

**Time and Date**

2.00 pm on Tuesday, 15th December 2020

Place

This meeting will be held remotely. The meeting can be viewed live by pasting this link into your browser:

<https://www.youtube.com/watch?v=43NwA-EDHmk&feature=youtu.be>

Public business

1. **Apologies**
2. **Declarations of Interest**
3. **Minutes** (Pages 3 - 16)
 - (a) To agree the minutes from the meeting of Cabinet on 1st December 2020
 - (b) Matters arising
4. **Pre-budget Report** (Pages 17 - 48)
Report of the Director of Finance
5. **Any other items of public business which the Chair decides to take as a matter of urgency because of the special circumstances involved.**

Private business

Nil

Julie Newman, Director of Law and Governance, Council House, Coventry

Monday, 7 December 2020

Note: The person to contact about the agenda and documents for this meeting is Lara Knight / Michelle Salmon, Governance Services, Tel: 024 7697 2642 / 2643, Email: lara.knight@coventry.gov.uk / michelle.salmon@coventry.gov.uk

Membership

Cabinet Members:

Councillors R Brown, K Caan, G Duggins (Chair), P Hetheron, A S Khan (Deputy Chair), K Maton, M Mutton, J O'Boyle, P Seaman and D Welsh

Non-voting Deputy Cabinet Members:
Councillors P Akhtar, B Gittins and G Lloyd

By invitation:
Councillors A Andrews and G Ridley (Non-voting Opposition representatives)

If you require a British Sign Language interpreter for this meeting
OR if you would like this information in another format or
language, please contact us.

Lara Knight / Michelle Salmon

Governance Services

Tel: 024 7697 2642 / 2643

Email: lara.knight@coventry.gov.uk / michelle.salmon@coventry.gov.uk

Agenda Item 3

Coventry City Council

Minutes of the Meeting of Cabinet held at 2.00 pm on Tuesday, 1 December 2020

(This meeting was held remotely)

Present:

Cabinet Members: Councillor G Duggins (Chair)

Councillor Brown
Councillor K Caan
Councillor P Hetherton
Councillor K Maton
Councillor M Mutton
Councillor J O'Boyle
Councillor P Seaman
Councillor D Welsh

Non-Voting Deputy
Cabinet Members:

Councillor P Akhtar
Councillor B Gittins
Councillor G Lloyd

Non-Voting Opposition
Members:

Councillor R Bailey (Substitute for Councillor G Ridley)
Councillor T Sawdon (Substitute for Councillor A Andrews)

Other Non-Voting
Members:

Councillor L Bigham
Councillor J Clifford
Councillor R Lakha
Councillor C Miks
Councillor K Sandhu
Councillor R Singh
Councillor C Thomas

Employees (by Service):

Chief Executive M Reeves

Deputy Chief Executive G Quinton

Finance B Hastie - Director of Finance, P Jennings

Law and Governance J Newman - Director of Law and Governance, S Bennett,
G Holmes

Streetscene and
Regulatory Services D Butler

Property Services and
Development R Moon – Director of Property Services and Development,
A Hunt, L Lewis

Transportation and Highways	C Knight - Director of Transportation and Highways, N Cowper, J Seddon
Public Health and Wellbeing	S Chun Lam
Apologies	Councillor N Akhtar Councillor A Andrews Councillor A S Khan Councillor G Ridley

Public Business

42. **Declarations of Interest**

There were no disclosable interests.

43. **Minutes**

The Minutes of the meeting held on 13 October were agreed and signed as a true record.

There were no matters arising.

44. **Exclusion of Press and Public**

RESOLVED that the Cabinet agrees to exclude the press and public under Sections 100(A)(4) of the Local Government Act 1972 relating to the private report in Minute 54 below headed ‘Surrender of Lease on Premises in Upper Precinct, Coventry’ on the grounds that the report involves the likely disclosure of information as defined in Paragraph 3 of Schedule 12A of the Act, as it contains information relating to the financial affairs of a particular person (including the authority holding that information) and in all circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

45. **2020/21 Second Quarter Financial Monitoring Report (to September 2020)**

The Cabinet considered a report of the Director of Finance that detailed the forecast outturn position for revenue and capital expenditure and the Council’s treasury management activity as at the end of September 2020. The headline revenue forecast for 2020/21 is for net expenditure to be £36.3m (£28.2m at Quarter 1) over budget before the application of COVID-19 emergency funding for local government. After the use of this grant, the net over-spend is £3.5m (£6.7m at Quarter 1). At the same point in 2019/20 there was a projected balanced budget position.

The position includes a very significant increase in forecast costs within Children’s Services. The overall forecast overspend in this area has risen by £5.3m over the quarter and now stands at £8.6m. An estimated £5.8m of this cost reflects higher looked after children numbers that have emerged following, and largely as a result

of, conditions caused by the Covid pandemic. This level of activity represents a clear medium-term financial risk to the Council, and it is imperative that all appropriate interventions are identified to enable a sustainable financial position to be reached.

In other services and excluding the effects of Covid there are overspends in excess of £1m in each of Streetscene and Regulatory Services and Highways and Transportation.

The Council's capital spending is projected to be £249.0m and includes major scheme expenditure which ranges from investment in to the A46 Link Road, Coventry Station Masterplan, Whitley South infrastructure, Public Realm, Secondary Schools expansion and the National Battery Plant. The impact of Covid has been relatively modest in terms of delays to progressing capital schemes and the Council is on track to exceed the high levels of programme spend achieved in 2019/20.

Audit and Procurement Committee considered the report at their meeting on 30 November, 2020 and had sought clarification on a number of issues in the report, which were reported to Cabinet and which had been provided to the Committee.

RESOLVED that Cabinet:-

- 1) Approves the Council's revenue monitoring position incorporating the application of Covid emergency funding.**
- 2) Endorses the approach to utilise Government grant allocations to support the Council's response to Covid as set out in section 5 of the report.**
- 3) Approves the revised forecast estimated outturn position for the year of £249.0m incorporating: £4.4m net increase in spending relating to approved/technical changes, £27.3m net rescheduling of expenditure from 2021/22 and £0.1m overspend.**

46. Revision to Domestic Vehicle Footway Crossing Policy 2020

The Cabinet considered a report of the Director of Transportation and Highways which indicated that the Domestic Vehicle Footway Crossing Policy sets out the criteria and process for residents to apply for and build a legal vehicle crossing over the pavement to their property.

The Policy was last revised in 2016 to encourage more residents to apply for lawful crossings. However, despite this, some residents continue to drive over pavements not intended to carry vehicles, resulting in damage to pavements, putting pedestrians at risk through damaged pavements and costing the Council many thousands of pounds each year.

To reduce the number of unauthorised crossings and associated damage to pavements, the following principal policy changes proposed are:

- Reduce the depth of private frontage required to meet the policy from 4.5m to 4.0m.
- Make applicants responsible for ensuring a vehicle does not overhang the Highway by applying conditions.
- Strengthen enforcement of overhanging vehicles.

The revised Policy was appended to the report.

The Communities and Neighbourhoods Scrutiny Board (4) had considered the report at their meeting held on 5 November, 2020 and had made the following Recommendations to Cabinet:-

- 1) That the new Domestic Vehicle Footway Crossing Policy be promoted through a communications campaign including an article in Citivision
- 2) That consideration be given to increasing enforcement activity regarding illegal footway crossings and enforcement of the new Policy
- 3) That consideration be given to the impact of the proposed Policy on On-street Parking Controls including residents parking schemes when determining applications for dropped kerbs

RESOLVED that Cabinet :-

- 1) **Adopt the revised Domestic Vehicle Footway Crossing Policy 2020 as set out in Appendix A to the report.**
- 2) **Approve the Recommendations of the Communities and Neighbourhoods Scrutiny Board (4) as detailed above.**

47. **Local Air Quality Action Plan - Full Business Case**

The Cabinet considered a report of the Director of Transportation and Highways which indicated that on 12th February 2020, the Parliamentary Secretary of State for the Environment issued the Environment Act 1995 (Coventry City Council) Air Quality Direction 2020. This Direction applies to Coventry City Council and directs the Council to:

- Implement the local plan for NO₂ (Nitrogen Dioxide) compliance for the city;
- Prepare and submit a full business case for the local plan scheme, summarising responses made to the public consultation, outlining any subsequent changes made to the local plan scheme, and confirming that the local plan scheme facilitates the achievement of local transport policies within the city

The Cabinet subsequently approved the Local Plan, and the necessary measures required to deliver it successfully, at its meeting on 20th July 2020.

The report sought Cabinet approval for the submission of the full Business Case for the Local Plan scheme, a copy of which was appended to the report, to Government in accordance with the Direction. It also sought delegated authority to allow for variations to be made to the Local Plan scheme should this be necessary to address any specific issues raised by Government in response to the full business case.

The report detailed significant progress to date on the detailed delivery programme of the package and indicated that good progress had been made. The report also indicated that there are significant risks to the programme for delivery, and there may be a need to request approval from Government for changes to the package as the design and consultation progresses on individual schemes. The submission of the Full Business Case does, however, represent a significant milestone in the delivery of the Local Air Quality Action Plan.

RESOLVED that Cabinet:-

- 1) Approves the full business case for the Coventry Local Air Quality Action Plan as shown in Appendix One of this report for submission to Government.**
- 2) Authorises the Director of Transportation and Highways, in consultation with the Cabinet Member for Jobs and Regeneration, the Cabinet Member for City Services, the Cabinet Member for Public Health and Sport and the Director of Law and Governance, to identify and implement any changes required to the Coventry Local Air Quality Action Plan that are deemed necessary to ensure the successful achievement of compliance with the Environment Act 1995 (Coventry City Council) Air Quality Direction 2020.**
- 3) In the event that further grant funding is secured from Government through the Air Quality Implementation Fund in excess of the £24.5 million pounds received to date approves such additional grant funding up to a maximum of £2.5 million pounds and delegates authority to Director of Transportation and Highways and the Director of Finance authority to allocate such grant funding received from the Air Quality Implementation Fund to the individual measures comprising the scheme and to thereafter manage such allocation in a manner as is deemed necessary to ensure delivery and compliance.**

48. Public Sector Decarbonisation Scheme - Coventry City Council Public Building Energy Efficiency Retrofit

The Cabinet considered a report of the Director of Property Services and Development which sought approval for acceptance of PSDS grant funding of c£6m to support the delivery of energy efficiency retrofit measures on public buildings owned and operated by Coventry City Council.

The Department for Business, Energy and Industrial Strategy (BEIS) has launched the Public Sector Decarbonisation Scheme (PSDS). The Grant Scheme will allocate £1bn of grant funding to encourage green investment aligning with the Government's Net Zero and clean growth goals. The Grant Scheme is available for up to 100% of costs for capital energy efficiency and heat decarbonisation projects within public sector non-domestic buildings. The funding is available until 11th January 2021 with delivery of projects required by no later than 30th September 2021.

An initial pipeline of eligible projects, with a combined estimated pre-tender value of up to £6m, has been identified that could be delivered under this grant scheme. CCC has submitted this pipeline of projects to the PSDS for consideration in principle. If accepted, CCC would then move onto the next stage of obtaining firm costs for the projects. These would need to be submitted by the end of November with the final grant award expected in early December.

Within the project pipeline there are two major procurements proposed, one for Low Carbon Heating solutions and one for Battery Storage solutions. Both of these contracts would potentially be greater than £1m in value. The remaining projects can be delivered using existing internal services or term contractors.

The report provided details of the projects proposed.

RESOLVED that Cabinet:-

- 1) Approves the proposal for the implementation of the Energy Efficiency Building Retrofit Works with a value of £6m as set out in the report (“the Project”)**
- 2) Approves the proposal to spend the grant award on the delivery of the Project as set out in the report.**
- 3) Approves the conclusion of any necessary procurement exercises and following completion, to award such contracts to the preferred supplier.**
- 4) Requests that officers continue to pursue further funding opportunities that may be offered to support further decarbonisation of Coventry's public buildings following consultation with the Cabinet Member for Jobs and Regeneration.**

That Cabinet recommends that Council:

- 5) Approves the proposal for the Council to act as Accountable Body and, if the Council's grant bid is successful, the acceptance of the PSDS grant funding offer from Salix Finance Ltd to support delivery of the Project.**
- 6) Delegates authority to the Director of Finance and the Director of Project Services and Development following consultation with Director of Law and Governance to finalise the terms and conditions of the PSDS grant and any other legal agreements**

required to facilitate delivery of the Project, and incorporate the awarded grant within the approved Capital Programme as necessary.

49. **Review of the Local Plan**

The Cabinet considered a report of the Director of Streetscene and Regulatory Services which indicated that Policy DS1 of the Local Plan commits the Council to review certain triggers before March 2021 which, if met, would lead to a review of the current Local Plan. The report reviewed these triggers and recommended that there is no requirement to commence a Plan Review in March 2021.

The report indicated that The Local Plan was adopted in December 2017 and included, within policy DS1, the following provision;

“3. The Council will undertake a comprehensive review of national policy, the regional context, updates to the evidence base and monitoring data before 31st March 2021 to assess whether a full or partial review of the Plan is required. In the event that a review is required, work on that review will commence immediately.”

The full text of the policy and its explanatory notes was included in Appendix 1 to the report.

With the conclusion of the most recent housing and employment monitoring, it is considered an appropriate juncture to review the triggers set out in DS1 to determine whether a review of the Plan is appropriate.

The report indicated that with regard to National Policy, since the adoption of the Local Plan in 2017 the National Planning Policy Framework (NPPF) has undergone revision, the most recent version of which is dated February 2019. By itself this is insufficient to trigger a review, and analysis was undertaken regarding the extent of the changes to the NPPF and the subsequent impact on the adopted Plan. Whilst the NPPF revisions provide updated provisions and guidance, there are no material changes that result in the current Plan being rendered unsound; it is therefore not considered appropriate to commence a review on this basis.

Since Plan adoption the government has introduced a Standard Methodology which Councils are obliged to use when calculating housing requirements, replacing the method that was used in the Local Plan. This Methodology takes the official government population projections produced by the Office of National Statistics (ONS) and applies a multiplier to them based on average affordability in the City. Any plan review would need to use this Methodology as a basis for calculating housing need, and then add any additional modifiers driven through previous under-delivery, supporting economic growth or other drivers for additional growth. As the Methodology uses the same ONS population projection principles as the Local Plan there are no significant changes to the growth pattern of the city and sub-region as a result.

The most recent ONS population projections (currently the 2018 projections, released in Summer 2020) would need to be input into the Standard Methodology when conducting a review. These projections show a slight increase in growth

over the plan period when compared to the 2012 projections used at plan-making stage. This additional growth is not considered significant enough to trigger a review but will need to be accommodated in any future review, as has been the case in neighbouring authorities where emerging Local Plans have been asked to demonstrate their ability to accommodate the most recent population projections.

A recent government consultation proposed a revision to the Standard Methodology which proposed a significant increase in housing requirement. As there is no established timeline for the review of the consultation responses, or any subsequent changes to the planning system, it is not considered appropriate to delay a decision on Coventry's Plan Review. In addition, there has also been recent public consultation on the future nature of the planning system (Planning for the Future White Paper). Whilst the proposals in the White Paper would constitute a radical change rendering a review, or wholesale new Plan, required there has only been an opening consultation conducted, with several years of further consultation and legislation required before the White Paper is enacted. It is therefore not considered appropriate to commence a Review based on this.

With regard to the Regional context, the explanatory text to Policy DS1 makes clear that the Regional triggers refer to the progress of neighbouring authorities in delivery of the City's unmet employment and housing need. The agreement to the delivery of the City's unmet need is shared with neighbouring Warwickshire authorities as part of the Memorandum of Understanding. Significant under delivery may contribute to the need for a Plan Review. A review of neighbouring authority Housing Delivery Test (HDT) results has taken place to assess their delivery against Local Plan targets, which include meeting Coventry's unmet need. A HDT result of 100% means that an authority is fully meeting the housing requirement set out in their Local Plan, measured over the last three years.

The most recent data available is for the year 2018/19, as the global pandemic has hindered monitoring. As a result, government is likely to publish the most recent results during the Spring of 2021 and therefore after the point a decision is required regarding Plan Review. In addition, officers in the neighbouring authorities indicate that there are no significant changes in the monitoring results currently being processed by government and that the Council can be confident overall delivery will remain on track.

Employment land delivery for neighbouring authorities has also been assessed. The delivery of employment land is not centralised in the same way that housing delivery data is. However, a review of neighbouring authorities employment land delivery was detailed in the report. The report indicated that the nature of employment land delivery is more erratic than housing delivery, with large allocations often being completed in single developments. It is therefore appropriate to look at the total quantum delivered in the subregion against the total target to assess whether there is a significance issue with employment land delivery. A table in the report detailed the total requirement and delivery over the plan periods of the Warwickshire authorities which indicated that sufficient employment land has been delivered across the subregion and that the Regional trigger is not met.

The Council has recently completed work on the most recent monitoring year (2019/20) for the City, the detailed results of which will shortly be published as part of the Authority Monitoring Report. As this data is produced in-house, the most recent dataset is able to be used. The key indicators relevant to the Plan Review triggers are housing and employment land delivery and the delivery over the plan period so far, compared to cumulative requirement were detailed in the report which demonstrates that both housing and employment land delivery is above the targets set out in the Plan. As such the triggers have not been engaged and there is no requirement to commence a Plan Review.

There have been no material changes in the evidence base underpinning the Local Plan and therefore the second part of this trigger has not been met, and there is no requirement to commence a Plan Review in March 2021.

As a result of the above analysis it is concluded that the triggers set out in Policy DS1 have not been engaged and that there is no basis to commence a Plan Review in March 2021.

The Cabinet Member for Housing and Communities had considered two petitions which requested an urgent review of the Local Plan at his meeting on 27 November, 2020. The Cabinet Member reported on issues raised at that meeting and referred the following additional Recommendation for Cabinet:-

That Cabinet recommend that Council commit to commence a Local Plan Review prior to the end of 2022 in the event that the Government's Standard Methodology for Assessing Local Housing Need indicates a housing need lower than that currently provided for within the adopted Coventry City Local Plan (i.e. 1230 dwellings per year).

The Cabinet noted that the Cabinet Member had also requested a meeting with the Secretary of State for Housing at the earliest opportunity to discuss this matter.

RESOLVED that Cabinet recommends that Council:-

- 1) Notes the assessment of the Plan Review triggers**
- 2) Approves that there is no requirement to commence a Plan Review in March 2021 as a result of the triggers set out in Policy DS1 of the Local Plan**
- 3) Commits to commence a Local Plan Review prior to the end of 2022 in the event that the Government's Standard Methodology for Assessing Local Housing Need indicates a housing need lower than that currently provided for within the adopted Coventry City Local Plan (i.e. 1230 dwellings per year).**

50. One Coventry Plan Annual Performance Report 2019-20

The Cabinet considered a report of the Chief Executive which indicated that One Coventry describes the Council's objectives, key strategies, and approaches. The One Coventry Plan is for the period 2014 to 2024; and it was last refreshed in 2016. It builds on the Council's long-standing principles (being globally connected,

locally committed, and working together to deliver priorities with fewer resources) and sets out new ways of working to help the Council face the challenges of increasing demand and reduction in funding.

The Annual Performance report sets out the progress made towards the One Coventry Plan. For each objective, this report sets out the trends, actions taken, and performance metrics, to provide an objective assessment of the progress made against previous years and other places.

The Council uses agreed indicators to show progress made towards its priorities. This is supported by a wider basket of measures such as equality and perception measures that help explain the trends and story behind the headlines. Indicators are selected from key strategies and aligned to directorate priorities and equality and health inequalities objectives.

The Council's priorities are delivered through strategies aligned to the One Coventry Plan; as set out in the performance management framework. As part of the performance management process, leadership teams within each directorate and the corporate leadership team have been involved in ensuring that the organisation's key strategies are aligned to the One Coventry Plan.

The One Coventry Plan is currently measured using 75 indicators. Of these, 39 indicators improved; 11 stayed the same and 13 indicators got worse. For the remaining 12 indicators, we can't say for 10 indicators and progress is not available for 2 indicators. This means, at the end of March 2020, 79% (50/63) of directional indicators improved or stayed the same. This compares to 78% (52/67) in 2018/19 and 71% (42/59) in 2017/18.

Covering the period April 2019 to March 2020, this year's annual report reflects the comparative calm and coveted stability pre-pandemic and cannot begin to reflect the significant changes that have happened. However, it would be amiss not to mention the significant impact of COVID-19 – on the city's economic performance, tourism, adult social care, city centre regeneration, poverty reduction, access to culture and sport, reducing health inequalities – indeed every aspect of the work of the Council and the life of Coventry's residents, communities, businesses and organisations. Our intention is for this report to serve as a baseline against which the ramifications of the global pandemic for Coventry will be compared.

Many of the Council's key priorities have an equality dimension or address an inequality caused by economic or social circumstances. Consequently, this report also sets out how the Council addresses these equality and health inequalities.

Appendices to the report contained the One Coventry Annual Performance Report 2019/20 and the Performance Management Framework 2020/21.

The report had been considered by the Scrutiny Co-ordination Committee at their meeting on 4 November, 2020 and a further appendix to the report detailed their consideration.

RESOLVED that Cabinet:-

- 1) Notes the consideration of the report by the Scrutiny Co-ordination Committee.**
- 2) Approves the Performance Report.**

51. Surrender of Lease on Premises in Upper Precinct

The Cabinet considered a report of the Director of Property Services and Development which sought approval to accept the surrender of an existing 75 year lease for the Ernest Jones premises in the Upper Precinct, Coventry. The surrender of the lease will allow the Council to implement Phase Two of the Public Realm Scheme in the Upper Precinct through the demolition of the current premises and the completion of the scheme.

A corresponding private report was also submitted to the meeting setting out the commercially confidential matters of the proposals. (Minute 54 below refers.)

The Council will be paying a surrender premium to the proprietors of the Ernest Jones premises, writing off a sum of rental arrears (as highlighted in the private version of this report) and will be forgoing rental income of £137,000 per for the rest of the lease term. The report sought approval for the funding to enable the surrender to occur, approval to write off the relevant rental arrears and the adjustment to the Council's income target resulting from the surrender.

By agreeing the surrender of the lease, the Council will be able to move seamlessly from the first phase of the Retail Quarter scheme to Phase Two, minimising disruption and reducing the overall delivery programme. The City Centre will benefit from improved accessibility and flow for residents and visitors in the spaces between Broadgate and the Upper Precinct. The removal of the Ernest Jones building will enhance sight lines and enable greater footfall and visual appeal for businesses either side of Upper Precinct and Broadgate. The installation of the new water features and fountains in Upper Precinct will further enhance these views, reinforcing the world class city centre placemaking approach.

RESOLVED that, subject to the consideration of the private report on this matter, Cabinet:-

- 1) Agrees to accept the surrender of the Lease and the entry into of all associated legal agreements between the Council and Signet (Ernest Jones Limited) for the premises (as shown edged red on the plan in Appendix 1).**
- 2) Delegates authority to the Strategic Lead - Property and Development, following consultation with the Finance Manager, the Director of Law and Governance and the Cabinet Member for Jobs and Regeneration, to undertake the necessary due diligence and approve the final terms of the surrender.**

3) Recommends that Council:-

- i) Approves expenditure, of the sum as highlighted in the private version of this report, from reserve balances to fund the premium required to be paid for the surrender of the lease.**
- ii) Notes the loss of rental income incurred in the delivery of this proposal that will form part of the forthcoming budget setting report.**

52. Outstanding Issues

There were no outstanding issues.

53. Any Other Items of Urgent Public Business

There were no other items of urgent public business.

54. Surrender of Lease on Premises in Upper Precinct

Further to Minute 52 above, the Cabinet considered a private report of the Director of Property Services and Development, setting out the commercially confidential matters relating to the surrender of an existing 75-year lease for the Ernest Jones premises in the Upper Precinct, Coventry.

RESOLVED that the Cabinet:-

- 1) Agrees to accept the surrender of the Lease and the entry into of all associated legal agreements between the Council and Signet (Ernest Jones Limited) for the premises (as shown edged red on the plan in Appendix 1 to the report).**
- 2) Delegate authority to the Strategic Lead - Property and Development, following consultation with the Finance Manager, the Director of Law and Governance and the Cabinet Member for Jobs and Regeneration, to undertake the necessary due diligence and approve the final terms of the surrender.**
- 3) Recommends that Council:-**
 - i) Approves expenditure of the sum as highlighted in the report, from reserve balances to fund the premium required to be paid for the surrender of the lease.**
 - ii) Notes the loss of rental income incurred in the delivery of this proposal that will form part of the forthcoming budget setting report.**

55. **Any Other Items of Urgent Private Business**

There were no other items of urgent private business.

(Meeting closed at 2.35 pm)

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Cabinet

15th December 2020

Name of Cabinet Member:

Cabinet Member for Strategic Finance and Resources – Councillor R Brown

Director Approving Submission of the report:

Director of Finance

Ward(s) affected:

All

Title:

Pre-Budget Report 2021/22

Is this a key decision?

Yes - Cabinet is being recommended to approve, as a basis for consultation, the spending and savings and Council Tax proposals for 2021/22 and future financial years as adjustments to the Council's Budget.

Executive Summary:

This report outlines as a basis for consultation a set of new revenue budget proposals for 2021/22 to 2023/24 which represent changes to the Council's existing Budget. Consultation views are also sought on the potential level of Council Tax and Adult Social Care Precept increases for 2021/22 and on the Council's COVID-19 Equality Impact Assessment. The final Budget proposals and the Council Tax and Adult Social Care increases will be subject to Council approval in February.

The Council's overall future strategy is set out in the "One Coventry Council Plan" which describes the Council's key priorities including: improving the quality of life for Coventry people, especially the most vulnerable; promoting the growth of a sustainable Coventry economy and ensuring that residents share in the benefits; and making the most of our assets and working closer with partners and residents to enable people to do more for themselves. Implicit within the plan is the Council's commitment to delivering a range of core services to everyone in the city.

2020 was expected to be a crucial year for local government in England incorporating several areas of developments in relation to its financial planning environment. However, the emergence of COVID-19 has meant that such developments have been delayed for at least one year. The Chancellor of the Exchequer's Spending Review 2020 announcement (SR2020) on 25th November was overwhelmingly focussed on a one-year perspective. Although SR 2020 included some further support for local government, at the time of writing the Council is still awaiting the 2021/22 Provisional Local Government Finance Settlement which will include details on several key funding announcements which will dictate the funding envelope within which the Council will need to operate next year. As a result, the financial Pre-Budget position set out in this report is

assumption sensitive and is likely to be subject to significant changes in a small number of key areas prior to the setting of the final Budget in February.

The delay of key expected reforms for local government funding which have now been put back until 2022/23 at the earliest leaves local government facing enormous uncertainty for the period after 2021/22. As a result, this report and the Council's Medium Term Financial Strategy (a draft of which was been considered by the Finance and Corporate Services Scrutiny Board on 14th December) have a greater focus on the immediate term than usual, dictated in large part by the need to manage the current and pressing challenges facing the Council and the city.

The financial proposals in this report do not include any new service cuts. The Council's view is that this is not the appropriate time to reduce vital services and the approach taken thus far is to try and manage the Budget position through a range of technical measures, including using one-off resources to meet one-off financial pressures. That being said, this report does not include sufficient measures to present a balanced budget in 2021/22, with a financial gap of £6m still remaining at this stage. The report includes a range of approaches in section 5 which are intended to balance this position.

The pre-existing Medium Term Financial Strategy included an approach incorporating a number of transformation themes such as commercialisation and digitalisation. This work has been somewhat delayed through 2020 as the Council has shifted its focus by necessity to meeting the challenge of Covid. However, these themes are still intended to become an increasing focus of the Council's financial strategy beyond 2021/22 both to deliver financial savings but also to improve the way that the Council is able to deliver services to its citizens.

The proposals in this report are made as a basis for public consultation and the results of the consultation will be reflected in the final Budget Report in February and considered as part of the final decisions recommended in that report. Further work will be undertaken to confirm all the financial assumptions between now and the final Budget Report in February.

An outline of the resources and the spending and savings proposals are provided in Section 2 and on a line by line basis in Appendix 1. The Council's Council Tax assumptions and the basis on which it is consulting is set out in section 2. The Covid Equality Impact Assessment is included at Appendix 2 and explained in section 6.4.

Indicative details are included within this report for the Council's prospective Capital Programme for 2021/22 based on current knowledge. This will be updated in the February Budget Report, reflecting the most up to programme information available. The draft Programme is based overwhelmingly on pre-existing decisions and patterns of expenditure.

Recommendations:

Cabinet is recommended to:

- 1) Approve as a basis of consultation: the revenue spending and savings options in Section 2 and Appendix 1 of the report; the broad Capital Programme proposals in sections 2.6 to 2.8 of the report; the approach in relation to Council Tax and the Adult Social Care Precept in Section 1.10 of the report including a Council Tax rise of just under 2% and an Adult Social Care Precept of 3%; the draft COVID-19 Equality Impact Assessment at section 6.4 and Appendix 2 of the report.

List of Appendices included:

Appendix 1 – Pre-Budget Financial Position
Appendix 2 – COVID-19 Equality Impact Assessment

Other useful background papers:

None

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No - The final budget proposals will be considered by Council following the consultation period.

Pre-Budget Report 2021/22

1. Context (or background)

- 1.1 Proposals for the Council's 2021/22 Budget are set out in this report within the context of two fundamental factors. Firstly, the period of austerity from 2010 means that Council has had to become accustomed to operating within a very significantly tighter financial envelope than it did previously. Secondly, the Covid pandemic has had the most dramatic impact on local government finances since the Second World War.
- 1.2 The Spending Review announcement on 25th November indicated that local government will see broadly the same level of core funding in 2021/22 compared with 2020/21 although the Review does not detail individual authority settlements. The assumptions in this report are that the Council too will see its individual funding allocation and the majority of its other key financial inputs for next year maintained at broadly the same level as this year.
- 1.3 Confirmation of the Government's proposed settlement for the Council will be contained within the Provisional Local Government Finance Settlement in mid-December followed by a final settlement announcement a few weeks into 2021. The Council's existing participation in the West Midlands 100% Business Rates Retention Pilot is anticipated will continue into 2020/21 which means that the Council will once again be subject to a tariff, assumed at level of c£20m at this stage. This is required to be paid over to Government as part of the overall local government funding model.
- 1.4 When the 2020/21 Budget was set, the following year (2021/22) financial gap stood at £19m, rising to £38m by 2023/24. These figures were based on broad assumptions about the Council's financial position, including the impact of the wider local government finance system. They form the starting point of the 2021/22 Budget process.
- 1.5 In the period since February, work has been undertaken to update the assumptions that underpin this position with the underlying objective of meeting the immediate budget gap and to address the medium term financial position. This exercise has been made more challenging than usual due to the impact of COVID-19. At the time of writing, the 2020/21 financial year is anticipated will see expenditure and income pressures and new emergency expenditure programmes incurred in excess of £50m, broadly matched by an equivalent amount of government funding. In addition, grants to businesses and individuals affected by Covid and new Covid related Business Rates Reliefs and Council Tax discounts amounting to more than £110m are in the process of being paid by the Council. This level of previously unbudgeted financial activity is unprecedented and makes the question of what the financial fall-out will be for next financial year extremely difficult to predict.
- 1.6 The City Council's Medium Term Financial Strategy (MTFS) has been considered in draft by the Finance and Corporate Services Scrutiny Board (14th December). The Strategy has a greater focus on the immediate term than usual, dictated in large part by the need to manage the current and pressing challenges facing the Council and the city. Given the significant uncertainty still being experienced it is planned to include the final MTFS as an appendix to the Budget Report in February to maximise the degree of alignment between them.
- 1.7 The MTFS sets out further the national and local context in which the Council is operating and the financial assumptions within this Pre-Budget Report are aligned to the draft MTFS. Prior to setting the final Budget in February, the Council will be required by law to establish the Council Tax and Business Rates tax-bases for 2021/22 and declare any projected deficits or surpluses from previous years. The best estimates of these tax-bases have been included in the financial projections within this report. These reflect the single biggest

impact of Covid. The assumed reduced level of Council Tax and Business Rates collection rates and projected increase in the level of Council Tax Support claimants, largely as a result of Covid, are forecast to have resulted in a financial pressure of c£16m which needs to be managed within the 2021/22 Budget position. SR2020 has indicated that some of this pressure will be alleviated by funding for 75% of the impact on Council Tax and Business Rates that has occurred within 2020/21 which total £4m. Due to wide differences in the way that this policy might be interpreted, no forecast has been included at this stage within the overall financial position.

- 1.8 Sitting behind the overall financial approach is the Council's commitment to protect its most vulnerable citizens and to deliver a range of core services to everyone in the city in line with the One Coventry Council Plan. However, the Council continues to face a difficult task to achieve this at the same time as dealing with a period of austerity that has been paused but not necessarily ended. Therefore, in addition to the specific proposals within this report, the Council is exploring a number of other approaches in order to address future budget gaps. The pre-existing Medium Term Financial Strategy included incorporated a number of transformation themes. These themes have been refined to reflect the Council's approach to commercial opportunities, its digital offer, how it delivers services across its operational property and assets, its organisational design and culture and how it works with its partners and communities. This work has been somewhat delayed through 2020 as the Council has shifted its focus by necessity to meeting the challenge of Covid but continues to form part of its medium term approach.
- 1.9 Ahead of these programmes delivering alternatives options for future service delivery, the Council has clarified or forecast a range of technical assumptions including information from SR2020 and identified a range of largely technical savings and reserve contributions compliant with its existing MTFS. The proposals avoid any significant detrimental impacts on services to the people of Coventry. The descriptions set out in Appendix 1 give an indication of the implications of each proposal.
- 1.10 This report proposes that the budget consultation is carried out on the basis that the Council will increase Council Tax levels by just under 2%, the maximum amount allowable by Government without triggering a referendum. In addition, it is also proposed as a basis for consultation to apply the full flexibility to raise a 3% Adult Social Care Precept in line with Government guidelines. As a result, if these changes are approved within the final proposals in February, Council Tax bills would increase by just under 5%.

2. Options considered and recommended proposal

- 2.1 The remainder of the report details the financial position facing the Council and the specific proposals put forward for consultation. These proposals are detailed within Appendix 1.

Revenue

- 2.2 Following the 2020/21 Budget Report the Council faced a budget shortfall of £19m for 2020/21 with significant budget gaps after this. A number of budget pressures and shortfalls in the achievement of savings plans have then created a revised budget gap over this period the most significant of which are outlined below:
 - Children's Services are forecasting costs of £4m relating to the number of Looked After Children (LAC), the unit costs of placements and the number and cost of officers required to manage current workload pressures. These costs reduce in subsequent years based on an assumption that LAC numbers return to a lower level. Further costs may be experienced in 2021/22 depending on the depth and longevity of Covid impacts. These have not been included within the

financial position on the basis that if they emerge, they will be matched against the Covid funding for local government identified within SR2020.

- It is anticipated that not all of the companies in which the Council has a financial interest will be able to match the overall level of dividends built into the Council's plans, mostly as a result of the Covid pandemic. This shortfall (£2.4m in 2021/22) is expected could persist at a similar level in 2022/23 and could then begin to recover in 2023/24.
- Income budgets for car parking and bus lane enforcement are forecast to suffer a shortfall of £1.7m as a result of what are to expected to be long-term trends in usage and offending patterns respectively. Although Covid has been an exacerbating factor in this, the shortfall is expected to be a persistent long-term impact. Further shortfalls may be experienced in 2021/22 depending on the depth and longevity of Covid impacts. These have not been included within the financial position on the basis that if they emerge, they will be matched against the Covid funding for local government identified within SR2020.
- Adult Social Care (ASC) costs of £1.6m reflect the latest forecasts of changes in the market, local demography and inflationary pressures. It is possible that the ASC Precept and additional social care funding identified in SR2020 will be accompanied by upward pressure in the market although neither the pressure nor the likely grant funding has been incorporated at this stage.
- SR2020 introduced new restrictions on councils being able to access borrowing from the Public Works Loans Board (in effect, the Government) if they acquire assets for commercial gain over the next three years. As a result, the Council will not be able to meet the remaining unmet balance of previously set income targets for commercial property rents that were predicated on the purchase of such assets. These targets (£1.5m rising to £2m) have been removed at this stage pending a review of the Council's approach in this area.

2.3 Overall resources include the Government settlement, amounts in relation to Council Tax and Business Rates and several specific grants that the Government includes within its definition of Core Spending Power. Movements in this category include the following:

- The Government Spending Review indicated a local government settlement for 2021/22 that is broadly in line with that for 2020/21 (although authority specific details are yet to be announced). The Council's initial financial assumptions was for a worsened settlement and the updated position represents a estimated improvement of £9m.
- Collection rate forecasts for Council Tax and Business Rates have been lower than historical experience in 2020/21 and further impacts are expected to continue in 2021/22 as the impact Covid pandemic feeds through to what are expected to be difficult economic circumstances for businesses and individuals. The volume of Council Tax Support claimants has grown through 2020/21 and is expected to continue increasing over the coming period. Due to Collection Fund accounting arrangements any in-year surplus or deficits are carried forward to the following year. This means that for both Council Tax and Business Rates the cumulative worse than previously planned for positions of both 2020/21 and 2021/22 are reflected in this Pre-Budget position. The Government's dispensation to spread 2020/21 deficits over three years affects the Council's Business Rates position. Although the Council Tax forecast is worse than previously anticipated it does not actually result in a deficit position.

- Several income streams linked to social care were previously assumed would fall-out in 2021/22. The Spending Review has now indicated that these will continue at least for a further one year. This is now assumed will affect two adults and children’s social care grants and the Independent Living Fund although information on the latter income stream was not confirmed and may be wrapped up with other social care funding announced in the Spending Review. As a result of this ambiguity, the Council’s Pre-Budget position does not assume any additional social care funding at this point.
- The proposals put forward in this report assume taking the full flexibility of the 3% Adult Social Care Precept allowed for within the Spending Review as a basis for consultation. This would create additional resources of £4.3m.

2.4 There is a small number of technical savings, the most significant ones being as follows:

- Latest estimates based on the Council’s superannuation position assume that savings of £2.3m rising to £5.9m can be released over the next three years. This assumes taking the full budget flexibility of current calculations which are based on cost experience gained to date through 2020/21.
- There is a reduction of £1.5m in the budgeted amounts now required for housing and homelessness as a result of less expensive and more suitable temporary accommodation made available through Council initiatives.
- It is proposed to reduce to nil (for two years) the budget for funding organisational exit costs (redundancy and pension strain) with any such costs being funded from the reserve balance established for this purpose.

2.5 The net result of these changes would still leave the Council significantly adrift of a balanced budget position. As a result and in the light of the extra-ordinary impact of COVID-19 on the Council’s financial position (which should be one-off or short-term for the most part) it is proposed that the Council uses reserve balances to fund some of the short-term pressures within its financial position, specifically those relating to dividend loss and Collection Fund losses. Given the nature of the pressures, the use of reserves in this manner does not breach the Council’s MTFS strategy of not using reserves to support ongoing expenditure.

Table 1: Financial Position 2021/22 to 2023/24

	2021/22	2022/23	2023/24
	£000	£000	£000
Initial Budget Gap	19,129	30,816	37,786
Resources	(13,224)	(21,736)	(17,916)
Non-Achieved Savings	1,010	650	650
Expenditure Pressures	10,426	8,795	7,766
Income Pressures	4,505	4,796	2,610
Directorate and Technical Savings	(6,449)	(6,510)	(7,585)
Reserve Contributions	(9,194)	1,000	1,000
Budget Gap	6,202	17,811	24,311

Capital

- 2.6 The Council has an aspirational draft capital programme which totals nearly £1billion. Of this nearly c£211m is currently cash-flowed for 2021/22. It should be said at the outset that much of this Programme is reliant on receiving future approvals from the West Midlands Combined Authority (WMCA) and the Department of Transport (DFT). In turn these approvals will rely on the WMCA being able to secure funding streams that are equal in value to the amounts identified when the initial Devo-Deal was established. The Devo Deal included £438m of WMCA funding for CCC of which c£193m does not have yet have a secure funding stream and could not progress until it does. This element is not included in Capital programme numbers within this report. Work is on-going between the WMCA and the 7 West Midlands district councils to secure this programme.
- 2.7 The main components of the Council's provisional programme are set out below with the figures quoted representing the projected sums earmarked currently for 2021/22. The five year programme and an updated cash-flow position will be included in February's final Budget Report. The Programme includes:
- A strategic transportation programme of around £141m under the banner of UK Central incorporating the Coventry South package (including A46 works, Coventry Station Masterplan and Very Light Rail).
 - Up to £54m of other economic regeneration and infrastructure works including the completion of the City of Culture works and Public Realm of the Upper Precinct, funded partially from the new grant investment from the Getting Building Fund, the continuation of Air Quality Programme and the Mixed Recycling Facility
 - City Centre Regeneration investment taking forward the city's Friargate District (building 2) and City Centre South plans.
 - Housing Infrastructure Fund works at Eastern Green totalling c£15m.
 - Continued investment in the schools capital works including provision for the expansion of secondary places under their One Strategic Plan.
- 2.8 The draft programme will be subject to change between now and February with every expectation that some of the proposed expenditure profile will be shifted to later years. It is important to be aware also that some of the schemes involve a complex mix of funding sources, multi-partner delivery arrangements and challenging planning, technical and approval cocktails that do not always lend themselves to smooth project delivery progress. In overall terms, given the large amount of externally funded and driven proposals within the Council's Capital Programme it is very likely that a fair degree of flux will continue to be experienced in its cash-flow over the next few years.

3. Results of consultation undertaken

- 3.1 The proposals in the report are subject to statutory consultation requirements. The Council will communicate the report's key messages through usual consultation channels including social and digital media.

4. Timetable for implementing this decision

- 4.1 This report includes a set of draft budget proposals and does not authorise spending and savings decisions. Following a public consultation period, full Council will consider the final budget proposals in February to be implemented from 1st April 2021. An indicative profile is set out in Appendix 1 of the report.

5. Comments from the Director of Finance and the Director of Law and Governance

5.1 Financial implications

This Pre-Budget report comes in the wake of an extra-ordinary set of circumstances that have had an impact at both a global and a local level. The prospect that 2021/22 will see less dramatic Covid effects does not disguise the fact that the legacy financial implications of the pandemic will be considerable, including those on local authority budgeting. In part but not exclusively as a result of Covid, a number of councils have reported financial difficulties during 2020/21 or have indicated that these will be encountered without further Government support during 2021/22. The non-Covid reasons for financial problems vary but have often incorporated one or more of the following elements: medium term planning which has been over-reliant on reserve contributions; budgeting decisions that fail to recognise and address fundamental weakness in the financial position; running down reserve balances to insufficiently low levels; a breakdown of governance structures in decision making and; financial planning approaches which place an over reliance on speculative commercial activity.

The Council's Medium Term Financial Strategy which will be reported alongside the Budget Report in February will provide greater coverage of the Council's approach to financial planning addressing the issues above. There should be no mistaking the fact that these are difficult times for local authorities and for many authorities including Coventry, the path to a balanced medium term financial position is not easily identifiable at this point. Fundamental to this will be Government's clarification on a number of issues: the future fair funding formula for local government; Business Rate reform including the degree of Business Rates retention; the future of the West Midlands Combined Authority Business Rates pilot; a multi year local government settlement; future grant funding streams including the New Homes Bonus; and the future arrangements for funding adult social care. The recent Spending Review has provided some (but not complete) assurance on some key elements for 2021/22 which have helped the Council move towards a position whereby it should be able to manage its financial position next year. In terms of future years however, the Council continues to use several modestly prudent assumptions in relation to future settlements to provide some budgeting realism ahead of what could be potentially volatile outcomes. This approach will help to maintain a focus on sound budget setting decision making going forward.

The detailed proposals set out in Appendix 1 reflect a range of technical assumptions and forecasts. This includes estimated impacts from Covid that total more than £20m including those affecting Children's Services, company dividends and a combined effect on Council Tax and Business Rates of £16m. It is important to stress that the longevity and depth of pandemic effects are impossible to predict at this stage, dependent as they are on issues such as whether there are further spikes in cases, any future lockdowns and the success of future vaccination programmes. At this stage, only costs that are can be more reliably estimated have been included in the Pre-Budget position whilst others in relation to some income streams and other more assumption sensitive cost forecasts have been excluded. At the same time however, Spending Review announcements on funding for social care, Collection Fund losses, sales fees and charges losses and Covid expenditure pressures have also been omitted pending further clarity. The planning assumption is that there will be a strong degree of offset between these pressures and the associated funding within 2021/22.

The Council's approach in 2020/21 has been both to try and manage additional Covid resources on a multi-year basis (matching funding to spending profiles) and to protect other Council reserves and budget provision to enable these to be applied across financial years. This requires a balanced approach which applies resources to deliver vital services to citizens who are vulnerable and in need but not over-committing to the extent that the

Council's financial position is exposed. In this way the Council has sought to put itself in a financially stable position that will enable it to continue to provide support to local people over a medium term position and not have to cut services in an unplanned way. It is worth adding that support to businesses has generally been through prescribed and ring-fenced funding. This has been and is being administered in line with Government guidance. The Council's wider approach has been to continue to support the local economy through the regeneration elements included within its Capital Programme and ongoing services delivered to local businesses.

The resulting financial position in Appendix 1 show a financial gap of £6m rising to £24m over the next three years. With a focus at this point on 2021/22, the Council's approach between this report and the final Budget proposals will seek to bridge the £6m gap through the following mechanisms:

- Incorporating Government announcements as they emerge including through the Local Government Finance Settlement.
- Refine existing forecasts in a few key areas including pay contingency and company dividends.
- Identify cost control action in the current year to generate resources to carry-forward and look for flexibility to offset pressures with matching reserve balances.
- Manage Covid programmes on a multi-year basis where appropriate to make grant available next year.

It is anticipated that each of these areas will deliver some scope to manage the remaining gap and it is the view of the Director of Finance that further action to identify new savings is not required at this stage. However, this does not mean that the Council can afford to be complacent or plan on an optimistic basis for the medium term. Any such approach would run the risk of leaving future financial gaps with insufficient time to identify ways of addressing them. Therefore, the intention is to proceed with transformation workstreams relating to commercialisation, digitalisation, its organisational design and culture, use of its operational property and how it works with its partners and communities in order to deliver most cost effective and fit for purpose services for the city. At this stage it is envisaged that collectively these workstreams will provide savings that can be profiled into budgets from financial year 2022/23.

The Council's recent revenue and capital budgets have maintained a strong focus on helping Coventry become a growing and more prosperous city both to help protect and increase key tax revenue streams and reduce the reliance of some local residents on Council services. In addition, the Council has adopted more commercial approaches to identify new and increased revenue streams. These approaches have been delayed and their effectiveness reduced through 2020/21 as a result of Covid but will continue to be important as part of a balanced strategy which plays due regard to the risks and limitations inherent within them. The reality is that the risk of not taking such approaches is greater than that of pursuing them and suffering occasional negative consequences.

One of the most surprising aspects of the current year has been the degree to which the Council has been able to continue to pursue its plans within an expansive Capital Programme despite the Covid pandemic. This remains a critical part of the medium term revenue focus referenced above and is central to the Council's plans to increase local regeneration and prosperity as the city addresses the need to recover from the pandemic and meeting the challenges of EU exit and economic recession. The need to secure the remaining funding within the WMCA Devo Deal remains a significant risk to successful delivery of part of the Programme.

5.2 Legal implications

The proposals in this report are designed to meet the Council's statutory obligations in relation to setting a balanced 2021/22 budget by mid-March 2021. This includes the duty to report to the Council on the robustness of the estimates provided and the adequacy of the financial reserves in place. Section 31A of the Local Government Finance Act 1992 and Section 25 of the Local Government Act 2003 refer.

6. Other implications

6.1 How will this contribute to achievement of the Council's Plan?

The Council, in common with all local authorities, will continue to be faced with challenging resource constraints although the precise nature and trajectory of this are not yet clear. Individual savings and pressures set out in this report demonstrate the Council's commitment is seeking to minimise impacts on front-line services. The pre-budget position is presented within the context of the developing Medium Term Financial Strategy, which will align with the priorities set out for the City within the Council Plan. In this way pre-budget proposals are aligned to existing policy priorities.

6.2 How is risk being managed?

The inability to deliver a balanced budget is one of the Council's key corporate risks. The proposals within this report are aimed directly at trying to mitigate this risk. The new savings that will be included in the Council's bottom line budget position are unlikely to represent a significant risk of non-achievement. However, the continued large budget gaps for future years will need to be addressed as part of the next budget process through 2021.

6.3 What is the impact on the organisation?

None of the new proposals set in Appendix 1 are likely to result in post deletions or service reductions. Measures for managing the financial gap based on current forecasts are set out in section 5 and any new savings proposals are unlikely to be put forward except as a last resort if the local government financial settlement is much worse than currently anticipated. Revenue gaps that need to be managed in later years means that the Council will have to consider changes that might radically affect the way it works and the services it provides in the future.

6.4 Equalities / EIA

An initial assessment is that the savings contained in this year's pre-Budget report are unlikely to have any significant equality impacts. This position will be reviewed ahead of the final budget proposals being put forward in the new year, and any associated equality analysis will be carried out accordingly.

As part of its ongoing compliance with the aims of the Public Sector Equality Duty, the Council is committed to understanding the differential impacts that the COVID-19 outbreak has had on the communities of Coventry. The Council has therefore produced an Equality Impact Assessment (EIA) on the local impact of COVID-19 (see Appendix 2) in order to support this year's budget setting process. A series of EIAs were carried out at service level in order to identify any unintended, disproportionate impacts on people with certain protected characteristics through changes to routine service delivery that were implemented during the Council's emergency response. The results of these EIAs have been collated in order to identify the cumulative impact on protected groups – and demonstrate that people from Black, Asian and Minority ethnic groups and people with disabilities have been most disproportionately impacted. The EIA also reflects wider findings of other research showing that the pandemic has exacerbated existing health inequalities in society.

6.5 Implications for (or impact on) climate change and the environment

None

6.6 Implications for partner organisations?

There are little or no direct implications for partner organisations in the proposals.

Report author(s):

Paul Jennings

Name and job title:

Finance Manager (Corporate Finance)

Service:

Finance

Tel and email contact:

Tel: 02476 977228

Email: paul.jennings@coventry.gov.uk

Enquiries should be directed to the above person.

Contributor/approver name	Title	Service Area	Date doc sent out	Date response received or approved
Contributors:				
Suzanne Bennett	Governance Services Officer	Law and Governance	01/12/2020	01/12/2020
Jaspal Mann	Equality and Diversity Officer	Public Health	01/12/2020	01/12/2020
Helen Williamson	Lead Accountant	Finance	01/12/2020	01/12/2020
Names of approvers for submission: (officers and members)				
Barry Hastie	Director of Finance and Corporate Services	Finance	01/12/2020	03/12/2020
Carol Bradford	Corporate Governance Lawyer	Law and Governance	01/12/2020	02/12/2020
Councillor R Brown	Cabinet Member (Strategic Finance and Resources)	-	01/12/2020	01/12/2020

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Appendix 1: 2021/22 Pre-Budget Financial Proposals

Figures from Line 1 onwards show changes to previous approved levels.

		2021/22 £000	2022/23 £000	2023/24 £000	
	Position Carried Forward from 2020/21	19,129	30,816	37,786	
	Resources				
1	Local Government Settlement	(8,904)	(8,904)	(8,904)	The Council's previous published position had assumed continuing increases in tariff payments as part of the overall Local Government Settlement (in effect, a reduction in resources). The position shown here removes that assumption, and replaces it with an assumption of no significant change in 2021/22 - an improved resource position compared with previously. This is a forecast only pending the the Government's Provisional Local Government Settlement announcement.
2	New Homes Bonus	(1,348)	(1,348)	0	The Council's previous published position had assumed reductions in the NHB. The position shown here reverts to the Government's previously indicated pattern of NHB - an improved resource position compared with previously. This is a forecast only pending the the Government's Provisional Local Government Settlement announcement.
3	Council Tax Collection Fund Outturn and Tax-Base	8,691	4,586	6,113	This includes the Council Tax outturn positions for 2019/20 and 2020/21 and the estimated tax-base position for 2021/22 and future years. Includes collection rate estimates of 97.7% (2020/21) and 97.9% (2021/22) compared with the standard estimate over recent years of 98.3%. This reflects greater collection challenges over the period affected by Covid. The tax-base has also been affected by a rise in the number of Local Council Tax Support claimants over the current year and estimated for next year.
4	Business Rates Collection Fund Deficit	4,808	1	946	This includes the Business Rates outturn positions for 2019/20 and 2020/21 and the estimated tax-base position for 2021/22 and future years. It includes collection rate estimates of 91% (2020/21) and 95% (2021/22) compared with the standard estimate over recent years of 99%. This reflects greater collection challenges over the period affected by Covid. The Council continues to maintain an annual provision for downward movements in tax-base (based on historical patterns) of 4.8%. The position shown reflects the proposed regulatory change which will demand that the 2020/21 estimated outturn is spread over three years.
5	Adult Social Care Precept	(4,340)	(4,340)	(4,340)	This shows the effect of a 3% precept added to Council Tax bills to fund the growing costs of Adult Social Care in line with the Government's Spending Review and is the basis for consultation.
6	Adults' and Children's Social Care Grant (2019/20 Local Government Settlement)	(2,650)	(2,650)	(2,650)	This assumes that the level of ASC grants received in 2020/21 is maintained. This will be subject to the 2021/22 Local Government Settlement.
7	New Adults & Children's Social Care Grant (2020/21 Local Government Settlement)	(6,781)	(6,781)	(6,781)	This assumes that the level of ASC grants received in 2020/21 is maintained. This will be subject to the 2021/22 Local Government Settlement.
8	Independent Living Fund	(2,300)	(2,300)	(2,300)	This assumes that the level of ASC grants received in 2020/21 is maintained. This will be subject to the 2021/22 Local Government Settlement.
9	Coventry & Warwickshire Business Rates Pool	(400)	0	0	This anticipates that the Pool will be approved for at least one further year and extends the current budgeted level of pool surplus for that period.
	Total Resources Change	(13,224)	(21,736)	(17,916)	
	Non-Achieved Savings				This section refers to savings approved in previous Budgets. The changes shown here indicate that the expected savings will be delayed or reduced by the amount indicated.
	Adult Social Care				

10	Adult Social Care Digitalisation	150	0	0	Savings in this area have already been part achieved with further elements of digitalisation planned to deliver the balance of savings to a delayed timetable.
Housing and Transformation					
11	Consolidation of ICT Systems	0	250	250	The saving in this proposal is not now considered achievable to this timescale. The service will focus instead on other priorities including those defined within the Digitalisation transformation workstream which will deliver alternative efficiencies and service improvements.
Project Management and Property Services					
12	Operational Property	250	0	0	Plans to deliver future Operational Property savings have been delayed and are now aligned with intended progress on the Council's wider transformation workstreams.
Streetscene and Regulation					
13	Bereavement Services - Funeral Director Service	160	0	0	Plans to diversify into the funeral director service have been temporarily paused and are now planned to deliver this target in 2022/23.
Transportation and Highways					
14	Highways Inspection Digitalisation	0	0	0	Non-availability of a robust IT solution will prevent this saving being delivered in 2021/22.
15	Highways Drainage Design and Advice Service	50	0	0	Advice is now being provided and income generated as part of this service. This should increase as part of the pre-application service and full delivery of the saving is anticipated in future years.
16	Car Park Charges	100	0	0	A review of charges is required as part of the parking strategy and wider consolidation of the parking estate following Covid will not be delivered in time for 2021/22.
17	Residents Parking Charging	300	400	400	The original scale of the savings in this proposal are not now considered achievable and revised plans will be brought back for consultation and approval to achieve a lower level of saving assumed at £100k pa at this stage.
Total Non-Achieved Savings		1,010	650	650	
Expenditure Pressures					
Adult Social Care					
18	Adult Social Care Market	1,639	764	764	This updates the medium term Adult Social Care financial model and incorporates latest forecasts of changes in the ASC market, local demography and inflationary pressures including the National Living Wage.
Children's Services					
19	Looked After Children (LAC) Activity Levels	812	812	0	This includes 50% of the cost implied by the current trajectory of placement numbers. It assumes that Looked After Children (LAC) numbers return to a level of normality (700) in 2023/24 and that Covid levels are not the new normal. The remaining 50% of costs will be monitored via a Covid watch-list of at-risk areas.
20	Looked After Children Placement Unit Costs	1,300	1,300	1,300	This reflects additional unit costs pressure linked to market prices of external fostering (identified in May 2020). Additional potential costs of £1.5m will be monitored via a Covid watch-list of at-risk areas.
21	Workforce Caseloads - Covid Activity	1,841	437	220	Workforce pressures due to increase in activity (e.g. 35% increase in Child Protection Plans and 11% increase in LAC). The establishment increase reduces in 2022/23 based on expected reductions in referral and LAC numbers, post Covid. There is a small amount of ongoing pressure linked to statutory duty change and short term expansion of the academy to support staff turnover.
Education and Inclusion					
22	SEND Transport	100	100	100	Reflects further demand pressures relating to the full year impact of September 2020 increased activity alongside projected increased activity from September 2021.

23	Bus Passes	150	150	150	Increase in the number of pupils eligible for Bus Passes plus anticipated changes to future pricing structure following changes in the supplier market.
	Finance				
24	Insurance	790	790	790	This reflects the increasing costs of insurance over recent years, updated prices from the 2020 tender and the loss of schools business to the national Risk Protection Arrangements. An underlying overspend has been subsidised via an insurance reserve balance in recent years but this has now been fully used up.
25	Housing Benefit Subsidy Recovery - Supported Accommodation	700	1,400	1,400	The Council is unable to fully recover Housing Benefit Subsidy for elements of the cost of supported accommodation.
	Housing and Transformation				
26	ICT	719	392	392	New ways of working and extension of people accessing ICT service are creating additional costs of IT hardware and licences as well as the level of staffing required to meet customer demands including for out of hours support.
	Legal and Governance				
27	Coroners	100	0	0	The costs of the service have risen significantly including for the coroner's salary (shared with Warwickshire County Council) and the mortuary contract with University Hospital Coventry and Warwickshire. Work is ongoing to consider the impact in future years.
	Project Management and Property Services				
28	Fairfax Street	300	0	0	The temporary cost of managing the Fairfax Street site pending decisions on its future use.
29	Commercial Rents Income Target	1,500	2,000	2,000	Removal of the income target for commercial rents generated from the acquisition of new assets. This is the outcome of a change to rules about the Council's ability to borrow from the Public Works Loans Board (in effect the Government). The Council cannot borrow from this source for the next three year period if it purchases assets for commercial yield and therefore needs to review its strategy.
	Streetscene and Regulation				
30	Christmas Refuse Collection continuity	150	0	0	The cost of maintaining Christmas collections in line with recent years.
31	Additional Refuse Rounds	325	650	650	Additional refuse rounds required to reflect the growth in the number of houses and bin collections needed across the city.
	Total Expenditure Pressures	10,426	8,795	7,766	
	Income Pressures				
	Corporate				
32	Dividends	2,445	2,836	700	It is likely that several of the companies in which the Council has a financial interest will not be able to match the level of dividends budgeted for previously by the Council, as the result mostly of the Covid pandemic. The planning forecast at this stage is that this will continue for a period of a further two years and will then begin to improve in 2023/24.
	Legal and Governance				
33	Records and Land Charges	100	100	100	Income levels have dropped significantly since a court ruling on Environmental Information Regulations requests means that the Council has to provide more information for free and solicitors can undertake more searches themselves.
	Project Management and Property Services				
34	Commercial Property Rent	300	200	150	Reflects modest levels of lost income expected within the portfolio but does not include any provision for any significant medium term fall-out from Covid.
	Transportation and Highways				
35	Parking Income	900	900	900	This represents the likely ongoing impact on parking income following Covid. This is being reviewed in conjunction with projects and opportunities to consolidate sites and reduce service costs.

36	Bus Lane Enforcement Income	760	760	760	A significant reduction in the volume of Penalty Charge Notices is being experienced which is expected is likely to reflect a permanent change in offending patterns.
Total Income Pressures		4,505	4,796	2,610	
Directorate and Technical Savings					
37	Housing and Homelessness	(1,500)	(1,250)	(1,250)	The increased cost of of housing and homelessness solutions resulted in increased budget allocations approved in recent years. The reduction now being forecast reflects a number of initiatives to provide less expensive and more suitable temporary accommodation which is resulting in a reduction in the number of households in temporary accommodation. lower unit costs and the prevention of more homelessness.
38	Inflation Contingencies	(500)	(750)	(1,000)	This reflects flexibility in corporate inflation contingency budgets. This is likely to be updated in the final Budget proposals following the Spending Review announcement on public sector pay including the overall pay freeze, increases in the National Living Wage and pay awards for workers paid below £24,000.
39	Superannuation	(2,318)	(3,586)	(5,878)	This proposal removes all budget flexibility in second and third year of current triennial period (2021/22 and 2022/23) then assumes that contributions continue at existing levels into the following valuation period (from 2023/24) compared with a previous assumption that they would increase. This includes the latest forecast of the benefit resulting from the Council's up-front superannuation payment made in April 2020 and the West Midlands Pension Fund's ability to achieve greater investment returns than the Council. In addition the legacy costs of historical decisions taken to supplement early retirement settlements with added years onto pensionable service are now starting to diminish and will continue to do so each year.
40	Organisational Exit Costs	(1,000)	(1,000)	0	The costs of early retirement and redundancy decisions are paid for from an existing revenue budget of £1m. Additional coverage is provided from a reserve balance. It is proposed to reduce the revenue budget to zero for two years and to fund all one-off exit costs from the reserve.
41	Friargate	(750)	0	0	Savings achieved in excess of the One Friargate business case are anticipated to be available to support the wider Friargate project but are not required for this purpose in 2021/22.
42	West Midlands Combined Authority Levy and Contributions	(381)	76	543	Budget realignment based on no WMCA Levy inflation in 2020/21 but 2% pa thereafter plus continued Coventry population growth rate above that of other WM authorities. Also assumes Business Rates growth contributions growing by £150k pa.
Total Directorate and Technical Savings		(6,449)	(6,510)	(7,585)	
Reserve Contributions					
43	Reserve Funding To Compensate for Dividend Loss	(2,445)	0	0	The dividend loss described above is anticipated to be time-limited and is for the most part the effect of Covid. On this basis the Council's Medium Term Financial Strategy allows for this financial impact to be funded from reserve balances on a one-off basis.
44	Reserve Funding to Compensate for temporary Council Tax and Business Rates Loss in 2021/22 (assume at 50% funding from Business Rates reserve)	(6,749)	1,000	1,000	Part of the loss of Council Tax and Business Rates is the time limited effect of Covid on collection rates including the brought forward impact of 2020/21. On this basis the Council's Medium Term Financial Strategy allows for this financial impact to be funded from reserve balances on a one-off basis. This would be funded from the existing £7.7m Business Rates reserve with planned contributions in future years to return this reserve to c5% of overall Business Rates income.
Total Reserve Contributions		(9,194)	1,000	1,000	
Total Budget Deficit/(Surplus)					
		6,202	17,811	24,311	

EIA Author	Name	Jaspal Mann
	Title	Equality & Diversity Officer
	Date of completion	October 2020
Head of Service	Name	Valerie DeSouza
	Title	Public Health Consultant (Insight)
Cabinet Member	Name	Cllr A S Khan
	Portfolio	Policing & Equalities

SECTION 1 – Context & Background

1.1 What is the area of work for the EIA?

The Council is committed to understanding the differential impacts that the COVID-19 outbreak has had on key protected groups within the communities of Coventry. The local authority will use the outcomes of this COVID-19 EIA to inform policy development and decision-making in the organisation in addition to decision-making across the city with partners. Furthermore, this EIA demonstrates our ongoing compliance with the aims of the Public Sector Equality Duty. The scope of this EIA does not include potential impacts on the workforce; these have been covered by separate, additional EIAs (Workforce EIAs) and risk assessments completed by individual services.

1.2 In summary, what is the background to the planned change?

On the 23rd March a series of lockdown measures were announced in the UK in response to the coronavirus pandemic which restricted most travel and shut down non-essential businesses and schools. Social distancing and isolation measures resulted in significant changes to daily living for the majority of the population. The Council was at the heart of local delivery of the emergency response in the city; many of its services were affected by this and as the Council progresses into the reset and recovery phase of work, it is important to develop and reflect on a shared understanding of what the local impact on protected groups has been.

1.3 Who has primary responsibility for delivery?

All council services have, in some way, been involved in the emergency response to the pandemic.

1.4 Who are the main stakeholders? Who will be affected?

- Elected Members, SMB/CLT including Coventry Director of Public Health & Wellbeing
- Heads of Service within CCC
- Public sector partners

- Voluntary and third sector providers
- Trade Unions
- All employees

SECTION 2 – Consideration of Impact

2.1 In order to assess your area of work for relevance to the Equality Act 2010 and the Public Sector Equality Duty, please answer the following questions:

Does this area of work have due regard to the need to: -

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Yes No

This equality assessment of the impact of the coronavirus pandemic will inform and support the Council's compliance with the Public Sector Equality Duty, helping to ensure that over the coming months the decisions made by our organisation are done so in a fair, transparent and accountable way.

In relation to the the overall impacts of COVID-19, it is useful to restate regional findings that 'cross-cutting inequalities relating to ethnicity, gender, disability and vulnerability mean that particular groups of people may be disproportionately affected'.¹ This EIA also confirms the findings of the Coventry & Warwickshire COVID-19 Health Assessment that 'the wider impacts from the pandemic and lockdown will fall more heavily on communities most directly affected by the disease itself'.²

It is important to note that in relation to the third strand of the duty outlined above – there is evidence that over the months of the pandemic, there has been an increase in both civic participation and social cohesion – a positive impact.

2.2 **Baseline data and information**

[Regional Health Impact of COVID-19 Interim Report](#), WM Regional Health Task & Finish Group, August 2020

¹ Regional Health Impacts of COVID-19 Interim Report, Aug 2020

² Coventry & Warwickshire COVID-19 Health Assessment

APPENDIX 2 EQUALITY IMPACT ASSESSMENT (EIA)

Coventry and Warwickshire COVID-19 Health Assessment, July 2020
 COVID-19: The Impact on Women in Coventry, Women's Budget Group, July 2020
 Direct and Indirect Impacts of COVID-19 on Health & Wellbeing, CHAMPS Intelligence & Evidence Service, July 2020
 Disparities and COVID-19, Report of the Director of Public Health & Wellbeing Coventry, July 2020
 COVID-19 in Black, Asian and Minority Ethnic populations: An evidence review and recommendations from the South Asian Health Foundation, July 2020
 Coronavirus and the social impacts on disabled people in Great Britain, ONS, July 2020
 Carers Week 2020 Research Report :The rise in the number of unpaid carers during the coronavirus (COVID-19) outbreak, 2020
 Left In Lockdown, Disabled Children's Partnership, 2020
 Digital Exclusion in Gypsy & Traveller Communities in the United Kingdom, Friends Families and Travellers - Scadding and Sweeney, 2028
 How coronavirus has affected equality and human rights, Equality and Human Rights Commission, October 2020
 CQC publishes data on deaths in care settings broken down by ethnicity, Care Quality Commission, accessed October 2020

2.3 On the basis of evidence, has the potential impact of the area of work been judged to be positive (+), neutral (=) or negative (-) (+&-) positive and negative impacts for each of the groups below and in what way?

Protected Characteristic	Impact type +, =, - or +&-	Nature of impact (A brief description of impact as more detailed mitigation to be included in 2.7)
Age 0-18	-	<p>There has been reduced visibility of children and young people at risk or subject to safeguarding due to lockdown and increased time spent in the family home. There is the likelihood that increased levels of domestic violence and abuse took place during this time.</p> <p>Increased levels of anxiety and the long term impact of prolonged isolation for young people may have led to poor mental health and wellbeing.</p> <p>Potential online safety risks for young people increased during lockdown.</p> <p>Children and young people with disabilities / special educational needs faced particular difficulties in accessing educational and other support during school closures.</p> <p>Pupils on lower income families spent less time on home learning during school closures. 20% of pupils on free school</p>

APPENDIX 2 EQUALITY IMPACT ASSESSMENT (EIA)

Protected Characteristic	Impact type +, =, - or +&-	Nature of impact <i>(A brief description of impact as more detailed mitigation to be included in 2.7)</i>
		meals had no access to a computer compared with 7% of other children.
Age 19-64	-	Workers aged under 25 were more likely to have worked in a sector that was forced to suspend trade in lockdown.
Age 65+	-	<p>Older people are more likely to develop serious ill health and have complex co-morbidities which placed them at greater risk of complications if they contracted COVID-19.</p> <p>Older people were disproportionately impacted by a higher number of COVID related deaths in care homes. Within this cohort, ethnic minority older people were the most impacted.</p> <p>Social distancing measures are more likely to have impacted on the human rights of older people.</p> <p>A large number of older people use health and social care services – any disruption to these services caused by the pandemic are likely to have disproportionately impacted on older people’s isolation, safety and mental wellbeing.</p> <p>There is also the possibility that excess deaths of older people were caused by changes to routine care of older people with long term health conditions.</p>
Disability	-	<p><u>Generic impacts</u> As compared with non-disabled people, disabled people have reported that COVID-19 has:</p> <ul style="list-style-type: none"> • Made their mental health worse • Increased feelings of loneliness • Made them spend too much time alone • Made them feel like a burden on others • Made them unable to talk to others about their worries <p>As a higher number of disabled people use health and social care services, they are more likely to have been adversely affected by changes to the delivery of these services.</p> <p>Disabled people are more likely to have been impacted by disruptions to NHS in-patient and out-patient services.</p>

APPENDIX 2 EQUALITY IMPACT ASSESSMENT (EIA)

Protected Characteristic	Impact type +, =, - or +&-	Nature of impact <i>(A brief description of impact as more detailed mitigation to be included in 2.7)</i>
		<p>Social distancing measures might have disproportionately impacted on disabled people through the imposition of blanket bans on visitors in care homes beyond government guidance.</p> <p>There has been the potential for excess deaths throughout the pandemic due to routine care being stopped for disabled people with long term health conditions</p> <p>The higher number of deaths from COVID-19 of people living in deprived areas of England will have a disproportionate impact on disabled people who are more likely to live in these areas.</p> <p><u>Deaf/Hard of hearing</u></p> <ul style="list-style-type: none"> • Deaf people have been disproportionately impacted through the lack of information about COVID-19 which has been made available and promoted through BSL. • A significant minority of older deaf people are digitally excluded and would have relied on face to face visits - social distancing measures and changes to service provision would have affected this. • The use of telephone contact as a means of communicating during the height of the pandemic would have impacted on disabled people. • Face masks are problematic for people who lip read. <p><u>Dementia</u></p> <ul style="list-style-type: none"> • People with dementia will have experienced difficulty in remembering new restrictions and safety measures. <p><u>Dual sensory loss (Deaf-Blind)</u></p> <ul style="list-style-type: none"> • As those with dual sensory loss use touch as their main method of communication, this has been impacted by strict social distancing and hygiene measures. <p><u>Learning Disability / Neurodiverse people</u></p> <p>This group will have been disproportionately impacted due to:</p> <ul style="list-style-type: none"> • difficulties in understanding and following the changing nature of complex information • Stress and trauma associated with change – including changed point of contacts/care workers • Complex behaviours displayed as a response to the crisis being misinterpreted

APPENDIX 2 EQUALITY IMPACT ASSESSMENT (EIA)

Protected Characteristic	Impact type +, =, - or +&-	Nature of impact (A brief description of impact as more detailed mitigation to be included in 2.7)
		<ul style="list-style-type: none"> At greater risk of exploitation due to reduced visibility during lockdown Being more at risk of being admitted and not discharged from inpatient units due to the lack of social care support in the community <p><u>Long term health conditions</u> This group will have been disproportionately impacted due to:</p> <ul style="list-style-type: none"> Difficulties accessing prescription drugs Disruption to routine in-patient and out-patient appointments <p><u>Partially sighted/Blind</u></p> <ul style="list-style-type: none"> This group have been potentially isolated due to lack of accessible information (in audio/Braille and large print)
Gender reassignment	-	<p>The lockdown phase of the pandemic and social distancing policies might have had a higher impact on trans older people who rely on external contacts for advocacy / social contact</p> <p>Pressure on and cancellations of medical services, and logistics affecting the availability of medicines may have limited trans people's access to regular appointments, surgery and medicines needed as part of their transition.</p> <p>Trans people are more likely to have poor mental health and social distancing / lockdown measures may have had disproportionate impacts on them</p>
Marriage and Civil Partnership	=	No differential impact identified
Pregnancy and maternity	-	Pregnant women have been disproportionately impacted during labour by hospital restrictions imposed to implement infection control – thereby limit the number of people on site including the partners of women giving birth in maternity units.
Race (Including: colour, nationality, citizenship ethnic or national origins)	-	<p><u>BAME</u> There was a slight increase in hate crimes reported by Chinese students in the city from January to March 2020.</p> <p>There have been a disproportionately higher number of deaths of BAME people due to COVID-19.</p>

APPENDIX 2 EQUALITY IMPACT ASSESSMENT (EIA)

Protected Characteristic	Impact type +, =, - or +&-	Nature of impact (A brief description of impact as more detailed mitigation to be included in 2.7)
		<p>There has been a disproportionate number of BAME people in intensive care with severe effects of COVID-19.</p> <p>Social factors explaining this ethnic inequality include:</p> <ul style="list-style-type: none"> • being on lower incomes, residing in deprived areas and living in more over-crowded households • experiencing discrimination and racism on a daily basis which can affect physical and mental health and access to health services <p>Social distancing and / or lockdown measures may have had a disproportionate impact on BAME older or disabled people who rely on family for advocacy and support.</p> <p>The disproportionate impacts on BAME people on their 50s and 60s can be attributed to the following:</p> <ul style="list-style-type: none"> • They are more likely to be poorer • They are less likely to have retired • They are less likely to own their own home outright. <p><u>Migrants</u> Those with 'No recourse to Public Funds' have been disproportionately impacted through reduced access to life-saving refuges.</p> <p><u>Gypsy, Roma Traveller (GRT) communities</u> GRT communities are recognised as experiencing some of the greatest inequalities across health, education and employment; they have lower levels of literacy and are also more likely to be digitally excluded. It is therefore acknowledged that these communities have been disproportionately impacted.</p>
Religion and belief	-	<p>Many religious groups have been disproportionately impacted by the restrictions on physical attendance at Places of Worship during the pandemic – and the restricted ability to observe religious practice at end of life / funerals.</p>
Sex	-	<p><u>Women</u> have been disproportionately impacted in the following ways:</p> <p>Poverty – it is expected that women's incomes have fallen by 26% as compared to 18% for men</p> <p>Employment – mothers are more likely to have lost their jobs and been furloughed</p>

APPENDIX 2 EQUALITY IMPACT ASSESSMENT (EIA)

Protected Characteristic	Impact type +, =, - or +&-	Nature of impact <i>(A brief description of impact as more detailed mitigation to be included in 2.7)</i>
		<p>Unpaid work – mothers have done 50% more of the childcare than fathers</p> <p>There have been increased rates of domestic and sexual violence and abuse of women during lockdown. The National Domestic Abuse Helpline received a 50% increase in the number of calls in the second week of April (the 4th week of lockdown) compared with the same period in 2019.</p> <p><u>Men</u> Working age males diagnosed with COVID-19 are twice as likely to die as females.</p> <p>The social and financial pressures of the pandemic may have increased the risk to working age men who are already known as a high risk group for suicide and poor engagement with services</p>
Sexual orientation	-	<p>The lockdown phase of the pandemic and social distancing policies might have had a higher impact for LGBTQ+ older people who rely on external contacts for advocacy / social contact</p> <p>LGBTQ+ people are more likely to have poor mental health and social distancing / lockdown measures may have had disproportionate impacts on them</p> <p>The lockdown phase may have confined some LGBTQ+ people (especially young people) to family situations where they were at risk of homophobia, homophobic abuse and violence – resulting in impacts on mental health and wellbeing.</p> <p>School/youth group closures during lockdown may have impacted disproportionately on LGBTQ+ youth</p>

2.4	<p>Although the groups listed in the box are not protected characteristics under the Equality Act 2010, they are of interest to decision makers as they are part of the Marmot objectives we have signed up to as a council.</p> <p>Does the area of work have any potential impact on the most deprived/vulnerable people - also known as health inequalities/Marmot implications?</p>
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APPENDIX 2 EQUALITY IMPACT ASSESSMENT (EIA)

Marmot Inequality Group	Impact type +, =, -, or +&-	Nature of inequalities impact
Deprivation	-	<p>Significant changes in the labour market disproportionately decreased the earnings of the lowest-income households. Those living in areas of high deprivation were less likely to do a job that could be done remotely from home, and more likely to work in a sector that was significantly impacted by closure during lockdown.</p> <p>Mortality rates in most deprived areas more than double the least deprived areas.</p> <p>Due to decreased household income, there have been more people signing up for Universal Credit and Job Seekers Allowance and using food banks.</p> <p>Those living in deprivation have been most affected by a host of negative 'environmental' impacts in areas such as:</p> <ul style="list-style-type: none"> • Housing security • Housing quality • Lack of access to green spaces • Lack of digital access • Food security
Looked after Children (LAC)	-	<p>Looked after children have been disproportionately impacted in the following ways:</p> <ul style="list-style-type: none"> • Foster care recruitment ceased • As many foster carers were self-isolating or shielding, this affected the availability of placements • Face to face family time ceased • Social distancing requirements meant that social workers were unable to speak directly to children, thereby impacting on relationship based practice.
Armed Forces	-	<p>Members of the armed forces community have been disproportionately impacted by COVID-19, in particular through the reduction of support services over recent months. The lockdown period has also negatively impacted on the mental health and wellbeing of this group due to increased social isolation and anxiety over this time.</p>
Carers	-	<p>The number of unpaid carers has dramatically risen and they are more likely to be:</p> <ul style="list-style-type: none"> • Women • Younger

	<ul style="list-style-type: none"> • Have young children <p>Those who have become unpaid carers have faced competing demands which have challenged their physical and mental health and wellbeing and placed additional strain on their relationships, finances and ability to do paid work.</p> <p>Live-in carers have been disproportionately impacted by the additional caring demands placed on them during the lockdown phase of the pandemic response – both in terms of their physical and mental health and wellbeing.</p> <p>Other carers have been adversely affected by limitations on their ability to provide support due to social distancing / lockdown rules.</p>
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2.5 How will the positive or negative impacts relating to the area of work outlined in 2.3 and 2.4 be monitored?

Management information collected by services will be analysed over the coming months and will inform another equality impact assessment in 2021 – at which time a comparative analysis of impacts can be made with the outcomes of this EIA.

2.6 Who will be responsible for monitoring?

Individual services are responsible for monitoring the impact of their services on protected groups on an ongoing basis.

The Insight Team will be responsible for producing a follow-up corporate equality impact assessment to demonstrate the cumulative impact at an organisational level.

The Marmot Partnership Group has the strategic lead to support the system to address health inequalities relating to COVID-19.

2.7 What actions could be put in place to mitigate against the negative impacts identified by this EIA?

In relation to employment, the '[Coventry Employment & Skills Plan – response to COVID-19](#)' has been published. Those in most need of support are identified, with priority groups including young people (18-24), those who are 50+, BAME communities, long-term unemployed, those with complex barriers, mental health needs and those with digital barriers.

The **Marmot Partnership Group** is leading on implementing the recommendations developed by Public Health England to reduce the disproportionate impact that COVID-19 has had on people from Black, Asian and Minority (BAME) groups.

2.9 Completion Statement. Put an X in the appropriate box

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

- No impact has been identified for one or more equality groups
- Positive impact has been identified for one or more equality groups
- Negative impact has been identified for one or more equality groups
- Both positive and negative impact has been identified for one or more equality groups

Signed Head of Service: <i>Valerie DeSouza</i>	Date: 06.11.20
If applicable complete information below:	
Name of Councillor: <i>Cllr A S Khan, Cabinet Member Policing & Equalities</i>	Date sent to Councillor: 16.11.20
Name of Director: <i>Liz Gaulton, Director of Public Health & Wellbeing</i>	Date sent to Director: 06.11.20

APPENDIX 2 EQUALITY IMPACT ASSESSMENT (EIA)

COVID-19 Service Equality Impact Assessments – Table of Results

Key	P = Positive Impact	N = Negative Impact	NI = No Impact	PN = Both Positive and Negative Impact
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Equality Impact Assessment		Protected Characteristics											Other Priority Groups			
		No Equality Impact	Age 0-18	Age 19-64	Age 65 +	Disability	Gender Reassignment	Marriage & Civil Partnership	Pregnancy Maternity Breastfeeding	Race	Religion & Belief	Sex	Sexual Orientation	Carers	Vulnerable Groups (LAC, Homeless)	Deprivation
1	Adult Social Care			PN	PN	PN				N		N		N		
2	Children's – Help & Protection		N	N		N			N	N					N	N
3	Children's – Quality Assurance		PN	PN											N	
4	Children's – Looked After Children		N	N		N			N	N					N	
5	Libraries		N	N		N							N			N
6	Migration Team			PN						PN						
7	Education Improvement & Skills		N			N							P	P		
8	SEND & Specialist Services		PN	PN		N								N		
9	Educational Entitlement – Coventry Interpretation and Translation Unit		N	N	N	N			N	N						
10	Educational Entitlement – Coventry Extended Learning Centre		PN			PN				N			P	P		

APPENDIX 2 EQUALITY IMPACT ASSESSMENT (EIA)

Equality Impact Assessment		Protected Characteristics											Other Priority Groups			
		No Equality Impact	Age 0-18	Age 19-64	Age 65 +	Disability	Gender Reassignment	Marriage & Civil Partnership	Pregnancy Maternity Breastfeeding	Race	Religion & Belief	Sex	Sexual Orientation	Carers	Vulnerable Groups (LAC, Homeless)	Deprivation
11	Educational Entitlement – Hospital Education Service		PN			PN								P	P	
12	Educational Entitlement – Dol-y-Moch		N	N		N										
13	Educational Entitlement – Ethnic Minority Achievement Service		N							N					N	
14	Job Shop		N	N	N	N				N		N				
15	Adult Education Service		N	N	N	N				N		N			P	N
16	Customer Services				N	N				N						PN
17	Housing & Homelessness			N		N		N		N	N		N			
18	Benefit Service	NI														
19	Revenue Services		PN	PN	PN	PN	PN	PN	PN	PN	PN	PN	PN			PN
20	Taxi Licensing	NI														
21	Environmental Protection	NI														
22	Bereavement Services										N					
23	Planning & Regulation	NI														
24	Sports, Culture and Destination Services	NI														
25	Economic Development Service	NI														

