homes for looked after children with disabilities will be purpose built and therefore will allow the children to experience living in a fully accessible environment. The environment will enable them rather than disable them, giving them maximum independence. Because the home will be accessible, it will give the children living there more opportunities to have similar experiences to their non-disabled peers.

Establishing new homes for disabled children in a community environment will allow the children to become part of that community and will allow the community to have positive interactions with disabled children and young people which will enable them to make a positive contribution. This will help to dispel any myths or prejudices about disabled people.

The four homes for looked after children who have been identified as having emotional, behavioural difficulties, will provide for up to 12 children, across the homes, the opportunity to live as a 'family' within a community location as their non Looked After peers do. This can again give them the opportunity to make a positive contribution to their community and help to integrate them with their peers. Two of the homes, will only care for up to two children, reflecting higher levels of needs and that for some children, living with their peers can be difficult.

Children who are looked after by their very nature are disadvantaged. Being able to stay within the city they and their family come from eliminates a further disadvantage. Being placed out of Coventry city would mean living in potentially an unfamiliar environment away from important family members and friends. Evidence tells us that being placed at distance from family, can cause not only emotional distress for both the child and their family but can also become a barrier to family time.

The Governments Children's Social Care Market Study report, 22/3/22 says;

First, and most importantly, it is clear that the placements market, particularly in England and Wales, is failing to provide sufficient supply of the right type so that looked-after children can consistently access placements that properly meet their needs, when and where they require them. This means that some children are being placed in settings that are not appropriate for their own circumstances, for instance where they are:

- *far from where they would call 'home' without a clear child protection reason for this, thereby separated from positive friend and family networks: 37% of children in England in residential placements are placed at least 20 miles from their home base.*

The Independent Review of Children's Social Care, May 2022, quoted care experienced young people as follows;

- *"It is scary going to new places and moving away. Its new schools and new faces so kids often run away to something familiar."*
- *"I think people assume that children are getting their basic needs, it's enough. Like you know they've got food and shelter... OK, they're better off than where they used to be, and you as a child you do have that mindset you're like, oh, I'm better than where I used to be, so it's OK, but those basic needs aren't necessarily enough."*

All of the proposed new homes will help to address these issues.

The majority of looked after children have additional needs which require interventions from support services such as education, health and social care. This can be particularly prevalent amongst disabled children who often need a large amount of additional support services. Moving children out of city can often mean that there is a hiatus in them receiving crucial support whilst new services are found.

Aa significant number of looked after children have autism spectrum disorder and nearly all have attachment issues. Both conditions mean that any change in those caring for them will have a significant impact on those looked after children. Having continuity of care and support is of the upmost importance and this would be possible if children are placed within the city.

Coventry is a very ethnically and culturally diverse city which has well established community groups, places of worship and services which meet ethic and cultural needs within the city. Placing children with ethnic and cultural needs in placements which are not as well served as Coventry with provisions that address these needs, put them at a disadvantage.

In addition, for those children that remain in our care until they transition to adulthood, will have established support networks and meaningful relationships with carers who live close by, providing them with 'Staying Close' opportunities.

2.2 **On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.**

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI, UI	Nature of impact and any mitigations required
Age 0-18	P	Looked after children aged 10 –18, who have been identified as having emotional, behavioural difficulties, will be able to live in Coventry near to their families, friends and communities and received continuity of care and services.
Age 19-64	P	Through the work of the Staying Close Project, care leavers will receive continuity of care and support from the same carers who looked after them until the age of 18. This supports a better transition into adult services. Additional jobs will be created within the city, recruiting carers that reflect the diversity of the children we care for and in the communities they live in.
Age 65+	NI	
Disability	P	Looked after disabled children will have the opportunity to reside in Coventry close to family, friends, communities and support services. This ensures a continuity of care and support.
Gender reassignment	P	Those who wish to go through, or are going through gender reassignment, will be fully supported to do so. Remaining in Coventry city may reduce any disruption to services that can support with gender reassignment.
Marriage and Civil Partnership	NI	
Pregnancy and maternity	NI	
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	Children from ethically, racially and culturally diverse backgrounds will be able to stay connected to their families, friends and communities and will be able to continue to access places of worship, groups and support services.
Religion and belief	P	Children are supported to practice the religion of their choice if they wish to do so. Carers support children to explore belief systems and understand the advantages and disadvantages to these.

Sex	P	Homes are of mixed gender and children will be supported in relation to gender identity.
Sexual orientation	P	Carers support children to explore their sexual orientation if they wish to do so and they are supported in whatever choices they make in this respect.

2.3   Will there be any potential impacts in relation to health and/or digital inequalities?

Many looked after children have suffered poverty, neglect, physical abuse, emotional abuse, sexual abuse, domestic violence and substance misuse. Nearly all looked after children have attachment difficulties. Due to these issues, looked after children often have developmental delay, ADHD, ASD, ODD, poor mental and emotional wellbeing, low self -esteem and can be prone to self-harm. Some looked after children self-medicate through the use of alcohol and drugs and a large number of them smoke and vape.

Children who live in poverty can suffer malnutrition and poor dental hygiene. Those who suffer neglect can miss crucial childhood immunisations, malnutrition, poor dental hygiene, poor personal hygiene, recurrent headlice, recurrent infections, missed developmental and physical health checks. Children who suffer physical abuse can have unhealed or badly healed bone fractures and breaks, and psychological problems such as PTSD. Children who suffer sexual abuse can suffer enuresis and encopresis as well as psychological issues. Children who have suffered emotional abuse and have witnessed domestic violence and parental substance misuse will often have psychological issues and behavioural problems. All exposure to toxic stress in babies and children causes brain development to be affected negatively.

Disabled looked after children can experience all of the above in addition to underlying medical and neurological developmental conditions.

The children our provisions are intended for will most likely come from areas of deprivation within the city and poor socio-economic households, as we know from research that the numbers of looked after children is disproportionately high from deprived areas and that these factors do contribute towards family breakdowns. Equally, the numbers of disabled children from these areas and backgrounds are also disproportionately high. Our proposed services will impact these children and their families positively. They will be able to live safely in near proximity to their families, friends and communities. This will enable continuity of services, regular family time, no disruption to education, CAMHS, health, voluntary and short breaks interventions. Being placed locally may also allow for additional interventions, such as, family therapy, to take place. It would also support the work of the reunification team, Life long Links and the Staying Close project.

Digital
There is no assumption made about children's access to digital skills and devices. Where appropriate children are given a phone and a monthly top up allowance. We will tutor them in IT skills if needed and we will also complete online safety work with them. All the homes have Wi-Fi access and we will ensure that all children have access to a laptop

5.0   Will there be any potential impacts on Council staff from protected groups?

Although, the home for disabled children may be fully accessibile, the other homes may not be suitable for wheelchair users.
Addtional posts/jobs will be created, recruitment will seek to appoint staff from across the communtiesd who we work with and reflect key priorities of the Council in relation to:
1. Increasing the economic prosperity of the city and region
2. Improving outcomes and tackling inequalities within our communities

6.0   How will you monitor and evaluate the effect of this work?

Feedback from children, young people, their families and the professional networks that support them.
• Our work is extensively scrutinised and monitored in the following ways: • Regulation 44 visits once a month by an independent person who produces a Regulation 44 report which is then sent to Ofsted. • Ofsted inspections, at least once a year that are unannounced. We are inspected and judged against the SCIFF and the Children's Homes Quality Standards. • Internal QA by Children's commissioning • Internal QA by Managers – Monthly • Oversight of practice and performance by the Operational Lead for Residential, Strategic Lead for looked after children (corporate parenting) who is also the Responsible Individual to the children's homes. • Via Corporate Parenting Board and as appropriate Scrutiny Board 2.

6.1	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**
n/a		

7.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☒

Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected groups   ☐

The potential impact of this proposal on protected groups is not yet known ☐

8.0   Approval

Signed: Head of Service:	Date: 26.11.23 / 08.02.24
Name of Director: **Neil MacDonald**	**Date sent to Director: 26.11.23 / 08.02.24**
Name of Lead Elected Member: **Cllr Seaman**	**Date sent to Councillor: 26.11.23 / 08.02.24**

Title of EIA		Council Tax charges for second homes
EIA Authors	Name	Karen Holtom
	Position	Policy and Projects Manager
	Date of completion	20/11/23 Updated 08.02.24
Head of Service	Name	Barrie Strain
	Position	Head of Revenues and Benefits
Cabinet Member	Name	Cllr R Brown
	Portfolio	Strategic Finance and Resources

PLEASE REFER TO <u>EIA GUIDANCE</u> FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

☒New policy / strategy
☐New service
☐Review of policy / strategy
☐Review of service
☐Commissioning
☐Other project *(please give details)*

1.2 In summary, what is the background to this EIA?

The Levelling Up and Regeneration Act 2023 enables billing authorities to charge a 100 per cent council tax premium for empty furnished second homes. Billing authorities must notify taxpayers 12 months in advance of the tax year in which the charge comes into effect. Therefore, the earliest that the charge can be implemented in Coventry would be April 2025.

The Government's policy intention in respect of second homes is particularly focused at addressing issues associated in localities with high levels of second home ownership – where this can distort local housing markets and limit the supply of affordable homes for local people. Coventry has comparatively low levels of second home ownership.

The Government, through regulations, will seek to distinguish between a second home which someone may occupy periodically – such as a holiday home – and second homes which are owned for the purpose of being let regularly.

It is estimated that the second home premium could generate £0.1 million in additional council tax revenue to the Authority.

Aims will be to:
- To encourage empty properties back in to use
- Ease housing supply pressures
- Reduce negative impacts, such as anti-social behaviour,
- Reductions in rental & market values on surrounding properties, desirability of an area.

The proposal is to:

- charge up to 100% premium (double the full rate) on council tax for second homes

SECTION 2 – Consideration of Impact
Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not.
- Foster good relations between persons who share a relevant protected characteristic and those who do not.

2.1 Baseline data and information

At any given time, there are approximately 2,500 properties in Coventry recorded as empty furnished second homes. The council tax database does not differentiate between a second home which is being markted for rent and a second home that is occupied periodically by someone who's main residence is somewhere else.

This makes it difficult to identify the number of properties that would be subject to a second home premium. We can make the assumption that a property is a true second home for the purpose of the second home premium if it has been empty for a certain period of time, if it is not listed as having an executor as the liable party and the liable person has only one entry in the council tax list (assuming that anyone liable party with multiple entries is a landlord/letting agent).

On this basis approximately 500 properties would attract the second home premium. However, until the policy is implemented, we will not know specifically which properties are true second homes and which are rental properties. The final number is likely to be significantly lower and possibly less than 100 properties. These properties could be located anywhere within the city boundary.
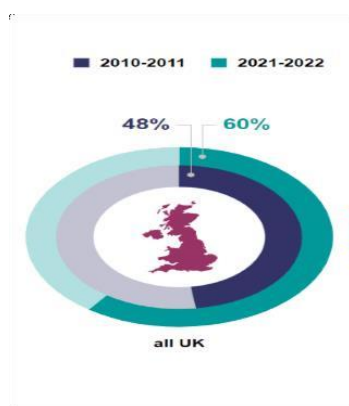
Anecdotally it could be assumed that owners of second properties are likely to be from the higher earning segment of tax paying residents.

We do not hold any demographic or equality and diversity information due to the fact that we cannot identify precisely which properties will be affected by the policy.

National Data

Facts taken from https://www.gov.uk/government/statistics/english-housing-survey-2021-to-2022-second-homes-fact-sheet/english-housing-survey-2021-to-2022-second-homes-fact-sheet

The proportion of of second homes in the UK has increased since the last decade

Characteristics of households with second homes

The likelihood of owning a second home generally increases with age. Those aged between 55-64 were the most likely to have a second home, with 31% of households with access to a second home from this age group, across the uk. The proportion slightly decreased in the 65 and over age group (27%). The proportions across age groups were similar to what they were in 2010-11, save for those in the 35-44 age group. In 2021-22, 9% of second homes were owned by those 35-44. In the 2010-11, 18% of second homes were owned by people in the same age group.

Most people with a second home were in the highest income quintile (46%). This was similar to 2010-11 when the majority of people were second homes were also in the highest income quintile (52%),

Couples with no dependent children were the most likely household type to have at least one second home - 54% of households with access to a second home were from this household type. This was followed by couples with dependent children (22%). **Most households that have access to a second home are couples without dependent children.**

2.2 **On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.**

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown Impact (UI)

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-17	**NI**	
Age 18-65	**PN**	Impacted tax payers will be required to pay more council tax (100 per cent increase). The Council will retain discretion to waive additional charges on a case by case basis as appropriate. The wider policy may have some benefits for the overall supply of housing as second home owners look to make their homes available for permanent occupation.
Age 66 and over	**PN**	Impacted tax payers will be required to pay more council tax (100 per cent increase). The Council will retain discretion to waive additional charges on a case by case basis as appropriate.

		The wider policy may have some benefits for the overall supply of housing as second homeowners look to make their homes available for permanent occupation.
Disability	**NI**	No specific impact has been identified in relation to this group.
Gender reassignment	**NI**	No specific impact has been identified in relation to this group.
Marriage and Civil Partnership	**NI**	No specific impact has been identified in relation to this group.
Pregnancy and maternity	**NI**	No specific impact has been identified in relation to this group.
Race (Including: colour, nationality, citizenship ethnic or national origins)	**NI**	No specific impact has been identified in relation to this group.
Religion and belief	**NI**	No specific impact has been identified in relation to this group.
Sex	**NI**	No specific impact has been identified in relation to this group.
Sexual orientation	**NI**	No specific impact has been identified in relation to this group.

2.3 Will there be any potential impacts in relation to health and/or digital inequalities?

The Second homes support the Marmot principles:

- Create and develop healthy and sustainable places and communities.
- Further details to be added if proposal is agreed.

3.0 Will there be any potential impacts on Council staff from protected groups?

No

4.0 How will you monitor and evaluate the effect of this work?

The Council will monitor the level of revenue generated from the additional premiums and any feedback from tax payers on a case by case basis to identify any unintended consequences.

5.0	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**
Capture complaints about the impact of the second home premium.	Capture and analyse data through the council's complaints process.	Incorporated into Business As Usual processes.
Data quality	Undertake a data gathering and cleansing exercise prior to implementation to ensure an accurate record of second home ownership.	31/03/2025

6.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups ☐

Positive impact has been identified for one or more protected groups ☐

Negative impact has been identified for one or more protected groups ☐

Both positive and negative impact has been identified for one or more protected groups ☒

8.0   Approval

Signed: Head of Service: Barrie Strain	Date: 25.11.23 / 08.02.24
Name of Director: Barry Hastie	Date sent to Director: 25.11.23 / 08.02.24
Name of Lead Elected Member: Cllr R Brown	Date sent to Councillor: 25.11.23 / 08.02.24

Title of EIA		Food Waste
EIA Author	Name	Sarah Elliott
	Position	Head of Waste & Fleet Management
	Date of completion	7th February 2024 Updated 08.02.24
Head of Service	Name	As above
	Position	As above
Cabinet Member	Name	Cllr P Hetherton
	Portfolio	City Services

PLEASE REFER TO <u>EIA GUIDANCE</u> FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1	**Please tick one of the following options:**

This EIA is being carried out on:

☐ New policy / strategy
☒ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2	**In summary, what is the background to this EIA?**

Legislative changes have made the separate weekly collection of food waste by local authorities mandatory from April 2026. This document identifies the potential equality impacts related to the introduction and provision of this service

SECTION 2 – Consideration of Impact
Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not.
- Foster good relations between persons who share a relevant protected characteristic and those who do not.

2.1 Baseline data and information

Separate food waste collections will reduce the amount of food waste going to landfill, where it releases harmful greenhouse gases, helping to achieve targets to eliminate biodegradable waste sent to landfill. Instead, where food waste is collected separately, it can be reprocessed to create organic fertiliser and biogas, which can be used to generate electricity, bolstering energy security and offsetting fossil fuel use.

The weekly collection of food waste will lead to a reduction in the proportion of organic material in residual bins, leading to improved hygiene and a reduction in vermin and bad odours.

2.2 **On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.**

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI, UI	Nature of impact and any mitigations required
Age 0-18	**NI**	
Age 19-64	**NI**	
Age 65+	**NI**	
Disability	**N**	People with disabilities may require assistance in presenting their food waste caddy for collection.
Gender reassignment	**NI**	
Marriage and Civil Partnership	**NI**	
Pregnancy and maternity	**NI**	
Race (Including: colour, nationality, citizenship ethnic or national origins)	**N**	There could potentially negative impact on people from particular ethnic groups whose first language is not English and any subsequent misunderstandings about the correct food waste disposal instructions. See 4.0 below
Religion and belief	**NI**	
Sex	**NI**	
Sexual orientation	**NI**	

Will there be any potential impacts in relation to health and/or digital inequalities?

See 4.0 below

3.0   Will there be any potential impacts on Council staff from protected groups?

No

4.0   How will you monitor and evaluate the effect of this work?

It will be important, in the communication of this proposal (if implemented) to:

- ensure that all publicity and promotional information concerning the new service is accessible to all residents and ethnic groups;
- monitor contamination levels and ensure there is no ethnicity literacy bias connected with understanding the Council's promotional literature.
- monitor levels of complaint / dissatisfaction in areas of the city

This equality impact assessment will be reviewed if this proposal is implemented following approval of the final budget report.

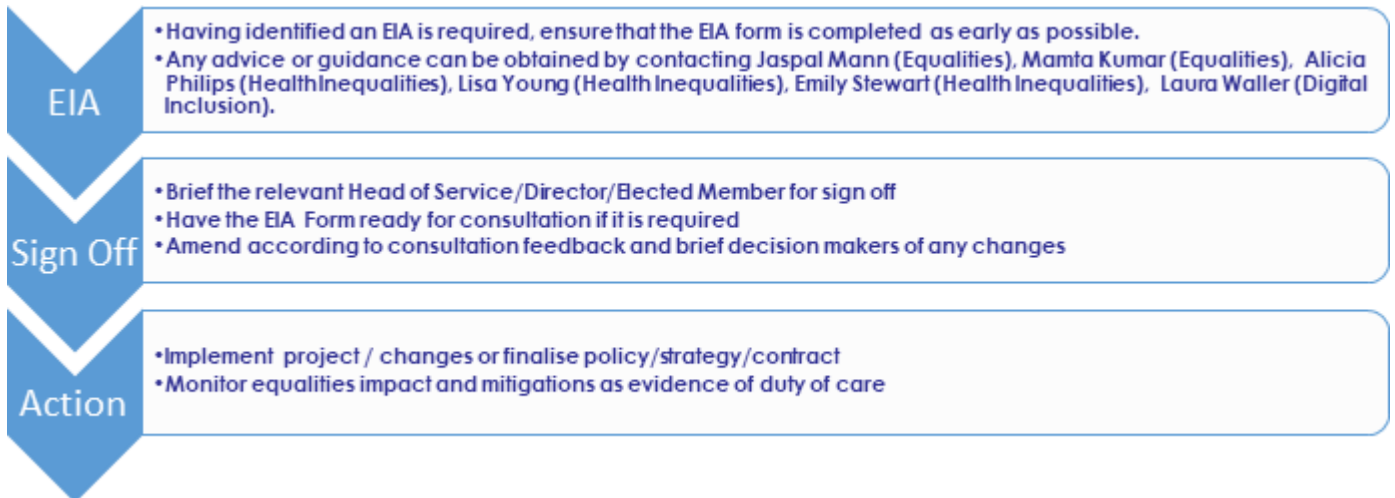| 5.0	Action Planning		
Issue Identified	**Planned Action**		**Timeframe**
N/A			

6.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups ☐

Positive impact has been identified for one or more protected groups ☐

Negative impact has been identified for one or more protected groups ☒

Both positive and negative impact has been identified for one or more protected groups ☐

The potential impact of this proposal on protected groups is not yet known
☐

7.0 Approval

Signed: Head of Service:	Date:
Sarah Elliott	**07.02.24 / 08.02.24**
Name of Director:	Date sent to Director:
Andrew Walster	**07.02.24 / 08.02.24**
Name of Lead Elected Member:	Date sent to Councillor:
Cllr P Hetherton	**07.02.24 / 08.02.24**

Title of EIA		Council Tax Support Scheme 2024/2025	
EIA Authors	Name	K Gist	L Sharma
	Position	Benefits Manager	Benefits Subsidy & Policy Lead
	Date of completion	08/09/2023 Updated 08/02/24	08/09/2023
Head of Service	Name	B Strain	
	Position	Head of Revenues and Benefits	
Cabinet Member	Name	Cllr R Brown	
	Portfolio	Strategic Finance and Resources	

- **EIA**
  - Having identified an EIA is required, ensure that the EIA form is completed as early as possible.
  - Any advice or guidance can be obtained by contacting Jaspal Mann (Equalities), Mamta Kumar (Equalities), Alicia Philips (Health Inequalities), Lisa Young (Health Inequalities), Emily Stewart (Health Inequalities), Laura Waller (Digital Inclusion).

- **Sign Off**
  - Brief the relevant Head of Service/Director/Elected Member for sign off
  - Have the EIA Form ready for consultation if it is required
  - Amend according to consultation feedback and brief decision makers of any changes

- **Action**
  - Implement project / changes or finalise policy/strategy/contract
  - Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐ New policy / strategy
☐ New service
☒ Review of policy / strategy
☐ Review of service
☐ Commissioning
☐ Other project *(please give details)*

1.2   In summary, what is the background to this EIA?

Council Tax Support (CTS) is a means tested assessment to support low-income households with the cost of council tax payments. In 2013, design of the CTS scheme for working age households was devolved to Local Authorities and funding from central government was reduced by 10 per cent.

Budgetary challenges faced by the Council for 2024/25 require the Council to review the potential option to reduce the amount provided through the CTS scheme for working age households.

The change to the CTS scheme is a combined three-change proposal. The proposal would take effect from 1 April 2024.

Note: CTS scheme for people of pension age households is set in law by the Government. Therefore, this document only refers to scheme changes in respect of working age households.

Change 1 of proposal: Reduction of maximum support
In Coventry the current maximum support for working age households is 85%.

If the current scheme continues in 2024/25, Coventry expects to award approximately £28.4 million in council tax support to 25,000 households. Approximately £18.1 million relates to working age claims and £10.3 million to pension age.

However, in setting the CTS scheme for 2024/25, the council is managing the competing tasks of balancing the budget, alongside supporting low-income households. Lowering the maximum support would provide the Council savings towards the gap in its budget.

- Therefore, the proposal is to reduce maximum CTS entitlement from 85% to 75%.

Change 2 of proposal: Introduce income banded scheme
Around 30% of CTS schemes in England are now income banded. An income banded scheme means that the amount of CTS a household would receive will depend on which band their income falls into.

The proposal would award CTS based upon the household's "excess income" rather than total income. Excess income is calculated by comparing the total household income against the "applicable amount". The applicable amount is the amount of money the Government says a household requires to meet their basic needs.

This means the applicable amount will vary depending on age, family size and any specific circumstances, such as whether someone in the household is disabled or a carer.

By using excess income rather than total income, income required for specific circumstances is considered which means the most vulnerable households are not disproportionately affected by an income banded scheme.

The CTS awarded will not change if a household's excess income remains within that band.

An income banded scheme could therefore be easier for households to understand, confirm how much support they will receive and therefore manage their budgets accordingly.

- Therefore, the proposal is to introduce an income banded scheme, as shown in table 1. Table 1 also indicates the likely impact identified from initial modelling, although their protected characteristics are not known.

Table 1: proposed income bands and likely impact

Band	Weekly excess income threshold	CTS award (% of council tax bill)	Number of households
1	£0 to £15	75%	15,722
2	£15 to £40	65%	280
3	£40 to £70	40%	519
4	£70 to £80	20%	178
5	£80 and more	0%	459

Change 3 of proposal: Changes to income disregard

When a customer or their partner are working, a standard earnings disregard is applied which reduces the income used in the CTS calculation. Under the current CTS scheme a further earnings disregard known as Additional Earnings Disregard of £17.10 can also be applied which further reduces the income used in the CTS calculation.

An Additional Earnings Disregard will be applied if members of the household work on average 16 or 30 hours per week, depending on their circumstances. However, modern work patterns such as zero-hour contracts and fixed-term contracts mean Additional Earnings Disregards frequently have to be added or removed, which affects CTS calculations. This means households can receive multiple revised council tax bills in a year, which makes it more challenging for people to manage their household budgets.

Under the proposal the Additional Earnings Disregard will be removed. To compensate for this, the standard earnings disregards will be increased. The amounts proposed are shown in the final columns in Tables 2 and 3.

Table 2: Eligible households currently receiving the standard earnings disregard and Additional Earnings Disregard

Circumstance	Current weekly standard earnings disregard (a)	Current weekly Additional Earnings Disregard (b)	Total current weekly income disregard (a + b)	Proposed new total weekly standard earnings disregard
Single	£5	£17.10	£22.10	**£8**
Couple	£10	£17.10	£27.10	**£17**
Disabled / Carer	£20	£17.10	£37.10	**£33**
Lone parent	£25	£17.10	£42.10	**£41**

Table 3: Households currently receiving only the standard earnings disregard

Circumstance	Current weekly amount	Proposed new weekly amount
Single	£5	**£8**
Couple	£10	**£17**
Disabled / Carer	£20	**£33**
Lone parent	£25	**£41**

Note: anyone currently eligible for the Additional Earnings Disregard of £17.10, will no longer receive it. If working, the household will only receive the proposed standard earnings disregard.

The change to income disregard is proposed to be cost neutral (no saving and no extra spend) to the CTS scheme.

- Therefore, the proposal is to remove the Additional Earnings Disregard and to increase the standard earnings disregards, which are not based on the number of hours worked.

Summary of likely impact of proposed changes

From initial modelling undertaken for the combined three proposed changes to the Council Tax Support scheme, the following are some key impacts which have been identified:

- These changes will provide £2.16 million towards the gap in the Council's budget.
- As maximum support will be reduced from 85% to 75%, the majority of households will have a reduction in support, regardless of protected characteristics.
- All working age households will be affected regardless of any protected characteristics. The combined impact of the three proposals is specific to the household circumstance, so some households will have increased support, but the majority will have decreased support, as shown by Table 4.

Table 4: shows the combined impact of the proposals to change the CTS scheme

Impact of proposed CTS changes	Total
Number of decreased claims	16,362
Average weekly CTS decrease	£2.62
Number of increased claims	754
Average weekly CTS increase	£1.88

Mitigations for protected characteristics

Age – child under 17
- Benefits Service will actively identify households in which members are entitled to Free School Meals.
- Considerations have been given whether to change the following, but remain in place:
- Households with dependants will continue to have Child Benefit, Child Maintenance and Childcare payments (at capped amount) disregarded in calculation of CTS.
- Two-child limit is not being proposed, so number of dependants in calculation of a household's CTS will not be limited.

Disability
- Considerations have been given whether to change the following, but remain in place:
- Disability-related applicable amounts and premiums remain unchanged.

All protected groups
- Benefits Service will actively identify households who are not maximising welfare support.
- The income banded scheme is proposed to be based upon excess income, which is calculated by comparing the total household income against household requirements. This means the most vulnerable households are not disproportionately affected by a banded scheme.
- The income banded scheme means the CTS award will not change if their excess income remains within that band, which will enable households to manage their budgets accordingly.
- Council tax department will aim to put in place individual council tax payment plans for any household who contacts early to explain they are experiencing payment difficulties.
- Council tax department will not apply court costs for anyone receiving CTS that is summonsed for non-payment of council tax.
- CTS information is available from the Council through various channels, such as:
- Customer service centre, which is open 9am to 5pm Monday to Friday.
- Online chat function, when officers are available.
- Email to the Benefits Service, which is available 24/7.
- Register for an online account, providing access to their CTS award and council tax bill, which is available 24/7.
- Council website, which is available 24/7.

Public Engagement

Coventry City Council will undertake a public consultation on the proposals to the Council Tax Support scheme. The results of this will be used to inform decisions about the proposed model.

A variety of methods will be used to ensure the consultation is accessible to all Coventry residents. Methods will include:

- a mailshot to all working age households currently in receipt of Council Tax Support
- phone support, as alternative method of engagement
- information in an alternative language, if requested
- information through a Let's Talk page on the Council's website
- feedback through a survey
- drop-in sessions and stakeholder meetings.

This is not an exhaustive list.

1.3   List of organisations and people who are involved in this area of work

- Coventry residents
- Benefits Service
- Financial Management
- Legal Services
- Council Tax collection and enforcement teams
- Public Health Insight team
- Advice agencies and third sector organisations
- Social landlords
- Precepting authorities
- Policy in Practice
- Airey Consultancy Service Ltd

SECTION 2 – Consideration of Impact
Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not.
- Foster good relations between persons who share a relevant protected characteristic and those who do not.

2. .1 Baseline data and information
- Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. *(Please refer to Diversity Guide)*
- Where possible compare your data to local data using
  - Facts about Coventry
  - Census 2011
  - Census 2021
  - JSNA

In Coventry, Council Tax Support is currently awarded to approximately 17,000 working age households (aged 18 to 65).

Of this, approximately:

32% of households have children (aged 0 to 17).
33% of households have a disabled household member.
18% of households are formed as a couple (either married, civil partnership or living together as partners).
62% of Council Tax Support is awarded to females and 38% is awarded to males.

Of the Council Tax Support awarded to single people and lone parents, 67% is awarded to females and 33% is awarded to males.

For the purposes of Council Tax Support, data is not routinely collected the following equality groups:
- Gender reassignment
- Pregnancy or maternity
- Race
- Religion and Belief
- Sexual orientation

Map 1: shows the Index of Multiple Deprivation for recipients in Coventry, by postcode

Low   High
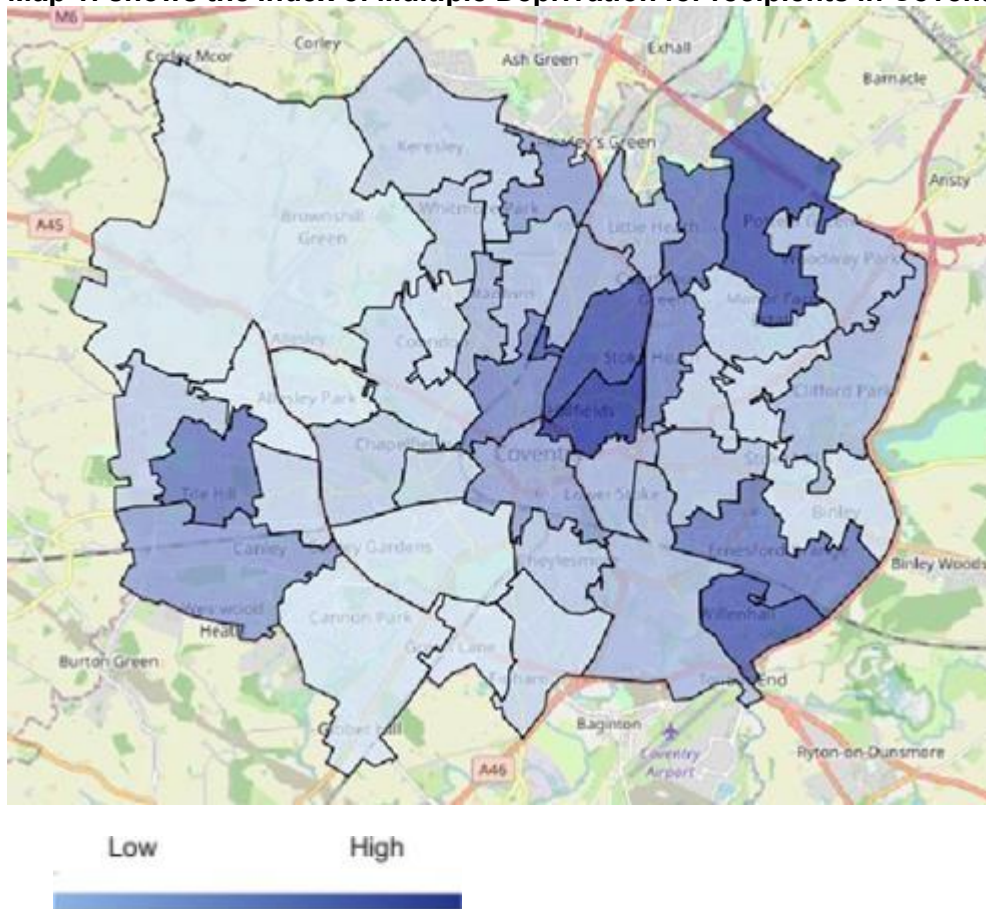
Map 1 shows which areas of Coventry will be most affected by the proposed changes to CTS scheme. The greatest impact will be in the following areas:
- Hillfields
- Stoke Heath
- Potters Green
- Willenhall
- Tile Hill

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

*Any impact on the Council workforce should be included under question 5.0 – **not below***

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-17	**P, N**	As covered in section 1.2, Table 4 shows 754 households will receive increased support. However, their protected characteristics are not known. As shown in section 2.1, nearly 1/3rd of the CTS households have dependant members in this age group. So, this group would be impacted through the CTS claim typically made by their parents. The proposed changes will affect all households, including where there is a lone parent or couple with children, through either reduced CTS or no further CTS award. - For mitigations, see section 1.2
Age 18-65	**P, N**	Working age CTS customers are typically aged between 18 and 65, so this group will be directly impacted by the proposed changes. As covered in section 1.2, Table 4 shows 754 households will receive increased support. However, their protected characteristics are not known. Table 4 also shows that 16,362 households will receive reduced support and initial modelling results indicate 459 households will lose all CTS support. However, the protected characteristics for those receiving increased, decreased or no further support are not known. - For mitigations, see section 1.2
Age 66 and over	**NI**	Pension age customers are those aged 66 or over. The rules governing CTS for people of pension age households are prescribed nationally by the Government, so will not be affected by the proposed change to the CTS scheme.
Disability	**P, N**	As covered in section 1.2, Table 4 shows 754 households will receive increased support. However, their protected characteristics are not known.

		As shown in section 2.1, in Coventry, 1/3rd of CTS support is to households who have a disabled member. Therefore, the proposed changes, are likely to impact people in this group through none or reduced CTS. - For mitigations, see section 1.2
Gender reassignment	**NI**	This data is not routinely collected for CTS purposes. It is not considered that the change in CTS scheme will impact on people according to their gender reassignment.
Marriage and Civil Partnership	**P, N**	As covered in section 1.2, Table 4 shows 754 households will receive increased support. However, their protected characteristics are not known. Data for marriage and civil partnership is not routinely collected for CTS purposes. However, for CTS it is relevant whether the household consists of a couple or single person. A couple is where people are living together as partners, regardless of whether they are married, in a civil partnership or not entered a marriage/civil partnership. Households who are couples with children, will potentially be impacted to a greater extent through either reduced CTS or no further CTS award. - For mitigations, see section 1.2
Pregnancy and maternity	**P, N**	As covered in section 1.2, Table 4 shows 754 households will receive increased support. However, their protected characteristics are not known. Data by pregnancy and maternity is not routinely collected unless the Benefits Service is specifically notified, so firm conclusions in relation to equality impact cannot be drawn. Females who are pregnant or on maternity leave may be more likely to seek support through the CTS scheme due to low income, but there is no data to confirm this.
Race (Including: colour, nationality, citizenship ethnic or national origins)	**NI**	This data is not routinely collected for CTS purposes. It is not considered that the change in CTS scheme will impact on people according to their race.
Religion and belief	**NI**	This data is not routinely collected for CTS purposes. It is not considered that the change in CTS scheme will impact on people according to their religion or belief.

Sex	**P, N**	As covered in section 1.2, Table 4 shows 754 households will receive increased support. However, their protected characteristics are not known. As shown in section 2.1, in Coventry, around 2/3rd of CTS support is to females and exactly 2/3rd of support to single or lone parent households are female. The maximum support for all low-income households will be reduced, which means females will be impacted to a greater extent. Also, research evidence regarding gender and poverty indicates females are more likely to be living in financial hardship than males. Therefore, the proposed changes are likely to further exacerbate that hardship. - For mitigations, see section 1.2
Sexual orientation	**NI**	This data is not routinely collected for CTS purposes. It is not considered that the change in CTS scheme will impact on people according to their sexual orientation.

SECTION 3 – HEALTH INEQUALITIES - **See the health inequalities pre EIA guidance sheet for this section.**

3	Further information on heath inequalities is available on the Intranet

3.1 Please tell us how the proposal you are submitting this EIA form will reduce health inequalities: *Please include which Marmot Principles this work covers.*

Coventry is a Marmot City. The proposal to change the Council Tax Support scheme is based upon using Proportionate Universalism. This ensures that the Council will allocate its resources across the social gradient, proportionate to people's needs.

Council Tax Support scheme primarily supports the Marmot principle:
- Ensure a healthy standard of living for all.

Council Tax Support scheme also supports the Marmot principles:
- Enable all children, young people, and adults to maximise their capabilities and have control over their lives.
- Create fair employment and good work for all.

3.2 What information do you have to show you are going to reduce health inequalities:

The Council, like many households, is seeing significant increases in expenditure as a result of rising prices. So far, the money the Council receives from Government and through council tax and business rates, has not increased in line with the increasing cost of providing services. The result is that in 2024/25, the Council's spending is now forecast to exceed its income by over £30m. The Council must, by law, set a balanced budget each year which means the amount planned to spend cannot be more than the income expected to receive. We are therefore looking at a number of ways that we could reduce Council spending, or increase income, to ensure that we are able to continue providing our most essential services. One of

the options is to increase the amount of council tax income the Council receives by reducing the maximum amount of CTS provided to working age households.

Modelling data for CTS claims based upon the proposal, shows the changes will provide £2.16 million towards the gap in the Council's budget, which will help in setting the above budget and allocation of services and resources.

The outcomes are likely to be:
- fewer in-year CTS changes due to introduction of income banded scheme and the changes to income disregards. If a household is aware of how much CTS award they are due, they are in a better position to manage their household budget accordingly.
- an income banded scheme based upon excess income, as covered in section 1.2. By using excess income rather than total income, this means that income required for specific circumstances is considered and the most vulnerable households are not disproportionately affected by an income banded scheme.
- changing the income disregard will mean everyone who is in employment or self-employment will be given the increased earnings disregard because it will no longer limited to those people who are only working the relevant number hours week-to-week.
- households facing financial hardship who may be adversely impacted by these changes, will be supported if they make early contact with the Council Tax department. The Council will aim to provide households with the right support and agree where possible, affordable payment plans.

3.3 Who/which groups of people might face the biggest health inequalities for your work and why:

Residents in Coventry who are in receipt of Council Tax Support are those groups of people who are more likely to be impacted by the proposed changes.

The Council Tax Support scheme aims to support low-income households and those groups who are known to face the biggest health inequalities.

This is shown by the data for Coventry in section 2.1 – see Map 1.

3.4. What can be done to improve health equity for the groups of people you have identified?

Using proportionate universalism in calculating CTS award, the level of excess income will identify which households need the most financial support.

We will ensure a One Coventry approach by working with our partners to ensure information and support is available for those groups facing the biggest health inequalities and to support households to engage in the public consultation.

The Benefits Service will actively identify households:
- in which members are entitled to Free School Meals
- who are not maximising welfare support

Council tax department will aim to put in place individual council tax payment plans for any household who contacts early to explain they are experiencing payment difficulties.

Any information which identifies those groups disproportionately impacted by the CTS change who are known to face health inequalities, will be used to inform decisions as part of ongoing service development.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1   Starting point:
Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate?   No

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Does your work assume service users have digital access and skills?
- No, CTS processes remain the same as they currently are.

Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?
- Yes. Low household income is an indicator for digital exclusion. Reduced Council Tax Support for low income households may impact digital access, as this might make connectivity unaffordable.

Consider what the unintended consequences of your work might be.
- The CTS processes remain the same as they currently are.

4.2   Reducing digital exclusion inequalities
Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

Communication about the proposed changes will be made by post, drop-in sessions will be available and there will be the option to request a survey in paper format.

The proposed changes are to the levels of financial support, which could impact finances available for digital connectivity. By collaborating with our partners, these households could be supported through the National Databank.

The process for making a Council Tax Support claim and contacting the Benefits Service remain the same. This includes application forms that are online. However, customers who cannot access this continue to have the option to ring the Benefits Customer Services team, who will help complete an application form over the telephone. Customers can still report change in circumstances through email, telephone, online or through the post.

If the award of Council Tax Support changes, customers will continue to be sent a notification letter through the post. They will also receive a revised council tax bill through their usual method, which if they have not opted for electronic means, will be a paper-based bill through the post.

5.0   Will there be any potential impacts on Council staff from protected groups?

There will be no impact on job numbers and no restructure planned as an outcome of these proposals.

Headcount:

Sex: **Age:**

Female	
Male	
16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity: **Religion:**

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

6.0   How will you monitor and evaluate the effect of this work?

- Monitor groups requesting council tax hardship support.
- Operate a dedicated section 13a 1 c (hardship fund) policy to support those in the greatest need.

- Capture and analyse data through the Council's complaints process.
- All officers across Revenues and Benefits will flag any complaints regarding the impact of the CTS changes/ability to pay the increased council tax amounts.

- Monitor groups affected by increased council tax and council tax arrears.
- Review the council tax recovery process for those in receipt of CTS.

6.1	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**
Capture complaints about the impact of CTS changes	Capture and analyse data through the council's complaints process.	Incorporated into Business as Usual processes.
Ensure households on low income and those disproportionately impacted by inequalities are supported.	Continue to operate a dedicated section 13a 1 c (hardship fund) policy to support those in the greatest need.	Incorporated into Business as Usual processes.
Increase uptake of support available	Continue to work collaboratively with partners to ensure the most vulnerable households are maximising the support available to them.	31/03/2024
Ensure recovery action and additional costs are minimised	Review the council tax recovery process for those in receipt of CTS.	31/03/2024
Ensure households receive the best service and are aware of additional help	Provide training to Revenues, Benefits and Customer Services on changes, to include signposting to other support available.	31/03/2024
Ensure the impact of changes to the scheme are identified and reviewed for 2025/26	Monitor and review the impact of the changes to the scheme for 2024/25 and diarise to review CTS for 2025/26.	30/06/2024

7.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☐

Negative impact has been identified for one or more protected groups ☐

Both positive and negative impact has been identified for one or more protected groups ☒

8.0   Approval

	Date: 08/02/24
Signed: Head of Service:	
Name of Director: Barry Hastie	**Date sent to Director: 08/02/24**
Name of Lead Elected Member: Councillor Richard Brown	**Date sent to Councillor: 08/02/24**

Email completed EIA to equality@coventry.gov.uk

Title of EIA		One Coventry Model - Integrated Place Based Services
EIA Author	Name	Max Shakespeare
	Position	Change Manager
	Date of completion	First Completed: 24/11/2023 Updated: 6/12/2023 Updated: 08/02/24
Head of Service	Name	Michelle McGinty
	Position	Strategic Lead Transformation & Change
Cabinet Member	Name	Councillor Welsh
	Portfolio	Cabinet Member for Housing and Communities

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐New policy / strategy
☐New service
☐Review of policy / strategy
☐Review of service
☐Commissioning
☒Other project (please give details) Medium Term Financial Strategy Project

1.2   In summary, what is the background to this EIA?

As part of the development of the One Coventry Delivery Model, the Integrated Place Based Services programme will focus on protecting services by delivering differently across council/cross organisational services.

The programme will initially focus on realising co-location and integration aspirations, retaining and preventing closure of services through delivering from a reduced number of buildings. With further plans to develop a future operating model in collaboration with partners.

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1 Baseline data and information

This will be looked at in detail once further scoping has been completed and all initiatives within the programme will have their own EIA.

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI, UI	Nature of impact and any mitigations required
Age 0-18	PN	These changes could potentially have a positive impact on children under 18 because the activities and services are all provided in one place locally that children and young people know, trust and attend on a regular basis. These changes could potentially have a negative impact on children under the age of 18 due to activities and services no longer being available in current locality buildings. Mitigation through protecting services through co-located delivery in accessible community locations.
Age 19-64	PN	These changes could potentially have a positive impact on adults aged 19 - 64 because the activities and services are all provided in one place locally that are well known, trusted and attended on a regular basis. These changes could potentially have a negative impact on adults aged 19 - 64 due to activities and services no longer being available in current locality buildings. Mitigation through protecting services through co-located delivery in accessible community locations.
Age 65+	PN	These changes could potentially have a positive impact on adults aged 65 + because the activities and services are all provided in one place locally that are well known, trusted and attended on a regular basis.

		These changes could potentially have a negative impact on adults 65 + due to activities and services no longer being available in current locality buildings. Mitigation through protecting services through co-located delivery in accessible community locations.
Disability	PN	These changes could potentially have a positive impact on disabled adults because the activities and services are all provided in one place locally that are well known, trusted and attended on a regular basis. These changes could potentially have a negative impact on disabled adults due to activities and services no longer being available in current locality buildings. Mitigation through protecting services through co-located delivery in accessible community locations.
Gender reassignment	NI	There is no positive or negative expected for this protected characteristic.
Marriage and Civil Partnership	NI	There is no positive or negative expected for this protected characteristic.
Pregnancy and maternity	PN	These changes could potentially have a positive impact on pregnant women and those on maternity leave with babies because the activities and services are all provided in one place locally that are well known, trusted and attended on a regular basis. These changes could potentially have a negative impact on pregnant women and those on maternity leave with babies due to activities and services no longer being available in current locality buildings. Mitigation through protecting services through co-located delivery in accessible community locations.
Race (Including: colour, nationality, citizenship ethnic or national origins)	PN	These changes could potentially have a positive impact on different races, due to activities and services no longer being available in locally that are well known, trusted and attended on a regular basis. These changes could potentially have a negative impact on residents from different races, due to activities and services no longer being available in current locality buildings. Mitigation through protecting services through co-located delivery in accessible community locations.
Religion and belief	PN	These changes could potentially have a positive impact on residents from different religions and beliefs, due to activities and services no longer being available in locally that are well known, trusted and attended on a regular basis. These changes could potentially have a negative impact on residents from different religions and beliefs, due to activities and services no longer

		being available in current locality buildings. Mitigation through protecting services through co-located delivery in accessible community locations.
Sex	NI	There is no positive or negative expected for this protected characteristic.
Sexual orientation	NI	There is no positive or negative expected for this protected characteristic.

2.3 Will there be any potential impacts in relation to health and/or digital inequalities?

There could be a potential impact as a result of co-locating and integrating services through a reduced number of buildings. However specific impacts at this stage are not known yet and will be considered in further detail as work is further developed.

3.0 Will there be any potential impacts on Council staff from protected groups?

There could be a potential impact as a result of co-locating and integrating services through a reduced number of buildings. However specific impacts at this stage are not known yet and will be considered in further detail as work is further developed.

4.0 How will you monitor and evaluate the effect of this work?

This equality impact assessment will be reviewed if this proposal is implemented following approval of the final budget report. Qualitative and quantitative metrics are being developed which will monitor and evaluate the impact of Integrated Place Based Services programme

5.0	Action Planning		
Issue Identified	**Planned Action**		**Timeframe**
n/a			

6.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups ☐
Positive impact has been identified for one or more protected groups ☐
Negative impact has been identified for one or more protected groups ☐
Both positive and negative impact has been identified for one or more protected groups ☒
The potential impact of this proposal on protected groups is not yet known ☐

7.0 Approval

Name of Director:	Date sent to Director:
Kirston Nelson	08/02/24
Name of Lead Elected Member:	Date sent to Councillor:
Cllr D Welsh	9/2/2024

Title of EIA		One Coventry Model - Common Roles Review
EIA Author	Name	Ceri Brettle
	Position	Change Manager
	Date of completion	First Completed: 24/11/2023 Updated: 6/12/2023 Updated: 08/02/2024
Head of Service	Name	Michelle McGinty
	Position	Strategic Lead Transformation & Change
Cabinet Member	Name	Councillor R Brown
	Portfolio	Strategic Finance and Resources

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:
☐ New policy / strategy
☐ New service
☐ Review of policy / strategy
☐ Review of service
☐ Commissioning
☒ Other project (please give details)

1.2 In summary, what is the background to this EIA?

As part of the development of the One Coventry Delivery Model, exploratory work is being undertaken to consider across the Council's establishment, common activity, roles, and functions that could represent duplication, or be considered for alternative models. The aim of this being to harness opportunities to deliver required activity efficiently while allowing resource to be deployed with greater flexibility to respond to corporate priorities, making us a more efficient and effective organisation.

This work will focus on what we need from functions and implement most effective models with a centre of excellence.

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we

must look at our duty to

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1 Baseline data and information

Detailed baseline data cannot be provided at this stage as the baseline of roles that are within scope is still being refined.

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI, UI	Nature of impact and any mitigations required
Age 0-18	UI	
Age 19-64	UI	
Age 65+	UI	
Disability	UI	
Gender reassignment	UI	
Marriage and Civil Partnership	UI	
Pregnancy and maternity	UI	
Race (Including: colour, nationality, citizenship ethnic or national origins)	UI	
Religion and belief	UI	
Sex	UI	
Sexual orientation	UI	

2.3 Will there be any potential impacts in relation to health and/or digital inequalities?

As we are still at the stage of refining and agreeing the baseline of roles in scope, details of how proposals will reduce health inequalities cannot be known at this stage. However, the driving force for this work is to identify opportunities to deliver required activity efficiently - while allowing resource to be deployed with flexibility to respond to corporate priorities, including those included within the One Coventry Plan (2022-30).

3.0   Will there be any potential impacts on Council staff from protected groups?

Work is at a very early stage and roles within scope have not yet been agreed so it is not possible to describe impact and/or mitigation at this stage. When roles that are within scope has been established, detailed work will be undertaken to understand the breakdown in terms of potential impact on those with protected characteristics.

4.0   How will you monitor and evaluate the effect of this work?

When roles within scope have been established detailed work will be undertaken in order to understand activities currently undertaken by these roles to determine potential impacts including and specifically taking into account potential impacts on protected characteristics both in terms of post holders and service users. Once this is established a more detailed plan to monitor and evaluate impacts of proposals will be established.

This equality impact assessment will be reviewed if this proposal is implemented following approval of the final budget report.

5.0	Action Planning	
Issue Identified	Planned Action	Timeframe
n/a		

6.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐
Positive impact has been identified for one or more protected groups   ☐
Negative impact has been identified for one or more protected groups   ☐
Both positive and negative impact has been identified for one or more protected groups   ☐
The potential impact of this proposal on protected groups is not yet known X☐

7.0   Approval

Name of Director: Kirston Nelson	Date sent to Director: 08/02/24
Name of Lead Elected Member: Cllr R Brown	Date sent to Councillor: 09/02/24

Title of EIA		One Coventry Delivery – One Coventry Advice Model
EIA Author	Name	Gemma Tate
	Position	Programme Manager
	Date of completion	First completed 27.11.23 Updated 06/12/23 Updated 08/02/24
Head of Service	Name	Peter Barnett
	Position	Head of Service – Libraries and Migration
Cabinet Member	Name	Cllr David Welsh
	Portfolio	Housing and Communities

PLEASE REFER TO EIA GUIDANCE FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1   Please tick one of the following options:

This EIA is being carried out on:

☐New policy / strategy
☐New service
☐Review of policy / strategy
☒Review of service
☒Commissioning
☒Other project *(please give details)*

1.2   In summary, what is the background to this EIA?

The council have historically commissioned external providers to deliver advice services to Coventry residents. As part of the One Coventry Delivery Model we are reviewing our approach and proposing the development of a One Coventry Advice Model which will look to deliver advice and support at the earliest opportunity and as efficiently as possible.

Working in a One Coventry way will strengthen how Council services and commissioned advice providers work together to ensure that residents can access the advice and support they need by:

- Maximising self-service opportunities for the majority of residents and using technology to drive automation
- Focussing resources on residents who need additional support and/or have multiple advice needs through effective triage processes.
- Proactively contacting households who have been identified as being in/or going to face significant financial difficulty to offer advice and support

The Service review seeks to improve processes both internally and externally to create a more efficient way of delivering advice and information. There may be changes to commissioned and internally provided advice services as a result.

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not
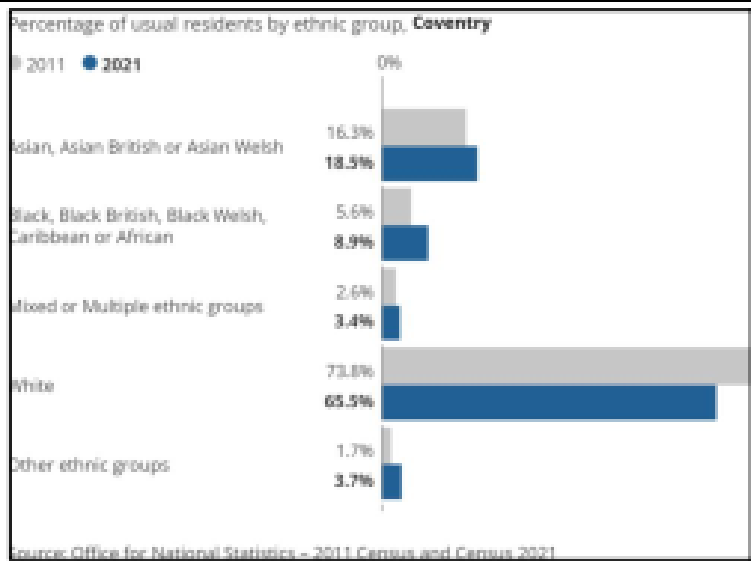
2.1 Baseline data and information

To gain an initial understanding of any potential impacts of the proposed changes data from a limited number of commissioned services (from 2021/22) has been compared with Census 2021 data. It should be noted that as the data relates to a limited number of commissioned services only it may not be fully accurate and provides an indication only.

If the changes proposed are implemented, Coventry residents seeking advice, information and services could potentially be impacted. There could potentially be a disproportionate impact on people with the following protected characteristics:
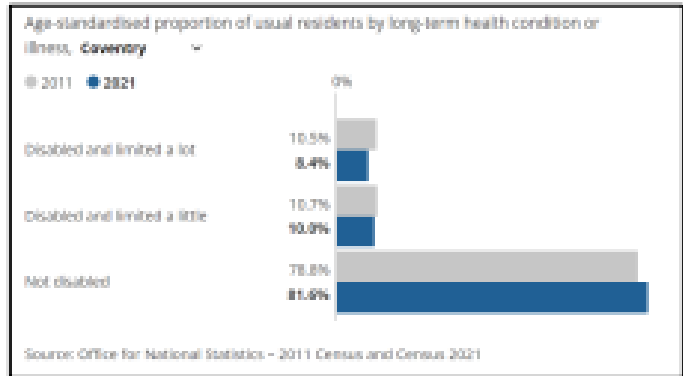
Ethnicity Data
There has been a change in the ethnic composition of Coventry with an increase of ethnic minority groups being identified in the 2021 Census.

Percentage of usual residents by ethnic group, **Coventry**

2011 ● 2021   0%

Asian, Asian British or Asian Welsh
16.3%
18.5%

Black, Black British, Black Welsh, Caribbean or African
5.6%
8.9%

Mixed or Multiple ethnic groups
2.6%
3.4%

White
73.8%
65.5%

Other ethnic groups
1.7%
3.7%

Source: Office for National Statistics – 2011 Census and Census 2021
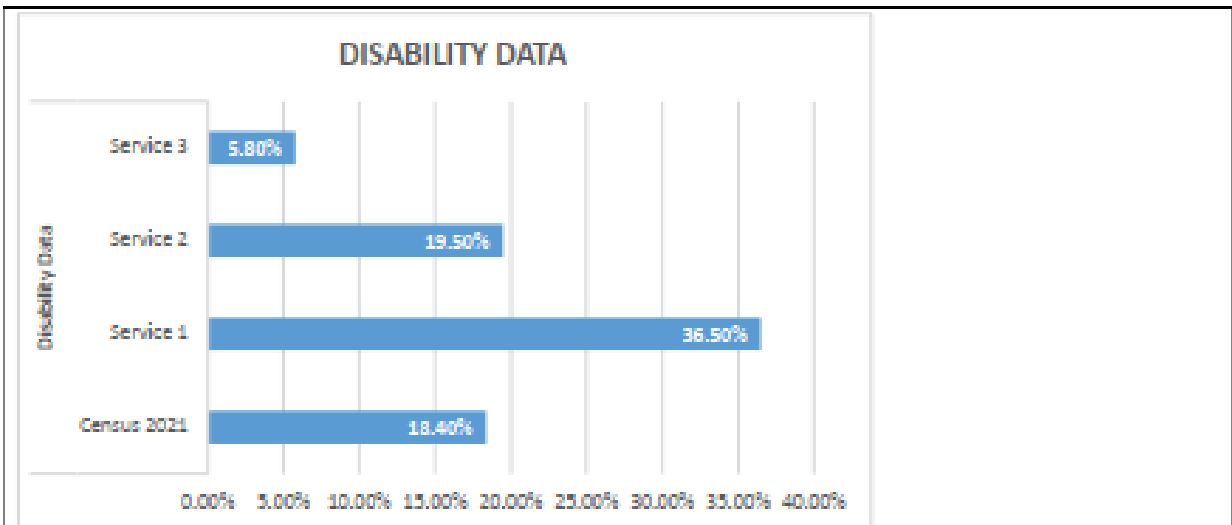
The commissioned services data shows the ethnic groups are accessing current services and that within some ethnic groups there is higher percentage accessing services when compared to city as a whole.
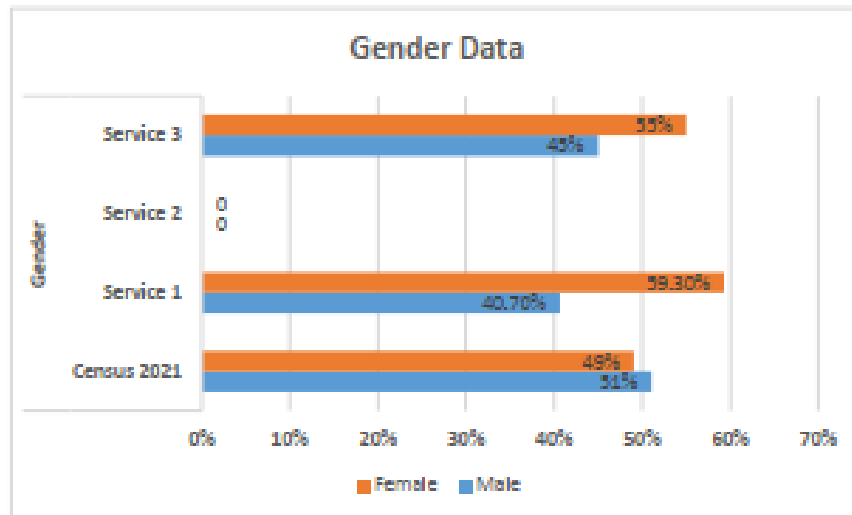
Disability

In 2021, 18.4% of Coventry residents were identified as being disabled. Based on the data available there are higher numbers of people with disabilities/long term illnesses currently accessing those services

Age-standardised proportion of usual residents by long-term health condition or illness, **Coventry**

2011 ● 2021   0%

Disabled and limited a lot
10.5%
8.4%

Disabled and limited a little
10.7%
10.0%

Not disabled
78.8%
81.6%

Source: Office for National Statistics – 2011 Census and Census 2021

DISABILITY DATA

Disability Data	
Service 3	5.80%
Service 2	19.50%
Service 1	36.50%
Census 2021	18.40%

(Horizontal axis: 0.00% 5.00% 10.00% 15.00% 20.00% 25.00% 30.00% 35.00% 40.00%)

Gender

The estimated male population of Coventry in 2021 is 51% of the population, whilst the estimated female population is 49% of the population. The available data shows that there is an underrepresentation of the male population where some have an overrepresentation of the female population when compared to Census data. Service 2 has insufficient data.

Gender Data

Gender	Female	Male
Service 3	55%	45%
Service 2	0	0
Service 1	59.30%	40.70%
Census 2021	49%	51%

(Horizontal axis: 0% 10% 20% 30% 40% 50% 60% 70%)

■ Female ■ Male

If proposed changes are implemented further data analysis of council and other commissioned service data will be used as part of any further analysis of equality impacts, including where residents have declined to self report or stated unknown. Where needed, we will improve our data collection of monitoring data to ensure that we are able to monitor the equalities impacts.

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI, UI	Nature of impact and any mitigations required
Age 0-18	PN	The proposed changes could potentially have a positive and negative impact on families with children. A new service model if implemented could have a positive impact as resources would potentially focus on residents who need additional support and/or have multiple advice needs. And/or by proactively contacting households who have been identified as being in/or going to face significant financial difficulty to offer advice and support. In order to understand and monitor any potential positive or negative impact of any future changes, improved age related data collection is needed.
Age 19-64	PN	The proposed changes could have a positive and negative impact on 19-64 years , current data indicates that this age group are seeking information and advice more frequently than other age ranges. A new service model if implemented could have a positive impact as resources would potentially focus on residents who need additional support and/or have multiple advice needs. And/or by proactively contacting households who have been identified as being in/or going to face significant financial difficulty to offer advice and support. In order to understand and monitor any potential positive or negative impact of any future changes, improved age related data collection is needed.
Age 65+	PN	The proposed changes could have a positive and negative impact on aged 65+ According to the the data currently held, this population group have slightly lower support numbers than the population percentage from Census figures. A new service model if implemented could have a positive impact as resources would potentially focus on residents who need additional support and/or by proactively

		contacting households who have been identified as being in/or going to face significant financial difficulty to offer advice and support.
		In order to understand and monitor any potential positive or negative impact of any future changes, improved age related data collection is needed.
Disability	PN	The proposed changes could potentially have a positive and negative impact on people with disabilities. A new service model if implemented could have a positive impact as resources would potentially focus on residents who need additional support and/or have multiple advice needs. And/or by proactively contacting households who have been identified as being in/or going to face significant financial difficulty to offer advice and support. In order to understand and monitor any potential positive or negative impact of any future changes, improved disability related data collection is needed.
Gender reassignment	NI	There is no positive or negative impact expected for this protected characteristic.
Marriage and Civil Partnership	NI	There is no positive or negative impact expected for this protected characteristic.
Pregnancy and maternity	PN	The proposed changes could potentially have a positive impact and negative on pregnancy and maternity. A new service model if implemented could have a positive impact as resources would potentially focus on residents who need additional support and/or have multiple advice needs. And/or by proactively contacting households who have been identified as being in/or going to face significant financial difficulty to offer advice and support. In order to understand and monitor any potential positive or negative impact of any future changes, improved pregnancy and maternity related data collection is needed.
Race (Including: colour, nationality, citizenship ethnic or national origins)	PN	The proposed changes could potentially have a positive and negative impact. For people where English is not their first language, face to face advice and support can be important. A new service model if implemented could have a positive impact as resources would potentially focus on residents who need additional support and/or have multiple advice needs. And/or by proactively contacting households who have been identified as being in/or going to face significant financial difficulty to offer advice and support.

		In order to understand and monitor any potential positive or negative impact of any future changes, improved race related data collection is needed.
Religion and belief	NI	There is no positive or negative expected for this protected characteristic.
Sex	PN	The proposed changes could potentially have a positive and negative impact on sex. A new service model if implemented could have a positive impact as resources would potentially focus on residents who need additional support and/or have multiple advice needs. And/or by proactively contacting households who have been identified as being in/or going to face significant financial difficulty to offer advice and support. From the initial data analysis , it shows that men are generally under-represented in using the advice services captured and women are potentially over-represented due to family breakdown. There will need to be further investigation into why this may be the case in order to improve numbers and access for men. In order to understand and monitor any potential positive or negative impact of any future changes, improved sex related data collection is needed.
Sexual orientation	NI	There is no positive or negative expected for this protected characteristic.

2.3   Will there be any potential impacts in relation to health and/or digital inequalities?

As a Marmot City, we will ensure that as we develop a One Coventry Advice Model we support the Marmot Principle "Ensure a healthy standard of living for all."and consider how resources are potentially targeted to support those in most need.

This will be explored more fully over the coming months as the EIA is developed further and in conjunction with the Coventry Connects Programme.

3.0   Will there be any potential impacts on Council staff from protected groups?

A number of Council Services will be involved in the delivery of the One Coventry Advice Model. The specific impact is not yet known.

4.0   How will you monitor and evaluate the effect of this work?

Outcomes and monitoring criteria are being worked up. This will be used to evaluate the impact of the work being delivered and this will be regularly reviewed to support changes to service delivery and ongoing equality impacts. Within the outcomes and monitoring data, equality data will be embedded.

This equality impact assessment will be reviewed if this proposal is implemented following approval of the final budget report.

5.0	Action Planning	
Issue Identified	**Planned Action**	**Timeframe**
Further identification of any equalities impacts of service re-design	Use other data sources and/or national and local research findings to support the development of a future model. This will include further collaboration with the advice sector to inform further EIA development.	During service re-design phase
When and how equalities data is captured	During service re-design, collaborate with the advice sector and Council services to understand the point at which equalities information is captured.	During service re-design phase and including in any future commissioning processes
Insuffient and inconsistent data collection of equalities data	Embed data collection into the processes of the new model. Consideration will be needed as to how commissioned advice services collect and report equalities information across their different funding streams, particularly where interventions can only be targeted to specific protected characterics.	1 year

6.0   Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups   ☐

Positive impact has been identified for one or more protected groups   ☐

Negative impact has been identified for one or more protected groups   ☐

Both positive and negative impact has been identified for one or more protected groups   ☐ x

The potential impact of this proposal on protected groups is not yet known ☐