



Scrutiny Co-ordination Committee

Time and Date

10.00 am on Wednesday, 12th January, 2022

Place

Diamond Rooms 1 and 2 - Council House

Please note that in line with current Government and City Council guidelines in relation to Covid, there will be reduced public access to the meeting to manage numbers attending safely. If you wish to attend in person, please contact the Governance Services Officers indicated at the end of the agenda.

Public Business**1. Apologies and Substitutions****2. Declarations of Interest****3. Minutes** (Pages 3 - 10)

(a) To agree the minutes of the previous meeting held on 17 November, 2021

(b) Matters Arising

4. Monitoring Report Following the Implementation of Parking Charges at the War Memorial Park (Pages 11 - 18)

Briefing Note of the Director of Streetscene and Regulatory Services

5. Proposed New Equality Objectives 2022-2025 (Pages 19 - 54)

Report of the Director of Public Health and Well-being

6. Scrutiny Co-ordination Committee Work Programme and Outstanding Issues 2021-22 (Pages 55 - 58)

Report of the Director of Law and Governance

7. Any Other Items of Public Business

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

Tuesday, 4 January 2022

Note: The person to contact about the agenda and documents for this meeting is Suzanne Bennett/Liz Knight, Governance Services - Telephone: 024 7697 2299/2644
E-mail: suzanne.bennett@coventry.gov.uk/liz.knight@coventry.gov.uk

Membership: Councillors N Akhtar (Chair), M Ali, L Bigham, J Clifford, J Innes, J Lepoidevin, C Miks, G Ridley and R Singh

By invitation: Councillors P Akhtar, P Hetherton, A S Khan and G Lloyd

Public Access

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Coventry City Council
Minutes of the Meeting of Scrutiny Co-ordination Committee held at 10.00 am on
Wednesday, 17 November 2021

Present:

Members: Councillor N Akhtar (Chair)
Councillor L Bigham
Councillor J Clifford
Councillor A Hopkins, substitute for Councillor M Ali
Councillor J Innes
Councillor J Lepoidevin
Councillor C Miks
Councillor G Ridley
Councillor R Singh

Other Members: Councillors K Caan, G Hayre and M Mutton, Cabinet and Deputy Cabinet Members

Employees:

V Castree, Law and Governance
L Gaulton, Director of Public Health and Wellbeing
D Hope, Economic Development
L Knight, Law and Governance
R Nawaz, Public Health
S Weir, Economic Development

Apologies: Councillors M Ali, Deputy Chairs, G Duggins and J O'Boyle, Cabinet Members

Public Business

32. Declarations of Interest

There were no declarations of interest.

33. Minutes

The minutes of the meeting held on 6th October, 2021 were agreed as a true record.

Further to Minute 29 headed 'Coventry as a Marmot City – Update Report', the Committee noted that:

- Health Inequalities and guidance had been added to the briefing note template
- The One Coventry Plan refresh had been included in the Committee's work programme
- Open Spaces Supplementary Planning Guidance was to be considered by the Communities and Neighbourhoods Scrutiny Board (4) at their meeting on 15th December 2021

- School readiness will be considered at the next meeting of the Education and Children's Services Scrutiny Board (2) on 9th December 2021
- The Committee's thanks were passed onto the parks staff, including via an intranet article.

34. **Health and Wellbeing Strategy Refresh**

The Committee considered a briefing note and presentation of Liz Gaulton, Director of Public Health and Wellbeing which informed about the Coventry Health and Wellbeing Strategy Refresh and provided an opportunity for Members to make any recommendations or comments as part of the engagement process. Councillors Caan and Hayre, Cabinet Member and Deputy Cabinet Member for Public Health and Sport and Councillor M Mutton, Cabinet Member for Adult Services attended the meeting for the consideration of this item.

The report indicated that the current Health and Wellbeing Strategy was approved in 2019, following consultation and engagement with key stakeholders and members of the public. As part of the development of the Strategy, it was agreed that the short-term priorities would be reviewed and refreshed every 12 to 18 months to ensure that these still reflected the key issues and challenges facing Coventry residents. The impact of the Covid-19 pandemic on the city and residents and the proposed changes within the health and social care system had further strengthened the need to refresh the Health and Well-being Strategy to ensure that the priorities contained within it remained relevant. The current short term priorities were:

- Loneliness and social isolation
- Young people's mental health and well-being
- Working differently with our communities.

A stocktake of key outcomes and learning from the current Strategy had been undertaken, the details of which were set out in an Appendix to the report. The report summarised progress and key outcomes with the three short term priorities. In relation to loneliness and social isolation, partners had set up a number of initiatives over the last 18 months to tackle this issue. Health and care partners had worked together during this time to make significant changes in order to adapt the emotional well-being and mental health offer to ensure children and young people's needs were met during the Covid-19 pandemic including improved access to support and increasing the digital offer available.

Partners had also worked closely with communities to minimise the impact of Covid-19 and co-ordinate the response to the pandemic, with the aim of protecting and supporting vulnerable residents.

There were a number of lessons learnt from these three priorities:

- Profile and commitment - Board partners had raised their profile and galvanised commitment to work in partnership specifically to address children and young people's mental health and well-being, work differently with communities and reduce social isolation and loneliness.
- Population Health model - the King's Fund population health model had been helpful in mobilising partners around each of the four pillars and

highlighted the roles that different organisations could play in delivering the strategy priorities.

- Stronger partnership working - Across the three priorities, clear benefits had been realised through new collaborations both with organisations that may not historically have recognised their role in contributing to health and wellbeing outcomes, but also directly with communities themselves, with communities playing an equal and trusted part in the city's response to the pandemic.
- Demonstrating impact – due to the pandemic, work on developing a performance framework to monitor outcomes and impact had been delayed.

The briefing note highlighted that, following a review of evidence from a range of sources, including needs assessments that had been conducted as well as survey data, workshops with stakeholders and senior partners and the learning from the current Strategy priorities, the Health and Well-being Board agreed that the existing Strategy priorities were the right areas of focus for the Strategy and needed to continue, albeit with a stronger emphasis in the following key areas:

- focus on employment and homelessness as a prevention opportunity: recognising the impact of poverty on the well-being of residents and on children especially following changes such as the end of furlough, universal credit and the end of 'no evictions'
- Mental health for adults also needed to be included in the strategy due to the increasing levels of need
- Strengthen working with communities and the voluntary community sector, building on the work undertaken during the last 18 months and continuing to unlock the power of local assets by improving the connectivity between the Health and Wellbeing Board and communities and the Board and place based working
- Need to ensure work in the overlap between priorities e.g. communities and isolation may have a new slant with different communities coming to Coventry i.e. Afghan refugees

The revised strategy would be shared with the Health and Well-being Board in the New Year for consideration and endorsement, with the development of action plans for implementation during Spring 2022. The Committee were informed that any comments and recommendations made at this meeting would inform the final draft Strategy and would be reported to Health and Wellbeing Board in the New Year.

Councillor Caan reported on the successful partnership work of the Health and Wellbeing Board and Councillor Mutton informed of the need to include members from the voluntary and community sector in the Board's membership.

Members questioned the officers on a number of issues and responses were provided, matters raised included:

- How the strategy would be implemented
- With reference to social isolation, the importance of the built environment, for example putting in measures to enable elderly people to go out and about in their locality
- Details of successful measures introduced during lockdown to support lonely and isolated residents
- A suggestion that air quality should be included in the strategy, especially due to the impact that poor air quality had on people with health issues
- An acknowledgement of the importance of parks and green spaces
- A request for details about the consultation process including plans for engaging with the community
- Details about Section 106 funding from new planning developments with particular reference to the NHS funding contribution in light of concerns about the pressures being put on existing health provisions by an increasing city population.
- What were the lasting legacies from the partnership working had been taking place during the Covid pandemic

Clarification and assurances were sought on a number of issues in the briefing note concerning the consultation process since not all residents had access to social media – had contact been made with GP surgeries, mosques, local pubs etc. Further information was requested about what was happening to prevent mental health problems, especially in children along with details about the mental health support teams and the grass root community organisations referred to in the briefing note. Additional information was also asked for on managing partners' performance. Officers indicated that a response would be provided.

RESOLVED that:

(1) The process for the development of the refreshed Coventry Joint Health and Wellbeing Strategy be noted

(2) Councillor Caan, Cabinet Member for Public Health and Sport be requested to include air quality and its links to the built environment in the Health and Well-being Strategy

(3) A report on Section 106 funding, with particular reference to the different contributions, be submitted to a future meeting of the Board and the Board's work programme be updated accordingly.

35. The Impact of Brexit on the Council and the Local Economy

The Board considered a briefing note of the Director of Business Investment and Culture concerning the impact that the UK's withdrawal ("Brexit") from the European Union (EU) has had on the local economy in Coventry. This included the impact on local businesses and important sectors of the local economy and the labour market, and also the Council's response in working with local business support partners to help businesses adapt to new trading regulations and conditions.

The report indicated that the UK EU Trade and Co-operation Agreement was agreed on 24 December 2020 and formally signed on 30 December. The main

implications of this Agreement for businesses were that since 1 January 2021, the UK had not been a member of the Single Market and Customs Union, although there were zero tariffs or quotas on goods traded between the UK and EU that meet the “rules of origin” (material from the UK or EU or processing within the UK or EU). However, all goods exported or imported between the UK and EU now required customs declarations and an EORI (Economic Operator Registration Identification) number. Full border checks on customs declarations and controls for goods imported into the UK were to be introduced on 1 January 2022 and product checks on food and animal products imported into the UK were due to be introduced on 1 July 2022. The position for services remained more complex.

The briefing note highlighted the key challenge in attributing the impacts of the UK’s exit from the EU was the Covid-19 pandemic which brought significant restrictions and closures to many parts of the UK economy from March 2020, soon after the UK’s withdrawal from the EU. Many of the market trends, performance trends and challenges that had affected businesses and the economy since this date had been due to both the impacts of Covid-19 pandemic and the UK’s withdrawal from the EU.

The Office for Budget Responsibility (OBR) had forecast that the UK economy would return to Quarter 4 2019 levels by Quarter 1 2022, although no regional breakdowns of the recovery trajectory were provided. The OBR report for the 2021 Autumn Budget forecast that UK GDP would be 4% lower in the longer-term as a result of the UK’s withdrawal from the EU, driven significantly by 15% falls in both export and import activity. The report also forecast that the Covid 19 pandemic would lead to a 2% longer-term drop in GDP. It was noted that these forecasts did not specify time periods nor variations by regions or sectors.

The briefing note referred to recent data from WM REDI (West Midlands - Region Economic and Development Institute) that had emphasised the impact of the drop in trading activity in the West Midlands. Recent surveys had shown that 1 in 4 West Midlands businesses were still exporting less than normal and 1 in 5 importing less than normal.

Local business support and economic development partners were reporting a range of common challenges that Coventry and Warwickshire businesses were facing. The additional administration requirements associated with customs documentation was placing additional costs and human resource requirements on businesses trading internationally, particularly on small businesses. Businesses across multiple sectors were also being impacted by increasing costs of materials and shipping and storage, and supply chains were experiencing further challenges presented by delays to the shipping of products and components.

Labour shortages were also impacting on multiple businesses in key sectors of the local economy, including tourism and hospitality, haulage and logistics, security, construction, manufacturing and health and social care. Many of these sectors had historically employed a high number of EU nationals, although there had been longstanding concerns over the supply of labour, with terms and conditions for workers in these sectors a contributing factor. Details about unfilled vacancies across the UK were highlighted. The City Council’s Employment and Skills Service had recently identified over 3,000 vacancies in Coventry itself, and 32,000 vacancies within a 25 mile radius of the city, with the most common types of

vacancies in logistics (288 in Coventry), food & beverage (219) and construction (144). These labour shortages were despite a significant rise in unemployment in Coventry since early 2020, up to 14,250 (5.6%) in September 2021.

The Committee were informed that there was currently limited data on the impacts of the UK's withdrawal from the EU on individual sectors of the economy, with evidence and trends expected to materialise only in the longer-term. However, some analysis from WM REDI forecasted losses in the longer-term competitiveness of the region's automotive (4.1%) and other transport equipment (4.6%) sectors, as well as computers and electronics (2.4%). Details of the impacts on the local universities were also highlighted.

The UK's exit from the EU would also impact on how many of the Council's business, skills and employment support activities would be funded in the future. In recent years, the European Regional Development Fund (ERDF) and European Social Fund (ESF) had funded large amounts of Coventry and Warwickshire's business, employment and skills support ecosystem. The briefing note detailed programmes that had been supported by these funding streams in recent years.

The Committee were informed about the Council's Economic and Social Development response which included adopting a pro-active approach to understand the main threats and opportunities facing local businesses and the economy, and to put in place responsible business, employment and skills support services. In January 2019, the Economic Development Service became a member of Coventry and Warwickshire Chamber of Commerce's Brexit Club. The Service also became a member of CWLEP's Smart Region, which was fronted by CWLEP Growth Hub and involved the co-ordinated gathering of local business and economic intelligence to inform lobbying of Government on responsive actions.

Through strong partnership working, business support schemes led by the Economic Development Service had been active in referring Coventry and Warwickshire businesses to specialist international trade support providers. The Brexit preparation workshops and 1:1 clinics that have been hosted by WM Chambers Export Academy and CWLEP Growth Hub had been promoted through the Business Newsletter (over 1,000 circulation) and due to high levels of take up, these had been extended beyond the originally intended end date of March 2021.

The EU-funded SME support programmes had also continued to support Coventry and Warwickshire firms to increase their international competitiveness in a range of aspects. In total, between 2019 and 2023, it was anticipated that these programmes would have supported over 1,500 SMEs to grow, create over 1,200 new jobs, and deliver £10.3m of business grants that would lead to a further £29m in business investment.

Employment support programmes had also been active in tackling labour shortages and skills gaps. Since March 2020, the Coventry Job Shop alone had registered over 3,900 new customers and supported 1,980 people into work and had held events including "Coventry Moves Into Work" in September 2021 which linked jobseekers with employers from sectors facing labour shortages.

The Service had continued to deliver major projects to create the conditions to grow the local economy and ensure businesses could thrive in evolving global

markets. These included securing over £130m of public funding and overseeing the successful development of UK Battery Industrialisation Centre, and developing a strong regional partnership to pursue the development of a potential new £2bn Gigafactory in Coventry to safeguard and enhance the future international competitiveness of the West Midlands automotive and smart mobility sector and associated supply chains.

The Committee noted that the Service would continue to work with local business support and economic development partners, to continue collating information regarding the key challenges and opportunities facing Coventry and Warwickshire businesses. They would also continue to monitor how the UK's withdrawal from the EU, and evolving international trading conditions and new regulations were affecting them. Work would also continue to design and implement appropriate business support measures in response as changes emerged.

Members questioned the officers on a number of issues and responses were provided, matters raised included:

- Concerns about the loss of funding for the two universities who were key to the local economy
- An acknowledgement that it was very difficult to determine if the impacts on the economy were due to Brexit or a result of the Covid-19 pandemic
- Would the recent reduction in universal credit combined with the current inflation rate impact small local businesses, in light of claimants tending to use these businesses by shopping locally
- Whether the financial support provided by the Council to stop people becoming homeless affected by the loss of European funding
- Was anything being done to collect and log feedback from the different business sectors in the city regarding the impact of Brexit
- The availability of Government information about the impact of Brexit
- A request for a twelve-month update report on the impact of Brexit on the Council and the local economy, to include feedback from the different business sectors
- What could be done to help businesses get better at exporting and what support was being offered
- What was being done to support local manufacturing when problems were being experienced due to labour shortages, including financial support
- Concerns about the potential loss of City Council staff in areas where there were staff shortages and larger salaries were available in the private sector.

RESOLVED that:

1) The content of the briefing note be noted.

2) The difficulties in determining if impacts are due to Brexit or a result of the Covid-19 pandemic be noted.

3) An update report on the impact of Brexit on the local economy, including information on sector by sector feedback, be submitted to a future meeting of the Board in twelve months and the Board's work programme be updated accordingly.

36. Scrutiny Co-ordination Committee Work Programme 2021/2022 and Outstanding Issues

The Committee noted their work programme for the current municipal year.

37. Any Other Items of Public Business - Liz Gaulton, Director of Public Health and Wellbeing

The Board placed on record their thanks to Liz Gaulton for all her work during her time as Director of Public Health and Wellbeing for the City and wished her all the best for the future.

(Meeting closed at 11.55 am)



Coventry City Council

Briefing note

To: Scrutiny Co-Ordination Committee

Date: 12th January 2022

Subject: Monitoring Report Following the Implementation of Parking Charges at The War Memorial Park

1 Purpose of The Note

- 1.1 To provide feedback to Scrutiny Co-ordination Committee on monitoring agreed following call in meeting on the 6th January 2021 in regard to impact of potential displacement parking following the introduction of charging at the War Memorial Park

2 Recommendations

- 2.1 Scrutiny Co-ordination Committee is recommended to:
- 1) Consider the monitoring information contained in the briefing note
 - 2) Note that there has been no significant impact on displacement parking since the introduction of parking charges at the War Memorial Park
 - 3) Note steps taken to support alternative methods of transport to car usage
 - 4) Note steps taken to improve parking facilities for blue badge holders

3 Background and Information

- 3.1 Cabinet Member for Policing and Equalities considered a report on 3rd December 2020 entitled 'Introduction of Parking Charges at War Memorial Park – Consideration of Objections Following a Period of Consultation'
- 3.2 The decision by Cabinet Member for Policing and Equalities to grant permission for the Introduction of Parking Charges at War Memorial Park after Consideration of Objections Following a Period of Consultation was called in by Councillors Andrews, Bailey and Ridley.
- 3.3 'Whilst the principle of introducing charges at the War Memorial Park was approved at a meeting held on the 25th February 2020, the public consultation was not held until October 2020. At the Cabinet Member meeting held on December 2020, insufficient information and data was presented to the Cabinet Member in relation to the potential impact of displacement parking in local residential roads. We would like to consider this matter in further depth including with officers from our highways team.'
- 3.4 On the 6th January 2021 Scrutiny Co-ordination Committee considered the call in.
- 3.5 As per the Cabinet Member meeting on the 3rd December The Head of Streetpride and Greenspaces agreed a methodology for monitoring on street parking and traffic volumes for the park as follows:

- i. Prior to the car park charging going live three months of on street parking and traffic counting data will be collected by our highways team and their contracted numerators.
 - ii. A further period of data collection will take place for three months following the introduction of charging.
 - iii. In addition to the above the evidence from park users, Ward Members and the Friends of the War Memorial Park will be used to inform any report back to the Cabinet Member Policing and Equalities.
- 3.6 Scrutiny requested in addition that the proposed 3-month period of monitoring (i) prior to implementation be extended by the period of national lockdown in place at the time.
- 3.7 Monitoring and review should include:
- Impact on displacement parking
 - The use of alternative modes of transport and the impacts on climate change
 - The impact of the introduction of charges on blue badge holders

4 Monitoring – Potential Displacement Parking

- 4.1 Two methods of monitoring have been used to monitor both park volumes and on street parking prior to implementation of charging
- ATC (automatic traffic counting) - placed at the entrance of both Kenilworth Road and Leamington Road capturing vehicles as they entered and exited each car park.
 - On street monitoring - independent numerators completed vehicle count in each street and observed for parking or street access issues.
 - Following introduction of charging on the 5th July the new parking systems monitor usage through recording entry numbers (Kenilworth Road) or tickets issues at the Pay and Display car parks (Leamington Road and Coat of Arms Bridge Road)
- 4.2 ATC Monitoring
- Monitoring dates: 18th January 2021 - 8th July 2021 (24 weeks)
 - Vehicles movement recorded across 24hr period
 - Data produced included: Traffic count of vehicles using each car park, inbound and outbound traffic flow (times), indicative occupancy for each car park
 - Buses removed from vehicle count volume
 - Coat of Arms Bridge Road was not suitable for ATC monitoring equipment
- 4.3 On Street Monitoring
- Monitoring dates: 18th January 2021 and 26th September 2021 (36 weeks)
 - Periods of monitoring included remainder of lockdown period (10 weeks), end of lockdown to installation (14 weeks), following introduction of charging (12 weeks)
 - Total of 100 streets monitored split across 4 zones (see zone map Appendix 1)
 - All zones visited during each monitoring inspection
 - Each inspection recorded independently
 - Total number of inspections completed 97

- Days and times varied to ensure any potential issues (if applicable) at different periods of would be captured

5 Additional Information

5.1 Prior to and during the period of monitoring, cones were in position in the following streets to prevent illegal and disruptive parking witnessed when the park had become extremely busy and car parks required closing to prevent queuing on Kenilworth and Leamington Road. Cones were placed where existing restrictions such as yellow lines already in place

- Kenilworth Road
- Coat of Arms Bridge Road
- Beechwood Avenue
- Styvechale Avenue
- Warwick Avenue
- Earlsdon Avenue South

6 Key Dates

6.1 Introduction of charging:

5th July 2021 Kenilworth Road (barrier system) – 6th July 2021 Leamington Road and Coat of Arms Bridge Road (Pay and display)

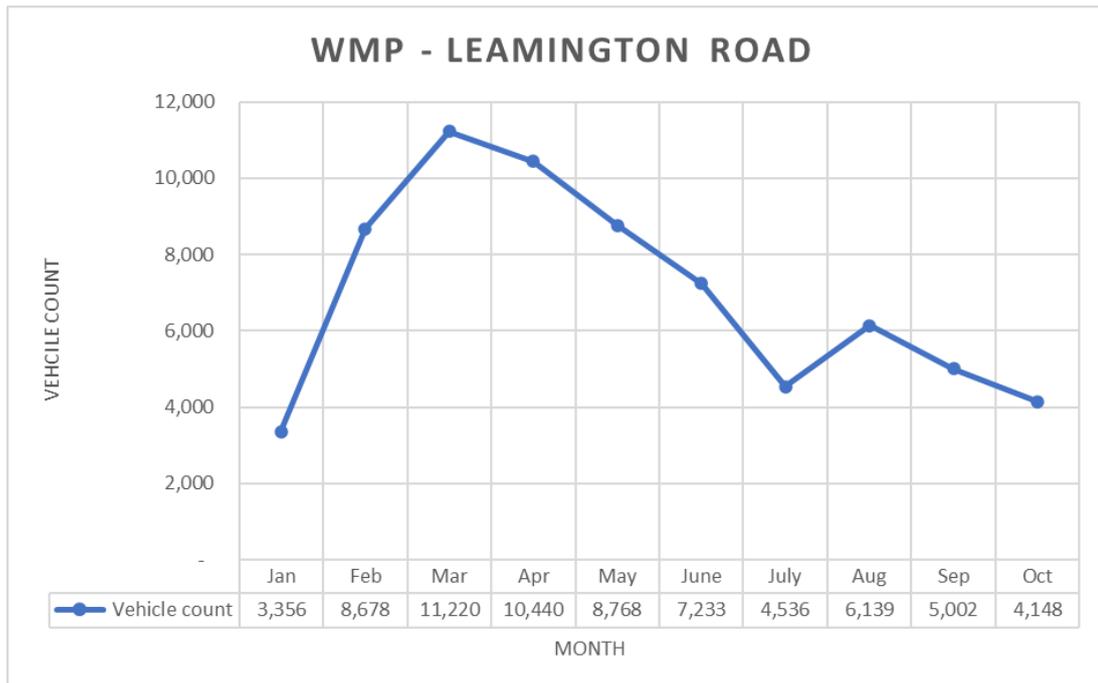
6.2 Road map out of lockdown:

- Stage 1 - 29th March (minimum 12 weeks of monitoring agreed from this point)
- Stage 2 - 12th April
- Stage 3 - 17th May
- Stage 4 - target 21st June - delayed until 19th July

7 Highlight Monitoring Findings/Figures – Park Volumes

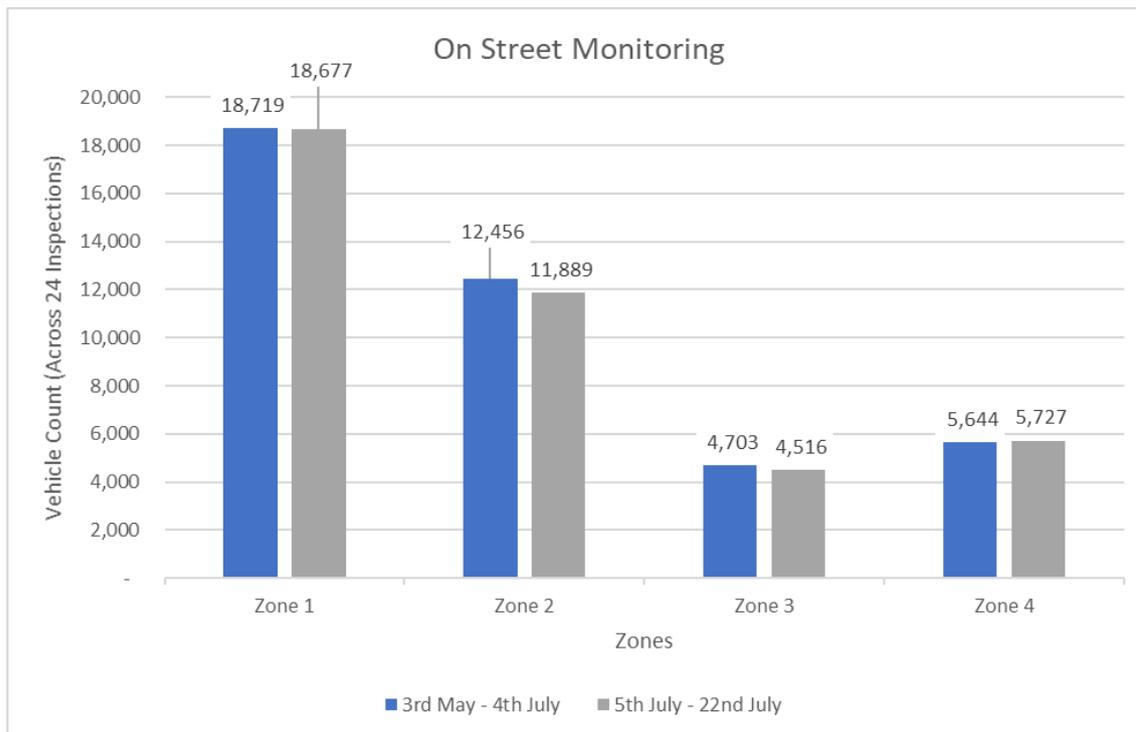


- Kenilworth Road averaged 7,926 vehicles per week, 1,128 per day 18th January to 25th October 2021 (3 times available occupancy)
- Kenilworth Road reached a weekly high of 13,535 vehicles during week 29th March
- Total vehicle usage recorded for Kenilworth Road during monitoring period was 317,076
- Reduction in visitor numbers coincided with end of lockdown 29th March 2021
- A steeper reduction from 12th April 2021 (end of stage 2 of road map)



- Leamington Road averaged 1695 vehicles per week, 242 per day 18th Jan – 31st October 2021 (6 times available occupancy)
- Leamington Road reached an average weekly high of 3274 vehicles during week 29th March (start step 1 road map)
- Total vehicle usage recorded for Leamington Road during monitoring period was 69,520
- Visitor number patterns were similar to those of Kenilworth Road
- Coat of Arms Bridge Road usage data was collected from implementation of charging with 8678 vehicles July - October inclusive

8 Highlight monitoring findings/figures – On street monitoring



- Total numbers of vehicles counted across all zones were consistent for before and after implementation of charges
- No impacts of displacement were witnessed by the monitoring team following introduction of charging
- No formal complaints have been received in relation to parking issues caused from displacement parking following the introduction of charging

9 The Use of Alternative Modes of Transport and The Impacts on Climate Change

- 9.1 Coventry City Council is currently working on a new Climate Change Strategy and Action Plan, which will set out in detail our plans to achieve net zero by 2041, or earlier if possible. However, it is already clear that a major change in the way in which we travel will be required to achieve this. Midlands Connect estimate that in Coventry in 2019 376 million kgs of CO₂ (or equivalent amounts of other greenhouse gases) were generated from transport. This is equivalent to around 1,000 kgs of CO₂ for every person who lives in the city. By far the largest share of these emissions are generated by car travel. Current levels of car travel will simply not be sustainable in the future. This is true, even though a shift towards electric and other forms of zero emission vehicles are expected to make car travel more environmentally sustainable. Policymakers at both a national and regional level are clear that this alone will not be enough to meet current carbon reduction targets. In practice this will require both a significant reduction in the total number of vehicles on the city's roads and a shift towards zero emission vehicles for those journeys which are still made by car.
- 9.2 Coventry City Council is also working on a new Transport Strategy, which will set out how we will achieve this change in practice. A draft strategy has recently been approved by Cabinet for public consultation. It is based around achieving four main objectives, including 'delivering a sustainable, low carbon transport system'. The Council is now planning to consult on the draft strategy early in 2022

- 9.3 The West Midlands Cycle Hire scheme was launched earlier this year and by September 2021 the docking station nearest the main car park was ranked in the top 10 docks in the city by origin and destination and the most popular outside the City Centre.
- 9.4 Sustainable travel to the city's parks is promoted via the Travel Assistant journey planner which has been embedded within the War Memorial Park website to assist visitors with route information depending on the form of travel they wish to use. The Travel Assistant has also been deployed for specific events during City of Culture 2021 including the Godiva Festival, which saw 97% of journeys planned by sustainable modes (public transport, cycling or walking).
- 9.5 The Park and Ride service is an alternative method available from Kenilworth Road car park. As proposed discounted parking for users of the service has been introduced. For stays over 3 hours parking fee is reduced to £1

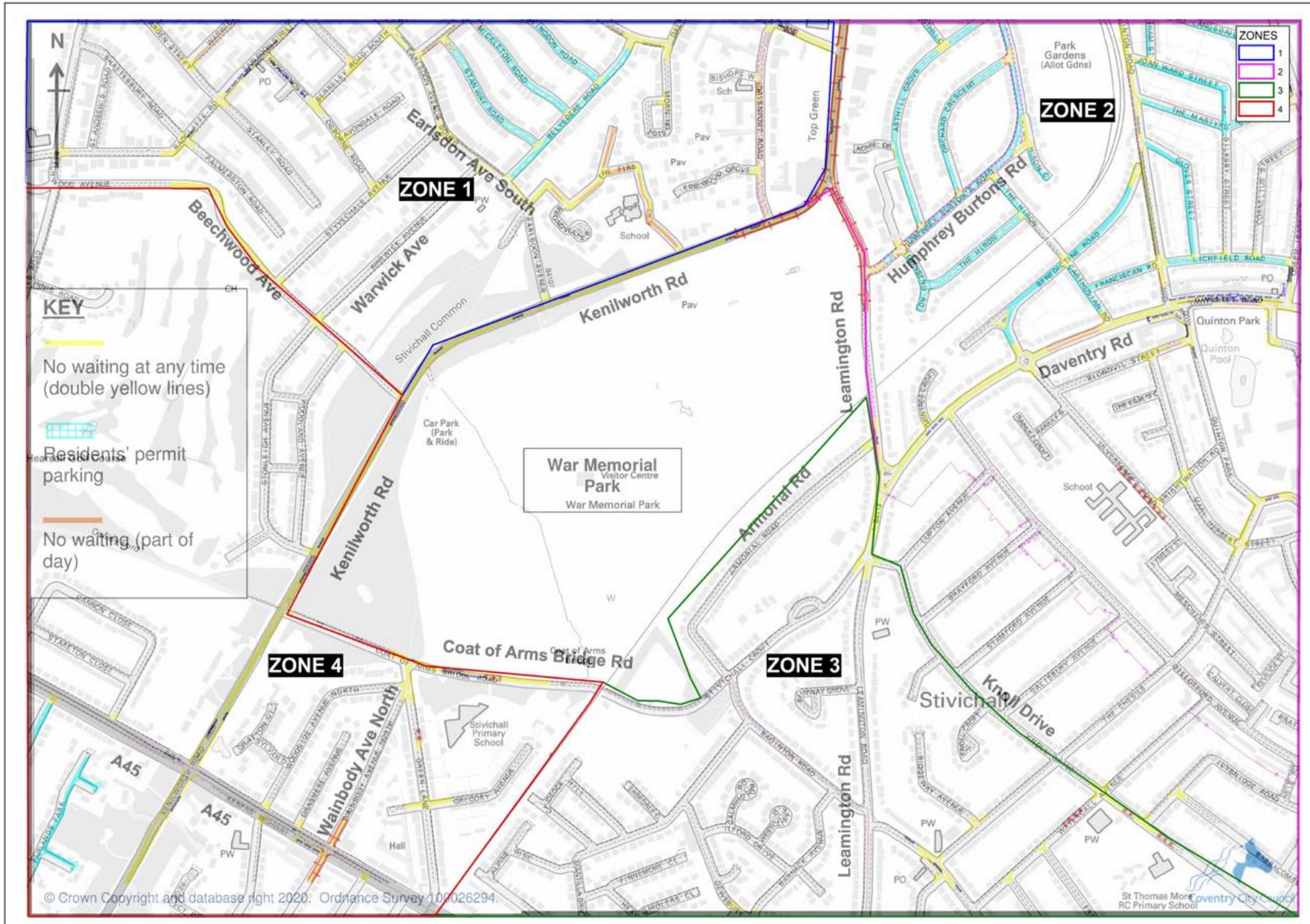
10 The Impact of The Introduction of Charges on Blue Badge Holders

- 10.1 Blue badge holder usage cannot be determined from system data and it was not possible to specifically count such vehicles over the extended monitoring period to determine numbers. A three-hour period of free use was introduced for all. No formal complaints have been received in relation to introduction of charging. Careful consideration was given to users of spaces designated for blue badge holder as part of the changes to the car park and installation of the systems.
- No reduction to blue badge holder spaces despite a small reduction in total spaces
 - All bays have been re marked and some re positioned to assist users
 - The correct usage of bays is now monitored and enforced by parking service

Appendix 1 – Zone map for monitoring on-street parking

Name of Author: Howard Proctor
Job Title: Project Officer
Organisation: Coventry City Council
Contact details: howard.proctor@coventry.gov.uk

Name of Author: Graham Hood
Job Title: Head of Streetpride and Greenspaces
Organisation: Coventry City Council
Contact details: Graham.Hood@coventry.govuk



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Scrutiny Co-ordination Committee
Cabinet Member for Policing and Equalities

12th January 2022
17th January 2022

Name of Cabinet Member:

Cabinet Member for Policing and Equalities - Councillor AS Khan

Director approving submission of the report:

Director of Public Health & Wellbeing

Ward(s) affected:

All

Title:

Proposed New Equalities Objectives 2022-25

Is this a key decision?

No – although the proposals affect more than two electoral wards, the impact is not expected to be significant

Executive summary:

Coventry City Council is committed to fulfilling its duties as a public authority under the Public Sector Equality Duty. As part of this general duty, we are required to comply with a specific duty to publish a set of equality objectives which will further the aims of the general duty. The current set of equality objectives were set in 2020 for a period of two years and will therefore expire at the end of March 2022. A set of five proposed new equality objectives were recently the subject of a consultation exercise which has now been analysed. This report therefore seeks approval for the formal adoption of the proposed new equality objectives from 2022.

Recommendations:

The Scrutiny Co-ordination Committee is requested to consider the content of the report and forward any comments / recommendations to the Cabinet Member for Policing and Equalities.

The Cabinet Member for Policing and Equalities is recommended to:

- (1) Consider any comments / recommendations from the Scrutiny Co-ordination Committee.
- (2) Approve the formal adoption of the proposed new equality objectives for the Council for 2022-25

List of appendices included:

Appendix 1 – Coventry City Council Equality, Diversity & Inclusion Commitment
Appendix 2 – Equality Impact Assessment (EIA)
Appendix 3 – Consultation Report

Background papers:

None

Other useful documents:

Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

Equality Act 2010: specific duties to support the Equality Duty. What do I need to know? A quick start guide for public sector organisations

<http://www.homeoffice.gov.uk/publications/equalities/equality-act-publications/equality-act-guidance/specific-duties>

Has it been or will it be considered by scrutiny?

Yes – Scrutiny Co-ordination Committee – 12th January 2022

Has it been or will it be considered by any other council committee, advisory panel or other body?

Yes – Cabinet Member (Policing & Equalities) 17th January 2022

Will this report go to Council?

No

Report title: Proposed New Equality Objectives 2022-25

1. Context (or background)

- 1.1 The Council is required, as a listed public authority, to comply with all elements of the Public Sector Equality Duty (PSED). This duty is comprised of the general duty and specific duties.
- 1.2 The general duty requires the Council to 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
- 1.3 The Public Sector Equality Duty contains a specific duty requirement which requires the Council, as a listed public authority, to publish equality objectives that it thinks it needs to achieve to further any of the aims of the general equality duty.
- 1.4 The existing set of 5 equality objectives were set in 2020 for a period of two years and will therefore expire at the end of March 2022.

2. Options considered and recommended proposal

- 2.1 The Council's current set of 5 equality objectives were launched in 2020 and some key highlights of the progress made against these objectives can be found below. It should be noted that in some cases, the COVID-19 pandemic and subsequent emergency response required by the Council impacted on the delivery of some of the actions identified for each of the objectives.

Equality Objective 1

Create a foundation to drive improved access to services through better use of equalities data

The actions underpinning this objective related to a pilot project in Housing & Homelessness and have all been achieved. In-depth analysis of protected characteristics against need/risk level was completed for the Temporary Accommodation project and this analysis was used to inform property make-up and service design. An equalities dashboard has been produced; residents needs can be analysed by protected characteristic throughout the customer journey, where information has been disclosed and recorded. This pilot has demonstrated a number of customer and organisational benefits of looking at service improvements through an equalities lens.

Equality Objective 2

Develop and deliver in partnership a whole-city approach to 'Building a Coventry that works for all'

There are a range of highlights for this particular objective, which demonstrate the extensive and varied nature of the Council's response to COVID-19 and how this linked to wider work on 'building a Coventry that works for all'. Colleagues in the Migration Team worked closely with key local stakeholders to provide advice, guidance and support to migrant communities in the city. The Community Champions Programme enabled the team to support over many local voluntary and community groups to host a

'community champion' within their organisation to increase the uptake and community ownership of COVID-19 guidance and encourage the take up of the Covid-19 vaccine. Additionally, the team has provided innovative employment, language and integration support to clients including the launch of a new project, My Coventry. Aimed at non-EU and EEA nationals, the programme seeks to bridge service gaps, provide mentoring, coaching and holistic interventions to support client progression and integration.

The Community Resilience Team have worked extensively with the Community Messengers; a number of videos were created asking communities to follow stay safe messages. Also, many messages were interpreted into different languages spoken across the city and more recently have a representative from the Deaf community who is able to share on messages in British Sign Language. CRT organised and led webinars for community venues and places of worship with the aim of supporting their safe reopening and facilitating the sharing of ideas and knowledge. The community messengers in October received the Health and Wellbeing Covid Hero award for their invaluable work across the city.

Across Coventry the network of food hubs has expanded to 14 and supports vulnerable people across the city with nutritious food parcels. The hubs have formed a network under the Coventry Food Network and continue to work together collaboratively to support additional programmes e.g. DfE Holiday Activities and Food Programme.

Equality Objective 3

Increase the diversity of our workforce at all levels so that we are more representative of the communities we serve and better able to meet their diverse needs

Over the past 24 months the Council has made very good progress in the area of workforce diversity & inclusion across the organisation. Set out below are some of our Workforce Diversity & Inclusion achievements to date:

- The launch of the Council's new Workforce Diversity & Inclusion Strategy which included a week of D&I activity to enable the whole workforce to participate took place in June 2021. A number of nationally recognised guest speakers delivered a range of D&I workshops which are now available for viewing on YouTube.
- The September edition of the Council Employee Newsletter was dedicated to Diversity & Inclusion. Electronic copies were made available via the intranet and on the Staff App 2 whilst paper copies were made available to all frontline employees who do not have access to a laptop via their payslips.
- The commissioning of Unconscious Bias Training (UBT) for both Labour Group Members, OCLT & ELT commenced in September 2021 and will be cascaded across the whole organisation.
- We are investing in Workforce Diversity & Inclusion Lead who will work alongside the Head of People & Culture to drive the equality agenda and implement the actions arising out of the Strategy.
- Recruiting for Workforce Diversity Training has been delivered to 160 recruiting managers across service areas.
- The introduction of D&I as a standing agenda item at management meetings (although this requires further service area support).
- All senior leaders now have a diversity & inclusion objective as part of the appraisal process this year.
- Stonewall have reviewed a number of HR related employment policies to ensure that they are LGBT+ inclusive.

- We have Introduced anonymised recruitment practices to reduce the level of potential unconscious bias within our shortlisting processes.
- We now have Diversity & Inclusion meetings with our Trade Union colleagues every 6 weeks.
- Employee Networks have been re-established and are making a valuable contribution to the Council's D&I agenda
- Workforce D&I meetings take place with Employee Network Chairs every 6 weeks.
- We are making use of Section 158 of the Equalities Act to deliver a development programme called 'Ignite' for those employees who are from a Black, Asian or Minority Ethnic background
- The Council is participating in Santander and Coventry Universities – Graduate Autism Programme which has resulted in the Council providing 5 graduate placements across OD, ICT, Transformation, customer Service and Climate Change & Sustainability.
- A Peer Mentoring programme has been delivered for members of Generation CCC, the EMBRACE employee network and our Disability Employee Network.
- Coventry City Council are to become early adopters of the Race Equality Code 2020 along with Birmingham City Council, The West Midlands Combined Authority, a number of NHS Trust across the Council and the Greater Birmingham Chamber of Commerce. The Race Equality Code 2020 and its Accountability Framework is designed to provide organisations across all sectors and sizes, with the opportunity to address a very specific challenge. It has been developed to deal with race inequality in the boardroom and senior leadership team.
- The Council is becoming recognised as leaders in the area workforce D&I across the region.
- The Council is currently providing 4 months project placements for 11 Coventry University MA/MSc graduates all of whom are from Black, Asian & Minority Ethnic backgrounds.

Equality Objective 4

Increase the number of 18-24-year-olds getting into employment

There has been a range of activity under this objective, in part as a response to the labour market challenges resulting from the COVID pandemic. The programmes Routes2 and Ambition2 are continuing to deliver until December 2023. Engagement remains a challenge due to a range of factors relating to the pandemic however the Employment & Skills Service (ESS) continues to work with the Council Digital First Programme to support funding bids and other work to improve digital access in Coventry. The Youth Hub is now established with Job Centre Plus (JCP) at the Job Shop. ESS is also continuing as a Gateway organisation for the KickStart Programme.

The 'Your Vision Your Future' YEI bid was successful, this will further expand the local employment support for the more excluded cohorts of young people - focusing on entrepreneurship, skills training. Delivery has commenced and funding agreements with delivery partners are being prepared/recruitment of staff is underway. Education Progression Pathways are being developed to ensure all Further Education (FE) college, Coventry City Council Adult Education Service (CCC AES) and Independent Training Provider (ITP) courses have clear progression pathways on completion which are responsive and lead into the local labour market; through effective intelligence sharing between members of the new Coventry Employment & Skills Taskforce.

Equality Objective 5

Increase the number of disabled residents taking part in sporting and cultural activities in the city

Some of the highlights for this objective include CV Life and the Council agreeing involvement in a 6-month disability awareness customer service app (Neatebox), funded by Sport England's innovation fund. In partnership with Go Connect, Sense delivered CPD training to CV Life staff on inclusive practice through their 'Connecting Differently Through Sport' virtual workshop. The Go Connect Quiet Time session is hoped to be implemented permanently at The Wave.

Seven grants were awarded in Spring 2021 between the value of £12,000 and £14,666 per annum for 2 years, at a total cost of £199,992. These awards will support organisations to increase their business resilience and continue to thrive as the city adjusts to new ways of living and working, which in turn will support the council's objective to increase access to cultural activities, especially amongst those currently least likely to participate in arts and culture (including people from minority ethnic backgrounds, people with disabilities, and people living in the ten wards with the lowest current levels of cultural participation).

In September 2021, 8 organisations were awarded grants of between £6000 and £12000 for projects to be delivered between October 2021 and March 2022. Projects awarded grants include 5 projects which plan collectively to recruit up to 70 disabled participants, while 4 awarded organisations have disabled representatives on their Boards/ Management Committee.

- 2.5 Analysis of the progress made since 2020 with the current set of equality objectives has informed the development of the proposed set of equality objectives for 2022 (see below). These proposed objectives include both foundational and direct equality objectives, as it has been identified that having a set of equality objectives which is comprised of both foundational and direct objectives is more likely to lead to achieving measurable and sustainable progress on equality and diversity for the organisation.
- 2.6 Accordingly, the following 5 equality objectives for 2022-25 are proposed:

Equality Objective 1

Create a foundation to drive improved access to services through better use of equalities data

The Council is committed to understanding more about its customers and using this intelligence to help shape the way in which we can deliver the best services for those groups of customers in most need

Equality Objective 2:

Develop better understanding of our diverse communities in order to shape and deliver the Council's Integration policy and practice for the City and its residents.

The Council is keen to retain a strong focus to the third strand of the equality duty around fostering good relations between different groups. For 2022 onwards we are proposing a specific focus to the Council's work on Integration as delivered by the Migration Team

Equality Objective 3:

To Increase year on year the percentage of applications for employment received and appointments made to candidates who are either LGBT+, declare a Disability or are from Black, Asian & Minority Ethnic backgrounds.

The Council is committed to improving the recruitment and progression at all grades of people from under-represented groups to better reflect the diversity of the city.

Equality Objective 4:

Increase the effective delivery of Council services in key areas

It is proposed to develop a series of targeted programmes underneath this objective to deliver specific action and support in areas of the city based on our understanding of protected/ socioeconomic groups and communities and their needs

Equality Objective 5:

Increase participation from residents and visitors with disabilities in sporting and cultural activities including events in the city

Disabled residents are less likely to both take part in and attend sporting and cultural events in the city; this equality objective will try and build on the legacy of the City of Culture and work with sporting and cultural providers to improve inclusivity and accessibility

- 2.6 The Director of Public Health and Wellbeing, as corporate lead for equalities, will receive regular progress reports against each objective. An annual report of progress will be presented to the Cabinet Member for Policing and Equalities.

3 Results of consultation undertaken

- 3.1 The consultation on the proposed equality objectives ran from the 1st November to the 6th December 2021.
- 3.2 The consultation was hosted on the Council's Let's Talk Coventry consultation and engagement platform. The Let's Talk Coventry platform hosts a number of consultation and engagement exercises and is regularly advertised via email and social media. In particular, the equalities objectives consultation was specifically advertised to a range of internal and external partners and stakeholders.
- 3.3 The consultation can be summarised as follows:
- A total of 16 responses were received to the online survey.
 - Feedback from Trade Union and Disability Equality Action Partnership (DEAP) representatives was also received.
 - All objectives gained overall agreement.
 - Objective 5 Increase participation from residents and visitors with disabilities in sporting and cultural activities including events in the city, gained unanimous agreement
 - Most dissent was found for both Objective 3 'To Increase year on year the percentage of applications for employment received and appointments made to candidates who are either LGBT+, declare a Disability or are from Black, Asian & Minority Ethnic backgrounds' and Objective 4 'Increase the effective use of Council services in key areas', with 5 respondents disagreeing with both objectives.

The results of the consultation will be fed into the development of action plans for each Equality Objective and the issues raised will be addressed through this approach.

4. Timetable for implementing this decision

4.1 It is intended that the proposed new equality objectives for the Council become operational from 1st April 2022; they will be supported by action plans with clear outcomes which will be performance managed and progress reported annually to cabinet member.

5 **Comments from Director of Finance and Director of Law and Governance**

5.1 **Financial implications**

The cost for setting and monitoring equality objectives and delivering equality objectives will be met from within existing resources.

5.2 **Legal implications**

This report recommends approval for publishing the Council's equality objectives as required under the Equality Act (Specific Duties and Public Authorities) Regulations 2017. Any sharing of personal data or special category personal data between Council services will be in compliance with the General Data Protection Regulations 2016 and the Data Protection Act 2018

6 **Other implications**

6.1 **How will this contribute to achievement of the Council's Plan** (www.coventry.gov.uk/councilplan/)

The achievement of the equality objectives will be managed in accordance the Council's performance management framework.

6.2 **How is risk being managed?**

The performance management of the equality objectives will help the Council to manage risk by systematically measuring progress in relation to the equality objectives. This means that areas where good progress is being made can be identified, as well as those areas where progress is not as expected and where corrective action may be needed.

6.3 **What is the impact on the organisation?**

Achieving progress against the equality objectives impacts on the compliance of the whole organisation with the Public Sector Equality Duty. All Council employees have a duty to pay due regards to the three aims of the Equality Act.

6.4 **Equalities Impact Assessment**

The process outlined in this report will enable the Council to comply with its obligations under the Equality Act (Specific Duties and Public Authorities) Regulations 2017.

An EIA has been completed as part of the process of developing new equality objectives and can be found at Appendix 2.

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

None identified.

6.6 **Implications for partner organisations?**

Many of the Council's objectives are delivered through partnership working which means that there will be implications for partner organisations.

Report author(s):

Name and job title: Jaspal Mann, Strategic Lead, Equality, Diversity & Inclusion

Directorate: Public Health

Tel and email contact: 024 7697 7109

Enquiries should be directed to the above person.

Contributor/approver name	Title	Service Area	Date doc sent out	Date response received or approved
Contributors:				
Valerie De-Souza	Acting Director Public Health and Wellbeing	Public Health	7/12/21	16/12/21
Mamta Kumar	Equality & Diversity Assistant	Public Health	7/12/21	16/12/21
Si Chun Lam	Insight Development Manager	Public Health	7/12/21	8/12/21
Kristi Larsen	Programme Officer (Consultation & Engagement)	Public Health	7/12/21	7/12/21
Suzanne Bennett	Governance Services Co-ordinator	Law & Governance	7/12/21	7/12/21
Grace Haynes	Head of People and Culture	Human Resources	7/12/21	7/12/21
Andy Williams	Director	Business, Investment & Culture	7/12/21	16/12/21
Names of approvers for submission: (officers and members)				
Julie Newman	Director of Law & Governance	Law & Governance	7/12/21	15/12/21
Susanna Newing	Director of Human Resources	Human Resources	7/12/21	16/12/21
Kirston Nelson	Chief Partnerships Officer		7/12/21	16/12/21
Barry Hastie	Chief Operating Officer		7/12/21	16/12/21
Members: Cllr Abdul S Khan	Cabinet Member for Policing & Equalities		7/12/21	8/12/21

This report is published on the council's website: www.coventry.gov.uk/councilmeetings

Appendix 1

Coventry City Council **Equality, Diversity & Inclusion Commitment**

Coventry City Council is committed to:

- Its continuing duty as a public authority and will have due regard to the need to eliminate discrimination, harassment, and any other conduct prohibited under the Equality Act 2010.
- Recognising and celebrating diversity, and ensuring equality of opportunity both as a provider and commissioner of services and as a large employer
- Developing a culture that embeds the effective management of equality, diversity and inclusion in our day-to-day practices, policies, procedures, and through our external relationships

Coventry City Council recognises that people still experience inequality because of their background. The Council will therefore lead by example and not tolerate discrimination, harassment and victimisation on the grounds of:

- Age, disability, gender reassignment, marital and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

This commitment is supported by and has been developed with employees, members and our trade union colleagues.

Putting Communities first

The Council is committed to:

- Working with partner organisations and citizens to find out what is important to communities and working together to make a difference on issues and priorities that matter most
- Fostering good relations between different groups and communities to build and maintain strong social networks and opportunities for greater cohesion
- Informing, consulting and involving a wide range of people including employees and stakeholders about decisions which affect them so that they can influence policies and practices
- Ensuring that people from different backgrounds are able to fully participate in consultation and involvement activities

Service Delivery / Provision

The Council is committed to promoting equality of opportunity in our service delivery by:

- Providing accessible information about the services available
- Taking into account the equality impacts of the decisions we make and seek to mitigate any adverse impacts where possible
- Delivering services in ways which are appropriate to citizen needs and, whenever possible, removing barriers which may deny access
- Taking steps to ensure that organisations providing services on our behalf operate in accordance with the aims of this commitment

Employment

The Council is committed to promoting equality of opportunity in employment by:

- Monitoring the composition of its workforce and taking positive action to redress inequalities
- Recruiting and retaining a workforce, at all levels, with the aspiration that it reflects the city's diverse communities and the people we serve
- Providing appropriate training and guidance to all staff to develop the aims of this commitment
- Investigating any instances of breaches of this commitment or relevant policies following the applicable procedures

Implementation

To ensure the effectiveness of this commitment, the Council will:

- Set equality objectives and monitor progress against them – these set out more detail on current priorities for action and can be read here: http://www.coventry.gov.uk/info/132/equality_and_diversity/1272/equality_and_diversity/2
- Continue to consider equal opportunities implications on as part of decision making

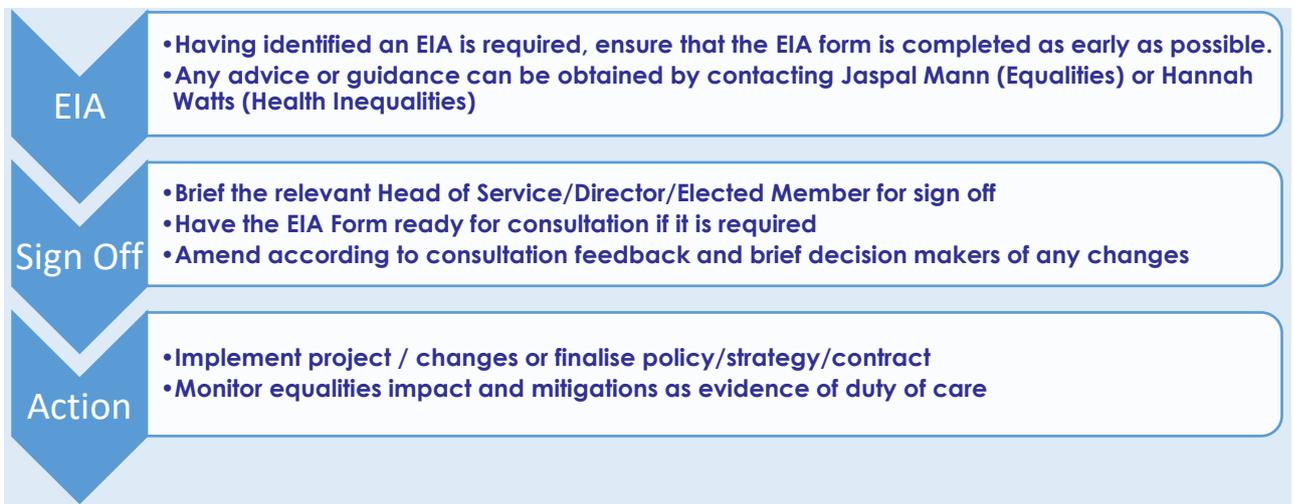
Accountability

All employees of the Council are accountable and responsible for taking steps to promote our equality, diversity and inclusion commitment in their day to day work.

This commitment will underpin and support our workforce strategy and will be integrated within our policies and practices.

This commitment will be reviewed jointly by senior leaders, employees and our trade union colleagues on a regular basis.

Title of EIA		Proposed New Equality Objectives 2022/2025
EIA Author	Name	Mamta Kumar
	Position	Equality and Diversity Assistant
	Date of completion	October 2021
Head of Service	Name	Valerie De Souza
	Position	Acting Director of Public Health
Cabinet Member	Name	Cllr Abdul S Khan
	Portfolio	Cabinet Member (Policing & Equalities)



PLEASE REFER TO [EIA GUIDANCE](#) FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

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

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

Under the Public Sector Equality Duty, the Council is required to publish one or more equality objectives to further the aims of the general equality duty. The current set of five equality objectives for the Council were adopted in April 2020 for a period of two years. They will therefore expire at the end of March 2022. A new set of equality objectives will go live from April 2022.

Detailed below is the proposed draft set of objectives that public consultation will be carried out on:

- **Create a foundation to drive improved access to services through better use of equalities data**
The Council is committed to understanding more about its customers and using this intelligence to help shape the way in which we can deliver the best services for those groups of customers in most need
- **Develop better understanding of our diverse communities in order to shape and deliver the Council's Integration policy and practice for the City and its residents.**
The Council is keen to retain a strong focus to the third strand of the equality duty around fostering good relations between different groups. For 2022 onwards we are proposing a specific focus to the Council's work on Integration as delivered by the Migration Team
- **To Increase year on year the percentage of applications for employment received and appointments made to candidates who are either LGBT+, declare a Disability or are from Black, Asian & Minority Ethnic backgrounds.**
We are committed to improving the recruitment and progression at all grades of people from under-represented groups to better reflect the diversity of the city.
- **Increase the effective use of Council services in key areas**
It is proposed to develop a series of targeted programmes underneath this objective to deliver specific action and support in areas of the city based on our understanding of protected/ socioeconomic groups and communities and their needs
- **Increase participation from residents and visitors with disabilities in sporting and cultural activities including events in the city**
Disabled residents are less likely to both take part in and attend sporting and cultural events in the city; this equality objective will try and build on the legacy of the City of Culture and work with sporting and cultural providers to improve inclusivity and accessibility.

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

A range of internal and external stakeholders will need to be engaged as part of this process. This includes:

- senior management
- employees
- trade unions
- public sector partners
- voluntary and community organisations
- residents of the city.

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

Liz Gaulton, Director of Public Health & Wellbeing
 Jaspal Mann, Strategic Lead (Equality, Diversity & Inclusion)

SECTION 2 – Consideration of Impact

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

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

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

2.1 Baseline data and information

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

The data below from the Census 2011.

Population By Gender

Sex	Coventry	Coventry %	England	England %
Male	157,621	49.73%	26,069,148	49.18%
Female	159,339	50.27%	26,943,308	50.82%
Total	316,960		53,012,456	

Population By Age

Age group	Coventry	Coventry %	England	England %
0-15	62,854	19.8%	10,022,836	18.9%

16-24	50,707	16.0%	6,284,760	11.9%
25-29	24,848	7.8%	3,650,881	6.9%
30-44	63,574	20.1%	10,944,271	20.6%
45-59	53,371	16.8%	10,276,902	19.4%
60-64	15,356	4.8%	3,172,277	6.0%
65+	46,250	14.6%	8,660,529	16.3%
Total	316,960		53,012,456	

Long Term Disability

Coventry	56,247	17.75%
England	9,352,586	17.64%

Population By Religion

Religion	Coventry	Coventry %	England	England %
All categories: Religion	316,960		53,012,456	
Christian	170,090	53.7%	31,479,876	59.4%
Buddhist	1,067	0.3%	238,626	0.5%
Hindu	11,152	3.5%	806,199	1.5%
Jewish	210	0.1%	261,282	0.5%
Muslim	23,665	7.5%	2,660,116	5.0%
Sikh	15,912	5.0%	420,196	0.8%
Other religion	1,641	0.5%	227,825	0.4%
No religion	72,896	23.0%	13,114,232	24.7%
Religion not stated	20,327	6.4%	3,804,104	7.2%

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

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

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

Protected Characteristic	Impact type P, N, PN, NI or ID	Nature of impact and any mitigations required
Age 0-18	P	<ul style="list-style-type: none"> • Proposed objective 1 should enable to improve collection and analysis of data on this protected group.

Protected Characteristic	Impact type P, N, PN, NI or ID	Nature of impact and any mitigations required
		<ul style="list-style-type: none"> Proposed objective 4 should increase effective use of Council services within this protected characteristic
Age 19-64	P	<ul style="list-style-type: none"> Proposed objective 1 should enable to improve collection and analysis of data on this protected group. Proposed objective 4 should increase effective use of Council services within this protected characteristic
Age 65+	P	<ul style="list-style-type: none"> Proposed objective 1 should enable to improve collection and analysis of data on this protected group. Proposed objective 4 should increase effective use of Council services within this protected characteristic
Disability	P	<ul style="list-style-type: none"> Proposed objective 1 should enable to improve collection and analysis of data on this protected group. Proposed objective 3 should include plans to increase the number of disabled employees at the Council Proposed objective 4 should increase effective use of Council services within this protected characteristic Proposed objective 5 should positively impact on the lives of disabled people through improved participation levels in sporting and cultural events
Gender reassignment	P	<ul style="list-style-type: none"> Proposed objective 1 should enable to improve collection and analysis of data on this protected group. Proposed objective 3 should include plans to increase the number of LGBT+, employees at the Council Proposed objective 4 should increase effective use of Council services within this protected characteristic
Marriage and Civil Partnership	P	<ul style="list-style-type: none"> Proposed objective 1 should enable to improve collection and analysis of data on this protected group. Proposed objective 4 should increase effective use of Council services within this protected characteristic
Pregnancy and maternity	P	<ul style="list-style-type: none"> Proposed objective 1 should enable to improve collection and analysis of data on this protected group. Proposed objective 4 should increase effective use of Council services within this protected characteristic

Protected Characteristic	Impact type P, N, PN, NI or ID	Nature of impact and any mitigations required
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	<ul style="list-style-type: none"> Proposed objective 1 should enable to improve collection and analysis of data on this protected group. Proposed objective 2 may include some work around opportunities for cross-community social interaction which would benefit a range of ethnic groups/communities. Proposed objective 3 should include plans to increase the number of black and ethnic minority employees at the Council Proposed objective 4 should increase effective use of Council services within this protected characteristic
Religion and belief	P	<ul style="list-style-type: none"> Proposed objective 1 should enable to improve collection and analysis of data on this protected group. Proposed objective 2 may include some work around opportunities for cross-community social interaction which would benefit a range of ethnic groups/communities. Proposed objective 4 should increase effective use of Council services within this protected characteristic
Sex	P	<ul style="list-style-type: none"> Proposed objective 1 should enable to improve collection and analysis of data on this protected group. Proposed objective 4 should increase effective use of Council services within this protected characteristic
Sexual orientation	p	<ul style="list-style-type: none"> Proposed objective 1 should enable to improve collection and analysis of data on this protected group. Proposed objective 3 should include plans to increase the number of LGBT+, employees at the Council Proposed objective 4 should increase effective use of Council services within this protected characteristic

HEALTH INEQUALITIES

2.3	Health inequalities (HI) are unjust differences in health and wellbeing between different groups of people which arise because of the conditions in which we are born, grow, live, work and age. These conditions influence our opportunities for good health, and result in stark differences in how long we live and how many years we live in good health.
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<p>Many issues can have an impact: income, unemployment, work conditions, education and skills, our living situation, individual characteristics and experiences, such as age, gender, disability and ethnicity</p> <p>A wide range of services can make a difference to reducing health inequalities. Whether you work with children and young people, design roads or infrastructure, support people into employment or deal with welfare benefits – policy decisions and strategies can help to reduce health inequalities</p> <p>Please answer the questions below to help identify if the area of work will have any impact on health inequalities, positive or negative.</p> <p>If you need assistance in completing this section please contact: Hannah Watts (hannah.watts@coventry.gov.uk) in Public Health for more information. More details and worked examples can be found at https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx</p>		
Question	Issues to consider	
2.3a What HIs exist in relation to your work / plan / strategy	<ul style="list-style-type: none"> ● Explore existing data sources on the distribution of health across different population groups (<i>examples of where to find data to be included in support materials</i>) ● Consider protected characteristics and different dimensions of HI such as socio-economic status or geographical deprivation 	
	<p>Response:</p> <p>Coventry City Council’s main service users are likely to be people in the lowest socio economic group. These service users are also mostly likely to be adversely effected by health equalities.</p> <p>The equality objectives will help the council understand the data which will in turn help to improve the issues the council faces and address Health Inequalities using both dimensions socio economic status and Geographical deprivation.</p>	
2.3b How might your work affect HI (positively or negatively). How might your work address the needs of different groups that	<p>Consider and answer below:</p> <ul style="list-style-type: none"> ● Think about whether outcomes vary across groups and who benefits the most and least, for example, the outcome for a woman on a low income may be different to the outcome for a woman a high income ● Consider what the unintended consequences of your work might be 	

share protected characteristics	
	<p>Response:</p> <p>a. Potential outcomes including impact based on socio-economic status or geographical deprivation</p> <p>Positive impact is anticipated. By analysing and understanding the data, Coventry City Council will be able to adapt the right methods to improve services users quality of life both geographical and by socio economic status.</p>
	<p>b. Potential outcomes impact on specific socially excluded or vulnerable groups eg. people experiencing homelessness, prison leavers, young people leaving care, members of the armed forces community.</p>

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

The equality objectives will be monitored very closely in the form of comments, complaints, from stakeholders and data analysis. This will ensure negative impact is addressed as soon as possible.

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

Equality objectives will be formally monitored quarterly; a quarterly progress report will go to CLT and Cabinet Member (Policing & Equalities).

Active departments will be monitoring impact more regularly in the form of comments, complaints, from stakeholders and data analysis. This will ensure negative impact is addressed as soon as possible.

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

None

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

Headcount:

Sex:

Female	3237
Male	1604

Age:

16-24	186
25-34	772
35-44	1010
45-54	1346
55-64	1326
65+	201

Disability:

Disabled	288
Not Disabled	3768
Prefer not to state	65
Unknown	720

Ethnicity:

White	3374
Black, Asian, Minority Ethnic	848
Prefer not to state	28
Unknown	591

Religion:

Any other	110
Buddhist	8
Christian	1507
Hindu	86
Jewish	4
Muslim	134
No religion	1111
Sikh	194
Prefer not to state	226
Unknown	1461

Sexual Orientation:

Heterosexual	2836
LGBT+	132
Prefer not to state	262
Unknown	1611

3.0 Completion Statement

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

No impact has been identified for one or more protected groups

Positive impact has been identified for one or more protected groups

Negative impact has been identified for one or more protected groups

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

4.0 Approval

Signed: Head of Service: Valerie DeSouza	Date: 5 th December 2021
Name of Director: As above	Date sent to Director: As above

Name of Lead Elected Member: Cllr A S Khan, Cabinet Member Policing & Equalities	Date sent to Councillor: 6 th December 2021
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Email completed EIA to equality@coventry.gov.uk

EQUALITY OBJECTIVES
CONSULTATION
2022- 25
DECEMBER 2021

Table of Contents

Executive Summary.....	2
Introduction	3
Response Rate.....	3
Analysis of Findings:.....	3
Objective 1 Create a foundation to drive improved access to services through better use of equalities data.....	3
Objective 2 Develop better understanding of our diverse communities in order to shape and deliver the Council’s Integration policy and practice for the City and its residents.	4
Objective 3 To Increase year on year the percentage of applications for employment received and appointments made to candidates who are either LGBT+, declare a Disability or are from Black, Asian & Minority Ethnic backgrounds.....	5
Objective 4 Increase the effective use of Council services in key areas.....	7
Objective 5 Increase participation from residents and visitors with disabilities in sporting and cultural activities including events in the city.....	8
Is there any information that you think would help deliver these objectives?	9
Any other comments	9
Trade Union feedback given at TU D&I Working Group meeting 17th Nov.....	10
DEAP meeting 18th Nov:.....	10
Equal Opportunities Profile of Respondents	11

Executive Summary

- A total of 16 responses were received to the online survey
- Responses from Trade Union and Disability Equality Action Partnership (DEAP) representatives were also gained.
- All objectives gained overall agreement.
- Objective 5 Increase participation from residents and visitors with disabilities in sporting and cultural activities including events in the city, gained unanimous agreement
- Most dissent was found for both Objective 3 To Increase year on year the percentage of applications for employment received and appointments made to candidates who are either LGBT+, declare a Disability or are from Black, Asian & Minority Ethnic backgrounds and Objective 4 Increase the effective use of Council services in key areas, with 5 respondents disagreeing with both objectives.
- A number of respondents felt they could not comment on the objectives without more specific information.
- The unlawfulness of positive discrimination and use of quotas was raised.
- Some of the terminology was questioned such as use of customer and what the definition of integration would be.

Introduction

Under the Public Sector Equality Duty, the Council is required to publish one or more equality objectives in order to further the aims of the general equality duty.

The current set of five equality objectives for the Council were adopted in April 2020 for a period of two years. They will therefore expire at the end of March 2022. A new set of equality objectives need to go live from April 2022.

The new set of equality objectives were consulted on from November 1st – December 6th 2021.

Response Rate

A total of 16 responses were received to the online survey.

The objectives were also discussed with Trade Union and feedback given at TU D&I Working Group meeting 17th November as well as with members of the DEAP on 18th November

Analysis of Findings:

The survey looked at each objective in turn asking initially whether respondents agreed with the objective and then gave an opportunity for respondents to give comments.

Objective 1 Create a foundation to drive improved access to services through better use of equalities data

	%	Count
Yes	87.5%	14
No	12.5%	2

Comments

This is essential as actions need to be evidenced based and not based on assumptions.
As the British population is 84% white any equality just means less equality for white British born people
Positive discrimination is unlawful under s.13 the Equality Act 2010. Disproportionate positive action that is not a proportionate means to achieving a legitimate aim is also discrimination under s.13 EQA 2010.
Positive action is only lawful if it meets the criteria set out under s.158 / 159 of the equality act 2010. How does this policy or practice comply with the principle of equality of

Equality Objectives Consultation 2022-25 Report

<p>opportunity for all and / or lawful positive action?</p> <p>Quotas are unlawful as they do not ensure equality of opportunity for all.</p> <p>selecting persons for recruitment or promotion based on immutable characteristics is unlawful. Selecting persons for recruitment or promotion based on what they "look like" or other characteristics using underrepresentation as justification is potentially unlawful, unless robust evidence can be provided that this is a proportionate means to achieving a legitimate aim. See EHRC guidance on when positive action can be applied. See Mr M Furlong v The Chief Constable of Cheshire Police: 2405577/2018.</p>
<p>Agree in principle. It. Will be interesting to see the criteria for customers most in need!</p>
<p>Reach out and work with these groups, listen to their needs</p>
<p>You would need to consider customers individually- not just having digital solutions which will alienate those in digital poverty.</p>
<p>These objectives are generally good, but whether achievable is another matter unless larger groups of disabled with experience of disability are involved.</p>
<p>Word customers seems a bit odd to me - prefer understanding more about the people of Coventry we aim to serve</p>

Most comments were supportive of the objective. Reaching out to all groups was stressed without relying on digital solutions.

A suggestion was made not to use the word "customer" and replace it with people of Coventry.

One respondent referenced the fact that quotas are unlawful, and that positive discrimination can be seen as unlawful.

Objective 2 Develop better understanding of our diverse communities in order to shape and deliver the Council's Integration policy and practice for the City and its residents.?

	%	Count
Yes	80%	12
No	20%	4

Comments

<p>Why does the council have to pander to a minority</p>
<p>A bit vague, what does Integration really mean in practice</p>
<p>Whilst this appears on the face of it to be a laudable aim, it must be ensured that in practice these policies or practices do not give preferential treatment to persons sharing a protected characteristic, and are indeed used to foster good relations between persons sharing a protected characteristic rather than advocating for positive discrimination that</p>

Equality Objectives Consultation 2022-25 Report

treats persons who do not share a protected characteristic less favourably and / or inciting hate or discrimination towards persons who do not share a protected characteristic.
Don't know enough about this to comment
This should include education of diverse communities in British standards, & institutions, equality, tolerance, & how to join in with the indigenous population , rather than forming separate ghettos of nationality , religion, or skin colour.
Volunteering roles for skilled refugees. while waiting to have work rights, should be considered as this will help with integration and support their mental health
The focus needs to be a jointed up process to ensure that all groups are inclusive.
Always remember even different groups have varied equality needs within them groups
Yes great.
Reference to the Migration Team implies a focus on refugees and migrants. If this is the focus it is detrimental to those born, raised and/or already living in the City who may fall into minority groups.

A number of comments referred to the focus on refugees and migrants and that this might exclude other groups.

One respondent felt that the term integration needed more explanation.

Objective 3 To Increase year on year the percentage of applications for employment received and appointments made to candidates who are either LGBT+, declare a Disability or are from Black, Asian & Minority Ethnic backgrounds.

	%	Count
Yes	68.8%	11
No	31.2%	5

This objective and objective 4 received the highest number of respondents who disagreed with it.

Comments

<p>Why have only some Equality strands been selected? Everyone has "protected characteristics" which may be constant, multiple and/or situation based, so why specify only some groups as under-represented? For example men are under-represented in overall council employee figures and women are under-represented in senior grades, also the age profile of the council does not reflect that of the city. Why is this easily quantifiable under-representation not included? It is not appropriate to only choose certain aspects of under-representation when it is known others exist.</p> <p>A general objective of encouraging all under-represented groups, would enable a more</p>
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Equality Objectives Consultation 2022-25 Report

<p>nanced response to council wide and more local services under-representation re employees. For example, recruitment drive to encourage men to enter the "caring" professions or women to become HGV drivers.</p> <p>Although not explicit, the objective implies affirmative action in recruitment processes, whilst appropriate for certain job categories, does this not imply a discriminatory process and is this justifiable?</p>
<p>Most people who are mostly scared to view there opinions are still not happy with homosexuality</p>
<p>Agree to some extent. Everyone should have access to employment with NO discrimination.</p> <p>As far as appointments are concerned it should be the best person for the job. I don't agree with quotas, so many black people, so many women etc. It may be that a post had 90% black people or women who are best at the job, to me that is OK.</p>
<p>positive discrimination and / or disproportionate positive action that favours persons sharing a protected characteristic is unlawful unless the council can provide robust evidence that giving preferential treatment to persons sharing a protected characteristic is a proportionate means to achieving a legitimate aim, as defined under s.158 / 159 equality act 2010. The council must be able to show that it does not have a policy or practice of treating persons sharing a protected characteristic more favourably, and it must be able to show that any measures to treat persons sharing a protected characteristic more favourably are time limited.</p>
<p>Agree in principle. Again interesting to see what the strategy is.</p>
<p>This is clearly discrimination against anyone not in the identifiable groups mentioned. The Council should be promoting & hiring purely on merit, with no consideration of skin colour, sexual preference, nationality etc.</p> <p>Even now I believe that a white, straight, male, Coventrian, has less chance of being employed by the council than other people that might fall into the groups identified by the Council.</p> <p>The only preferential treatment of those groups, should be clear advertising that the Council is happy to employ all people whatever their colour, religion, gender, etc, which I think it does already, although this could be made clearer.</p> <p>The Council already discriminates in employment against single parents by most of their jobs being full time, or fixed hours, or without remote working, but this group are not included above.</p>
<p>I agree to be inclusive and open but also need to focus on the other groups to ensure workforce have right skills and opportunities such as young people. low skilled, lone parents</p>
<p>Maybe we should return to the days when different groups had to be employed, percentages were used then but thats not equality . Employment should be based on the persons ability to fulfil the duties of their employment with adaptations if necessary,integration is possibly a more apt word.</p>
<p>Yes. PLEASE can we increase the application for employment from people who actually live in Coventry too?</p>

Equality Objectives Consultation 2022-25 Report

A number of comments referred to the fact that recruitment should be based on merit and some questioned why certain protected characteristics has been chosen to focus on.

Objective 4 Increase the effective use of Council services in key areas

	%	Count
Yes	66.7%	10
No	33.3%	5

This objective and objective 3 received the highest number of respondents who disagreed with it.

Comments

Decisions need to be evidenced based and not made on assumptions. Does this include all protected groups?
If they integrated into our society we wouldn't need to treat them any different
Lots of words but what does it mean in practice?
positive discrimination and / or disproportionate positive action is unlawful unless it complies with the criteria set out under s.158 /159 equality act 2010. The council consistently favouring persons sharing specific protected characteristics, or from particular socioeconomic groups over others does not comply with the principle of equality of opportunity for all.
I thought this was already part of the Councils remit.
Again this is clearly favouring people by where they live, rather than by their need. More Council money will be spent on expensive projects, which favour only certain groups,
Yes, being customer/ community focus is good idea as there is evidence that residents want services but do not know what is available.
Sorry but I do not agree with this idea of targeted areas getting all the funding while other areas get neglected. The city should be seen as that and areas of need should be able to put forward their need for consideration via their councillors and all need assessed on an equal basis with funds shared equally, in an ideal world.
Also increase partnership working - ambitious: can we get a council person on every main project happening in the city?
Insufficient information upon which to base an opinion.

There was a general feeling that certain areas keep getting funding whereas other areas of the city do not gain the same benefits.

Objective 5 Increase participation from residents and visitors with disabilities in sporting and cultural activities including events in the city

	%	Count
Yes	100%	16
No		0

Overwhelming agreement with all 16 respondents in favour of this objective.

Comments

Really good objective
enabling the participation of persons with a disability can be lawful, provided that measures taken are proportionate.
Getting into the city is not easy. If you are walking you have to negotiate the ring road. The other alternative is to use the sub ways, not an healthy option as most of them smell and being a woman I do not feel safe using them. The detrimental environmental solution is to use the car.
A good idea, special thought should be given to blind people, who have more difficulty travelling to & from sports / events, & being in crowded, unfamiliar places. It would help disabled people access sports facilities if the Council had a dedicated sports facility in the centre of town, in fact we used to have one but the Council closed it down when Coventry was the 'European city of Sport' in 2019. It would help if the Council was interested in all people having easier/cheaper access to sports facilities, the Go CV card is a help, but for instance I know of many people who have never been to 'The Wave' or like me & my daughter go rarely, because it is so expensive as compared to the old swimming pool.
This need to be measured and more specific about how it is going to be achieved
But I think you need someone who is disability aware in all areas of disability , as disabled people are not all in wheelchairs, or stuck at home in isolation. Disability comes in all shapes and forms and all are entitled to give opinions on how different disabilities effect normal activities that able bodied can partake in. They need to be listened to most importantly.
Please also consider women and carers.
great one.
There are many grassroots clubs that have been asking for support for several years with no success. This objective has been present in numerous Council strategies but the reality of accessing any support is negligible. An example being Synergy Gymnastics Club which has run in the City for over 40 years and has been seeking assistance in acquiring a unit. Many other Councils have provided similar (this is evident from travelling to those cities to participate in competitions). Other small clubs in other indoor sports have closed due to lack of venues. The support that could have been provided to other sports via a unit run by Synergy was outlined in a business plan submitted in 2008. The status quo remains

Equality Objectives Consultation 2022-25 Report

It would be great if the activities to be delivered under equality objective 5 could still include sessions which people can participate in from home – as the nature of some disabilities means that ‘virtual’ or ‘online’ sessions can be more inclusive this way.

Is there any information that you think would help deliver these objectives?

They should integrate with us not the other way round

I would like to see robust evidence that these measures of positive discrimination and / or positive action comply with the criteria set out under s.158 / 159 of the Equality act 2010.

Buses that actually turn up and seats that are not filthy from the kids walking all over them.

The Council could organise trips for disabled, blind, or aged, to concerts, theatre, etc. The Council needs to know more about the needs of these groups, many of whom don't use/have access to ,the internet, or have difficulty using a phone.

Do you know what our residents want/need to meet their requirements?

Inform all citizens where ever possible via media, council tax documents, notice boards in public places, local rag mags or newspapers, emails .

There have been no specifics to comment on.

Any other comments

I suppose as Coventry always does the rates will go up by the maximum amount to pay for it. What a waste of money while people are forced to live on virtually nothing after paying there household bills

The council is using taxpayers money to pursue policies or practices of positive discrimination and / or disproportionate positive action without giving taxpayers the opportunity to have a say in how their money is being spent. There is more than enough taxpayers money being spent on these agendas at government level, at public sector bodies and in the private sector. This is not a proportionate means to achieving a legitimate aim, and taxpayers money could be spent more efficiently to improve infrastructure and services in the region.

Not really, because I (like most people), believe that no matter what the views of citizens of Coventry, the well paid executives who run the Council , & the departments who think they know best, will do whatever they want anyway !

Just look at the stupid 30 mph speed limit on London Road, which nobody can understand, Soon there is to be a shedload of money spent on road alterations in the Old Church Road / Proffitt Ave area, with a 20 mph speed limit, comments were invited, but what's the point the 'qualified' planners are gagging to implement the changes, like a kid with new toys.

An opportunity to comment on actual proposals would be welcomed

Trade Union feedback given at TU D&I Working Group meeting 17th Nov

- What about those service users who find it difficult to access services due to digital exclusion/poverty? The wording of this draft equality objective (4) seems to imply that the onus is on service users to better access services.
- It's relevant to think about HMOs and their occupation by diverse groups
- Achieving higher rates of disclosure by employees of their equality information is important before the workforce diversity objective can be progressed.
- Consideration needs to be given to the real living wage and those disadvantaged members of society living in poverty

DEAP meeting 18th Nov:

- Work on the 'Include Me' project links to the proposed equality objective 5
- Disabled people getting into work is also as important as them being supported to participate in sport /leisure activity
- The objectives need to be more specific. Are there any penalties for non-compliance?
- Families in certain parts of the city are also excluded from participation.

Equal Opportunities Profile of Respondents

Respondents were asked the following question with no obligation to complete the questions

Sex	Number of responses
Male	6
Female	7
Prefer not to say	3

Age	Count
16-24	
25-34	1
35-44	2
45-54	3
55-64	3
65-74	4
85+	2

Ethnicity	Count
White British	8
White Irish	1
White Gypsy or Irish Traveller	1
Other White Background	
Mixed White and Black Caribbean	
Mixed White and Black African	
Mixed White and Asian	
Other Mixed or Multiple Ethnic Background	
Asian or Asian British Indian	1
Asian or Asian British Pakistani	
Asian or Asian British Bangladeshi	
Asian or Asian British Chinese	
Other Asian Background	
Black or Black British African	
Black or Black British Caribbean	
Other/Black/African/Caribbean background	
Arab	
Prefer not to say	4
Other	

Equality Objectives Consultation 2022-25 Report

Sexuality	Count
Asexual	1
Bisexual	2
Heterosexual	4
Lesbian	1
Prefer not to state	6
Other (please specify)	

Religion	Count
Buddhist	
Christian	7
Hindu	
Jewish	
Muslim	
Sikh	1
No Religion	3
Atheist	1
Prefer not to say	3
Other (please specify)	

Disability	Number of responses
Yes	8
No	8
Prefer not to say	

5 of the respondents were Council employees or Elected Members

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Agenda Item 6

SCRUCO Work Programme 2021-22

Last updated 15/12/21

Please see page 2 onwards for background to items

30th June 2021
Domestic Abuse Act Scrutiny Annual Report 2020-21
21st July 2021
One Coventry Plan Annual Performance Report 2020-21
Thursday 26th August 2021
Restructuring Coventry City Council Subsidiaries
8th September 2021
Coventry UK City of Culture 2021 - Impact and Legacy Planning
6th October 2021
Marmot Principles in Coventry
17th November 2021
Health and Wellbeing Strategy Refresh Brexit – the impact of Brexit on the Local Economy
Postponed - Monday 13th Dec 2021
Items deferred
12th January 2022
Equality Objectives 2022-25 Report back of Introduction of Parking Charges at War Memorial Park
16th February 2022
Section 106 Agreements
16th March 2022
Coventry UK City of Culture 2021
6th April 2022
One Coventry Plan Refresh
Items for 2021-22
Items for 2022-23
Community Safety Strategic Assessment Domestic Abuse Local Partnership Board Skills Resilience (referred from SB1,2&3) Waste Collections Anchor Alliance

Date	Title	Detail	Cabinet Member/ Lead Officer
30th June 2021	Domestic Abuse Act	To update following commissioning of services and focus on provision during the Covid-19 pandemic	Cllr AS Khan/ Cllr P Akhtar Liz Gaulton
	Scrutiny Annual Report 2020-21	To consider the draft Annual Report before it is presented to Council.	Cllr N Akhtar/ Adrian West
21st July 2021	One Coventry Plan Annual Performance Report 2020-21	To be reviewed by SCRUCO prior to submission to Cabinet on 30 August 2021. The data within the plan may help inform the work programmes of the Scrutiny Boards. The item will include information about the refresh of the One Coventry Plan.	Cllr Duggins/ Liz Gaulton/ Si Chun Lam/ Michelle McGinty
Thursday 26th August 2021	Restructuring Coventry City Council Subsidiaries	To consider a Cabinet report on restructuring of Council subsidiary companies.	Julie Newman/ Andrew Walster/Barry Hastie Cllr Duggins
8th September 2021	Coventry UK City of Culture 2021 - Impact and Legacy Planning	To report on the lasting legacy of the City of Culture including impact on wider jobs and skills as well as capital and cultural assets. To include an update on public art installations and cross partnership digital communications.	Cllr Duggins/ David Nuttall
6th October 2021	Marmot Principles in Coventry	To scrutinise how the Marmot Principles have been applied in Coventry and how they could be used for the Covid reset and recovery.,	Liz Gaulton Cllr Caan
17th November 2021	Health and Wellbeing Strategy Refresh	To review the refresh of the Health and Wellbeing Strategy refresh.	Cllr Caan Liz Gaulton/ Robina Nawaz
	Brexit – the impact of Brexit on the Local Economy	To scrutinise the impacts of Brexit on the Local Economy and consider how these impacts may be managed.	Cllr O’Boyle/ Andy Williams/ Steve Weir
Postponed - Monday 13th Dec 2021	Items deferred		

SCRUCO Work Programme 2021-22

Date	Title	Detail	Cabinet Member/ Lead Officer
12th January 2022	Equality Objectives 2022-25	To consider the Cabinet Member report on equality objectives for 2022-25 in order to make any additional recommendations to the Cabinet Member	Cllr AS Khan Jaspal Mann
	Report back of Introduction of Parking Charges at War Memorial Park	Three-month monitoring and review should include: - Impact on displacement parking the use of alternative modes of transport and the impacts on climate change and the impact of the introduction of charges on blue badge holders	Cllr A S Khan Andrew Walster
16th February 2022	Section 106 Agreements	Following a request by SCRUCO at the meeting on 17 th November, an item will be brought on Section 106 agreements.	Cllr Welsh/ David Butler
16th March 2022	Coventry UK City of Culture 2021	Following the item on 8 th September, it was agreed that a further item to look at the impact and legacy of City of Culture would be arranged.	Cllr Duggins/ David Nuttall
6th April 2022	One Coventry Plan Refresh	To consider a draft of the refreshed One Coventry Plan presented to Cabinet. The committee will be able to make recommendations to Council.	Cllr Duggins Kirston Nelson Vanessa Millar
Items for 2021-22			
Items for 2022-23	Community Safety Strategic Assessment	To scrutinise the data within the Community Safety Strategic Assessment.	Cllr AS Khan/ Craig Hickin
	Domestic Abuse Local Partnership Board	A report on progress on the Domestic Abuse Local Partnership progress including benchmarking data.	Cllr AS Khan/ Cllr P Akhtar Public Health reps
	Skills Resilience (referred from SB1,2&3)	An item referred from SB1,2 & 3 to look at how the Council is working with businesses, training providers and schools including apprenticeships to ensure the city has the skills needed for employment and economic development.	Kim Mawby/ Steve Weir
	Waste Collections	To consider issues around waste collections including how information about missed collections is recorded and communicated to residents.	Andrew Walster/ Sarah Elliot Cllr Hetherton

Date	Title	Detail	Cabinet Member/ Lead Officer
	Anchor Alliance	To consider the focus themes, how these will be delivered, Coventry and Warwickshire pound and the living wage.	Cllr Duggins Michelle McGinty