



---

### Coventry Shareholder Committee

---

**Time and Date**

2.00 pm on Tuesday, 1 August, 2023

**Place**

Diamond Rooms 1 and 2 - Council House

---

1. **Apologies for Absence**
2. **Declarations of Interest**
3. **Minutes** (Pages 3 - 6)
  - a) Minutes of the meeting held on 24 March, 2023
  - b) Any matter arising
4. **Changing Places Toilet Installation at War Memorial Park** (Pages 7 - 30)  
Report of the Director of Public Health and Wellbeing
5. **Any other items of public business which the Chair decides to take as a matter of urgency because of the special circumstances involved**

---

Julie Newman, Chief Legal Officer, Council House, Coventry

Monday, 24 July 2023

Note: The person to contact about the agenda and documents for this meeting is Suzanne Bennett email: [suzanne.bennett@coventry.gov.uk](mailto:suzanne.bennett@coventry.gov.uk)

Membership: Councillors L Bigham, R Brown, K Caan, G Duggins (Chair), P Hetherington, AS Khan, J O'Boyle, K Sandhu, P Seaman and D Welsh

**Public Access**

Any member of the public who would like to attend the meeting in person is encouraged to contact the officer below in advance of the meeting regarding arrangements for public attendance. A guide to attending public meeting can be found here: <https://www.coventry.gov.uk/publicAttendanceMeetings>

**Suzanne Bennett**  
**email: [suzanne.bennett@coventry.gov.uk](mailto:suzanne.bennett@coventry.gov.uk)**

**Coventry City Council**  
**Minutes of the Meeting of Coventry Shareholder Committee**  
**held at 2.30 pm on Friday, 24 March 2023**

Present:

Members:                      Councillor G Duggins (Chair)  
                                    Councillor R Brown  
                                    Councillor P Hetherton  
                                    Councillor M Mutton  
                                    Councillor J O'Boyle  
                                    Councillor P Seaman  
                                    Councillor D Welsh

Coventry Municipal        G McKelvie (Director)  
Holdings Limited        P Mudhar (Director)  
                                    K Nelson (Director)  
                                    G Sangha (Director)  
                                    A Walster (Director)

Employees (by Service):

Finance                      B Hastie (Chief Operating Officer)  
Law and Governance      J Newman (Director of Law and Governance), L Knight

Apologies:                      Councillor K Caan, AS Khan and K Sandhu

## **Public Business**

### **8.        Declarations of Interest**

There were no disclosable pecuniary interests.

### **9.        Minutes of the Last Meeting**

The minutes of the meeting held on 28<sup>th</sup> September 2022 were agreed and signed as a true record. There were no matters arising.

### **10.      Exclusion of Press and Public**

RESOLVED that, the Coventry Shareholder Committee agrees to exclude the press and public under Sections 100(A)(4) of the Local Government Act 1972 relating to the private report in minute 13 below headed 'Business Planning Cycle for 2023-24 for the Coventry Municipal Holdings Group' on the grounds that the report involves the likely disclosure of information as defined in Paragraph 3 of Schedule 12A of the Act, as it contains information relating to the financial affairs of a particular person (including the authority holding that information) and in all circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

## 11. **Business planning cycle for 2023-24 for the Coventry Municipal Holdings Group**

The Coventry Shareholder Committee received a report of the Managing Director for Coventry Municipal Holdings Limited, which sent out the business plans for Coventry Municipal Holdings and its subsidiaries for the year ahead, ending 31<sup>st</sup> March 2024.

A corresponding private report detailing confidential matters was also submitted for consideration (Minute 13 below refers).

Coventry Municipal Holdings (CMH) was incorporated in November 2021. The Group Governance Agreement requires CMH, along with its subsidiaries, to present their Business Plans for the year ahead. The report submitted therefore provided the Business Plans for the year ending 31<sup>st</sup> March 2024.

Each of the companies focused on strengthening their underlying business and building on the existing foundations they had in place, growing their customer base, maintaining the quality of service delivery while managing the increasing cost pressures they were each facing. They each continued to place energy into their strategic development plans, which target increasing the level of financial return that can be provided back to the Shareholder, year on year.

The report indicated that, specifically for 2023/24:

- Tom White would be focussed on the delivery of the Material Recycling Facility (MRF) development approved within the 2022/23 business plan, while maintaining their revenue position during the construction phase by using 3<sup>rd</sup> party recycling processors.
- Tom White would mobilise their haulage services, intended initially to service the operations of Sherbourne Recycling Ltd, the Councils (and others) municipal material recycling company.
- Coombe Abbey Park Limited (CAPL) would face a challenging year ahead with continued pressure in the hospitality sector and customers with pressure on their disposable incomes and will continue to make prudent management decisions to maintain financial performance.
- CAPL (an its subsidiary No Ordinary Hospitality) would continue to seek further management contracts to diversify its core business and provide market resilience.
- CAPL would also conclude the long term site development plan for the hotel during 2023/24 that would address maintenance issues and offer a significantly expanded customer offer.
- Coventry Technical Resources continued to focus on providing resourcing solutions for the Council.

The report also set out proposals to revise the timescales for approval of the Business plans for future years to make them more realistic and achievable for the trading entities, CMH and the Shareholder Committee. Table 1 of the report set out the current dates in line with the Group Governance Agreement and the new proposed dates. The Group Governance Agreement would be updated to reflect the new timescales.

**RESOLVED that the Coventry Shareholder Committee approve:**

- 1. The business plans for Coventry Municipal Holdings Limited.**
  - 2. The business plan for Coombe Abby Park Limited Group.**
  - 3. The business plan for Tom White Waste Group.**
  - 4. The business plan for Coventry Technical Resources Limited.**
  - 5. The Group budget as set out in the private report for Coventry Municipal Holding Limited and its subsidiaries.**
  - 6. The updated timetable at 2.12 of the report for the approval of the Business Plans and update the Group Governance Agreement to reflect the new timelines.**
- 12. Any other items of public business which the Chair decides to take as matters of urgency because of the special circumstances involved.**

There were no other items of public business.

#### **Private Business**

- 13. Business planning cycle for 2023-24 for the Coventry Municipal Holdings Group**

Further to Minute 11 above, the Coventry Shareholder Committee considered a private report of the Managing Director for Coventry Municipal Holdings Limited, which set out the commercially confidential matters relating to the business plans for Coventry Municipal Holdings and its subsidiaries for the year ahead, ending 31<sup>st</sup> March 2024.

**RESOLVED that, the Coventry Shareholder Committee approve:**

- 1. The business plans for Coventry Municipal Holdings Limited.**
- 2. The business plan for Coombe Abby Park Limited Group.**
- 3. The business plan for Tom White Waste Group.**
- 4. The business plan for Coventry Technical Resources Limited.**
- 5. The Group budget as set out in Table 1 for Coventry Municipal Holding Limited and its subsidiaries.**
- 6. The updated timetable at 2.12 of the report for the approval of the Business Plans and update the Group Governance Agreement to reflect the new timelines.**

14. **Any other items of private business which the Chair decides to take as a matter of urgency because of the special circumstances involved.**

There were no other items of private business.

(Meeting closed at 3.45 pm)



01 August 2023

**Name of Cabinet Member:**

Cabinet Member for Policing and Equalities – Councillor A S Khan

**Director approving submission of the report:**

Director of Public Health & Wellbeing

**Ward(s) affected:**

All

**Title:**

**Changing Places Toilet Installation at War Memorial Park**

---

**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:**

As part of its ongoing commitment to meeting the Public Sector Equality Duty, Coventry City Council is proposing to install a Changing Places Toilet in War Memorial Park in order to provide suitably accessible toileting facilities for people with complex disabilities. This report seeks approval of the Coventry Shareholder Committee, acting as the Charitable Trustees of the War Memorial Park, to approve that installation.

Funding has been received from the Department of Levelling Up for a Changing Places Toilet Programme in the city which will see a total of 5 new Changing Places facilities installed at different locations in the city. The proposed facility in War Memorial Park is one of the 5 venues in which a Changing Places Toilet is planned.

**Recommendations:**

The Coventry Shareholder Committee, acting as the Charitable Trustees of the War Memorial Park, is recommended to approve the installation of a Changing Places Toilet at the War Memorial and delegate authority to the Director of Public Health & Wellbeing to enter into the works contract.

**List of Appendices included:**

The following appendices are attached to the report:

Appendix 1 – Location of proposed Changing Places Toilet

Appendix 2 - Equality Impact Assessment

**Background papers:**

None

**Other useful documents**

None

**Has it or will it be considered by Scrutiny?**

No

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

No

**Will this report go to Council?**

No



## Report title: Changing Places Toilet Installation at War Memorial Park

### 1. Context

- 1.1 As a public authority, Coventry City Council is committed to meeting its responsibilities under 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 As part of its ongoing work to meet the second strand of the above general duty, and in particular, the need to advance equality of opportunity for people with disabilities, the Council is committed to increasing the number of Changing Places Toilets in the city.
- 1.4 Changing Places Toilets meet the needs of people with profound and multiple learning disabilities, as well as people with other physical disabilities. These toilets provide the right equipment including a height adjustable adult-sized changing table, a tracking hoist system, adequate space for a disabled person and carer, a peninsular WC with room either side and a safe and clean environment including tear off paper to cover the bench, a large waste bin and a non-slip floor.
- 1.5 Over the last 2-years Coventry City Council has successfully received £260,190 of funding (during Rounds 1 and 2 of the government's Changing Places Toilets programme) to install five changing places facilities at Albany Theatre, Tesco Arena, ShopMobility, Coombe Abbey Park and War Memorial Park.
- 1.6 Coventry City Council have until March 31<sup>st</sup> 2024 to install the Changing Places Toilets for which funding has been granted.
- 1.7 The Council holds the legal title to the War Memorial Park by virtue of a conveyance dated 27 January 1921. The land was transferred to the Council to be held 'to the use' of the Corporation and its successors and assigns *'to be maintained by the Corporation and dedicated in perpetuity as a public park or Recreation Ground for the people or for use for Agricultural Shows Flower Shows or similar purposes with a right to charge for admission'* the wording of this conveyance clearly settled the land (including the War Memorial Park) on charitable trust and as such the Council is now the sole corporate trustee of the Trust. Any decisions relating to the War Memorial Park need to be taken by the Coventry Shareholder Committee acting as the Charitable Trustees.

### 2 Options considered and recommended proposal

- 2.1 Access to open spaces is an essential part of any sustainable community - encouraging both exercise and social activity. Open spaces such as War Memorial Park can positively contribute to mental and physical wellbeing of residents. 17.7% of Coventry City Council's residents have a limiting long term health problem or disability and appropriate toilet provision for this cohort of the population is fundamental to their quality of life and for health outcomes to be achieved.
- 2.2 Installation of a Changing Places facility at War Memorial Park will mean an increased range of people who will be able to start using the venue and accessing social and cultural opportunities

which were previously unavailable to them. This will include people with profound and multiple learning disabilities, people with conditions that may affect their movement including cerebral palsy, multiple sclerosis, motor neurone disease people with head injuries or severe spinal injuries, people living with stroke, older people who require assistance. The Shareholder Committee is therefore recommended to approve the installation of this facility.

- 2.3 The proposed location for the Changing Places toilet would be opposite to the existing Pavilion in the Park (see Appendix 1).

### **3 Results of consultation undertaken**

- 3.1 Coventry City Council conducted an online survey in September 2021. The survey was circulated to members of the following organisations:

- Disability Equality Advisory Panel (DEAP) – this is the Council’s city-wide forum on disability issues and includes organisations from a range of sectors as well as individual representatives.
- Grapevine
- Disabled Employee Network (DEN)- this is an internal employee group in the Council.

- 3.2 In line with a national Changing Places survey, the local survey concluded 67% of people in Coventry are influenced on the locations of Changing Places toilets when planning trips and other activities. The lack of facilities in Coventry means people tend to go to other places where there are more Changing Places facilities available.

- 3.3 The Council’s survey listed 6 activities and asked which activities would be undertaken if access to a Changing Places toilet was available. The top 2 choices were having days out and to go shopping.

- 3.4 In Coventry the top 3 places respondents wanted to see CP toilets installed were: Parks, Retail areas and Hospital settings.

### **4 Timetable for implementing this decision**

- 4.1 If approval is granted by the Coventry Shareholder Committee, contracts will be awarded at the earliest opportunity (following the completion of a compliant procurement process) with a view to the Changing Places toilet being operational by Summer 2024.

### **5 Comments from Chief Operating Officer (Section 151 Officer) and Chief Legal Officer**

#### **5.1 Financial Implications**

- 5.1.2 The Changing Place modular build is estimated to cost around £70,095. This cost will be fully funded from the Council’s Round 2 grant from Levelling Up.

- 5.1.3 There will be ongoing annual operational maintenance costs for the Council, including maintenance, servicing, cleaning and allowance for replacement of equipment and sanitary facilities. These costs will be met from existing revenue budgets.

#### **5.2 Legal Implications**

- 5.2.1 Local authorities are empowered by Section 139 of the Local Government Act 1972 to receive and hold gifts on charitable trusts. The local authority is currently the sole corporate trustee for this charity.

- 5.2.2 The Council as trustee has a legal duty to operate the charity in accordance with the charity's governing document and strictly in furtherance of its stated objects. The management of the charity should be kept separate, as far as possible, from the business of the local authority. Equally, the finances of the trust must be kept separate from those of the Council.
- 5.2.3 Where the Council is a trustee of a charity, it is the corporate body, acting in accordance with its usual procedures, which is 'the trustee'. While ongoing management may be delegated to officers, responsibility for decision making and oversight must rest with Councillors.
- 5.2.4 The works contracts required for the delivery of the project, will be entered into following the conclusion of a compliant procurement process in accordance with the Public Contract Regulations 2015, the Council's constitution and the Council's Rules for Contracts.
- 5.2.5 Legal Services will ensure the works contract includes any contractor obligations necessary to ensure the Council (and the new Changing Places Facility) is in compliance with the requirements of the grant agreement between the Council and the Department for Levelling Up, Housing & Communities (the funders of the project).
- 5.2.6 The Council is party to a dedication agreement with National Playing Fields Association (operating as Fields In Trust) dated 2014 which covers the area of the land on which the facility is to be installed. The dedication agreement requires that the Council inform Fields in Trust of any decision to erect any new structure. The Council has complied with this requirement.
- 5.2.7 The Equality Act 2010 includes a Public Sector Equality Duty, which came into force April 2011. This requires public bodies to place equality at the heart of everything they do and extends the benefits across all protected characteristics. The Act also requires public authorities to plan ahead and make changes in advance in order to meet the needs of existing and potential new customers. The new Changing Places Facility is in accordance with the Act.

## **6 Other implications**

### **6.1 How will this contribute to the One Coventry Plan (<https://www.coventry.gov.uk/strategies-plans-policies/one-coventry-plan/>)?**

One of the 3 priorities in the One Coventry Plan is 'Improving outcomes and tackling inequalities within our communities'. The planned installation of the Changing Places Toilet at War Memorial Park is inextricably linked to the delivery of this priority and the overall equality, diversity and inclusion agenda of the Council.

### **6.2 How is risk being managed?**

Robust governance processes are proposed that will make sure that any emergent risks are identified and mitigated at the earliest opportunity. As part of the grant funding arrangements, the Council is required to submit monthly returns to Levelling Up to demonstrate performance of the programme. There are also monthly monitoring meetings with officers from Levelling Up, in order to provide progress reports.

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

Delivering on the key areas of work under the Public Sector Equality Duty will enable the Council to demonstrate clear leadership and accountability for meeting statutory equality obligations. There will be immense improvements of inclusion and accessibility for people with disabilities and their families.

#### 6.4 Equalities / EIA?

An EIA has been completed as part of this project and can be found at Appendix 2.

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

The contract specification for the installation of the Changing Places toilet will require consideration of the existing natural environment when materials are selected for the exterior of the facility, in order to ensure minimal impact on the existing natural landscape.

#### 6.6 Implications for partner organisations?

The Council has obtained the approval from the Fields in Trust charity for a Changing Places toilet in War Memorial Park, who believe it will make a welcome addition to the park's facilities.

#### Report author(s):

Jaspal Mann  
Strategic Lead (Equality & Diversity)  
Public Health (Insight Team)

#### Tel and email contact:

Tel: 024 7697 7109  
Email: jaspal.mann@coventry.gov.uk

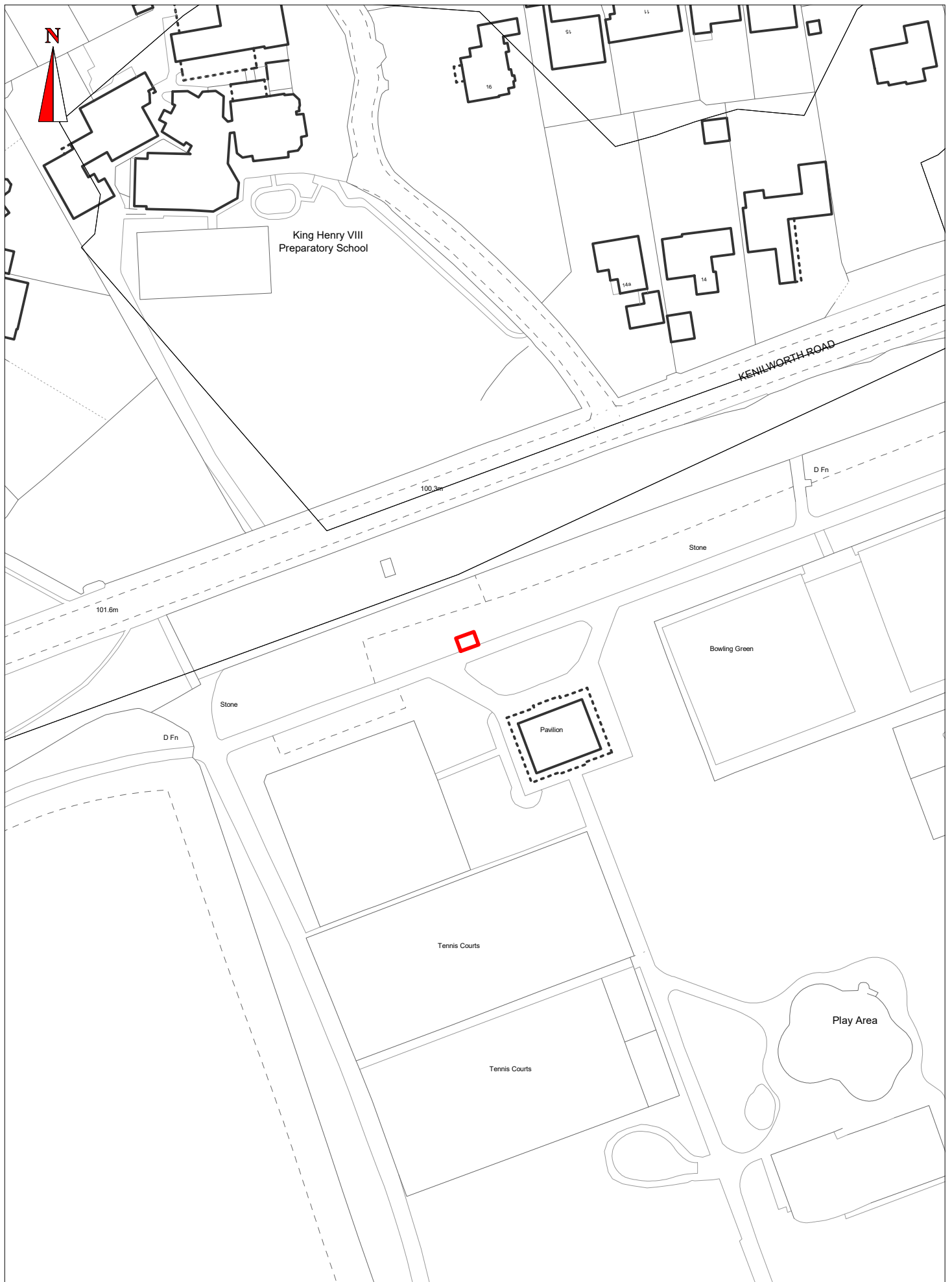
Enquiries should be directed to the above person

Contributor/approver name	Title	Service Area	Date doc sent out	Date response received or approved
<b>Contributors:</b>				
Mamta Kumar	Equality & Diversity Assistant	Insight, Public Health	17.07.23	17.07.23
Valerie De Souza	Public Health Consultant (Insight)	Insight, Public Health	17.07.23	24.07.23
Suzanne Bennett	Governance Services Co-ordinator	Governance Services	17.07.23	18.07.23
<b>Names of approvers for submission:</b> (officers and members)				
Finance: Ewan Dewar	Head of Finance	Finance	17.07.23	19.07.23
Legal: John Redfern	Corporate and Commercial Lawyer	Legal Services	17.07.23	20.07.23

Director: Allison Duggal	Director of Public Health & Wellbeing	-	17.07.23	21.07.23
Members: Cllr Abdul S Khan	Cabinet Member for Policing and Equalities	-	17.07.23	17.07.23

This report is published on the council's website: [www.coventry.gov.uk/meetings](http://www.coventry.gov.uk/meetings)

This page is intentionally left blank



PLACE DIRECTORATE  
 PO BOX 15  
 COVENTRY CITY COUNCIL  
 CV1 5RR  
 02476 971952

War Memorial Park : Hygiene Suite Location

Scale 1:1250  
 O.S. Ref. No:

Drawn by RG  
 LPR-

Date 28/04/2023

Page 15

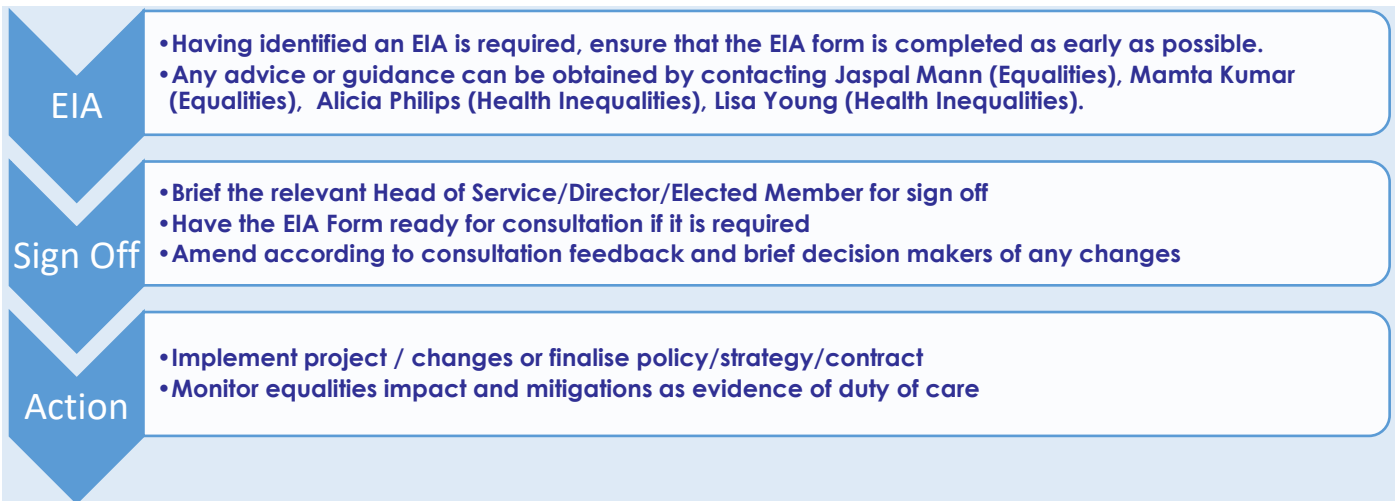
This page is intentionally left blank



## EQUALITY IMPACT ASSESSMENT (EIA)



<b>Title of EIA</b>		<b>Installation of Changing Places Toilets</b>
<b>EIA Author</b>	Name	<b>Mamta Kumar</b>
	Position	<b>Equality and Diversity Officer</b>
	Date of completion	<b>17<sup>th</sup> July 2023</b>
<b>Head of Service</b>	Name	<b>Valerie DeSouza</b>
	Position	<b>Consultant Public Health</b>
<b>Cabinet Member</b>	Name	<b>Councillor A S Khan</b>
	Portfolio	<b>Policing and Equalities</b>



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

### SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

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



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

Coventry City Council successfully applied for £260,190 funding from the Department of Levelling up Housing and Communities to install 5 Changing Places Toilets in Coventry.

Changing Places Toilets are specialist toilets that meet the needs of disabled children and adults with complex care needs who need carer support, appropriate equipment and more space whereas Standard accessible toilets were designed to meet the needs of disabled people who can use the toilet independently.

Locations of 5 toilets are:

**Tesco Arena Ricoh Arena** - Arena Park Shopping Centre contains one of UK's largest Tesco Extra hypermarkets, 20 big name stores (Next, Marks and Spencer's etc) and 10 places to eat.

A few minutes walk is Coventry Building Society Arena which includes:

1. a 32,609-seater stadium, home to Championship club Coventry City F.C. and rugby club Wasps. The capacity rises to 40,000 when hosting music concerts.
2. exhibition hall
3. Double Tree Hilton Hotel with pitch side rooms and a second hotel to open soon
4. Casino.
5. The arena will also hold the rugby sevens, wrestling and judo events at the 2022 Commonwealth Games.

Due to the opening times of Tesco, the CPT's will be available for 18 hrs per day Monday to Saturday and Sunday for 6 hours making this the most popular choice which was proven by the results of survey of local people with disabilities that was conducted earlier in September.

Tesco Arena is located North side of Coventry less than 1 mile to the M6. On this side of the city there is currently no CPT's available and as explained this is the hub for live sports, entertainment and shopping combined which all people should feel encouraged to access if reassured about CP toilet provision.

**Albany Theatre** - High percentage of respondents confirmed they would like to see toilet installed with a theatre. Albany theatre is located next door to Premier Inn and is waking distance to the city centre.

**Shop Mobility** - Shop Mobility is a service that provides powered and un-powered wheelchairs and mobility scooters for people who have either permanent or temporary limited mobility; allowing them greater independence to use the pedestrianised shopping areas within Coventry city centre. The venue will have blue badge parking spaces and is a minute's walk to the city centre. They do not require funding for the modular building - only the equipment and installation. Shopmobility are planning to have the project completed by July 2023. Coventry is investing 450m to create a new residential, shopping and leisure destination. By installing changing places toilets in the city centre, we will be allowing the most vulnerable people the opportunity to enjoy these new facilities without having to limit their time to go back home to use the toilets.

**War Memorial Park** - War Memorial Park is a premier park, covering 50 ha of open space. Attracting over 400,000 visitors a year excluding festivals such as The Godiva Festival and BBC Big Weekend.

The park is divided into three main character areas:

- a formal memorial park centred around the War Memorial Cenotaph and a largesandy children's play area
- An extensive area of open space for sports grass root football, tennis, bowls,cricket, a footgolf coarse and includes
- Country park area for large-scale events and activities

The Council has collaborated with people with disabilities to make the park more accessible; building an accessible sensory garden, peace garden, rose garden and currently creating an accessible labyrinth. The council's enjoys excellent relationships with local special needs schools – who use the park on a regular basis for education and recreational visits.

## EQUALITY IMPACT ASSESSMENT (EIA)



Some people cut short the time they spend in the park due to lack of facilities to meet their needs; a CPT will ensure the most vulnerable park users are able to enjoy the park without the experience impacting on their dignity.

**Coombe Abbey Park –** Surveys completed by the Department of Levelling Up and Coventry City Council, listed Parks and Open Spaces as the top location where respondents would like to see the installation of CPT'S.

Coombe Abbey Park and Hotel is fully accessible and has over 500 acres, attracting 460,000 visitors in 2021 to seal its mark as a destination park. The park is also designated as an historic landscape, a Site of Special Scientific Interest and a Local Wildlife Site. In 2022 the park gained the Green Flag Heritage Award status.

The Installation of a CPT will also allow people with physical disabilities to enjoy the park for as long as they wish, 7 days a week. The park holds:

- Sell out events from Easter trails, outdoor cinemas and Coombe's magical lightshow "Luminate Coombe".
- The Discovery Centre
- Woodturners classes to teach the public this traditional craft.
- Coventry Outdoors, a range of educational and curriculum programmes and much much more

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

Coventry City disabled residents and carers  
Tesco  
Albany Theatre  
Shopmobility  
War Memorial Park  
Coombe Abbey Park  
Disabled Employee Network  
DEAP  
Grapevine  
Coventry City Council – Public health Team, Procurement, transformation and Legal teams  
Coventry Residents and surrounding areas

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

Each of the 5 host venues  
Coventry City Council's Public Health Team

## SECTION 2 – Consideration of Impact

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

## EQUALITY IMPACT ASSESSMENT (EIA)



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

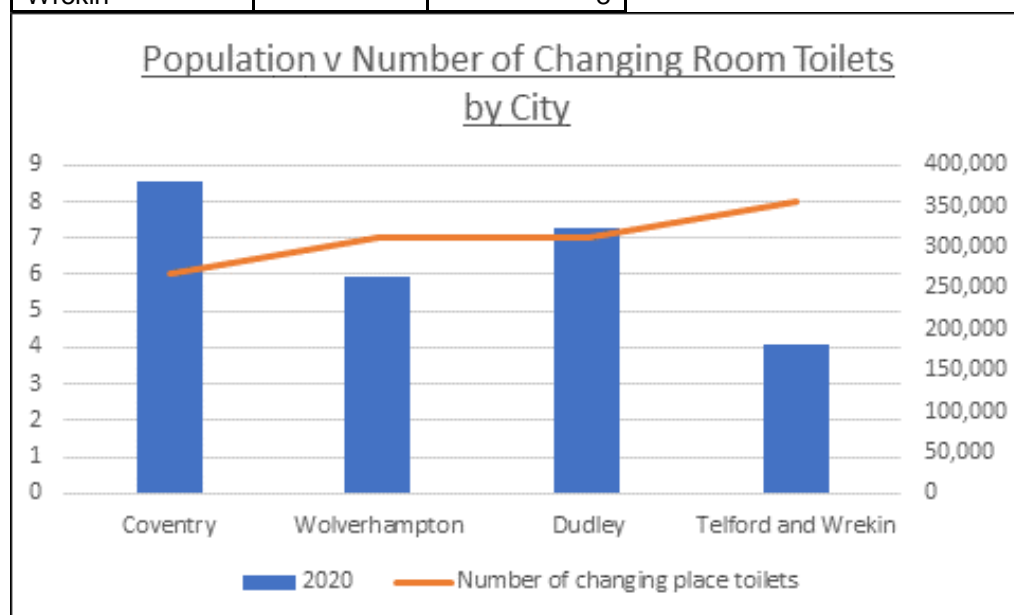
- Eliminate discrimination, harassment, victimisation, and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant 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 drawing comparisons with local data where necessary (go to <https://www.coventry.gov.uk/factsaboutcoventry>)

Compared to other West Midland Cities Coventry City has lower provision of CPT's to its residents and visitors. Table 1, highlights Coventry has the highest population and the least number of CP toilets

	<b>2020 Population</b>	Number of changing place toilets
Coventry	379,387	6
Wolverhampton	264,407	7
Dudley	322,363	7
Telford and Wrekin	181,322	8





Changing Places toilets can be found at the following locations please note postcodes:

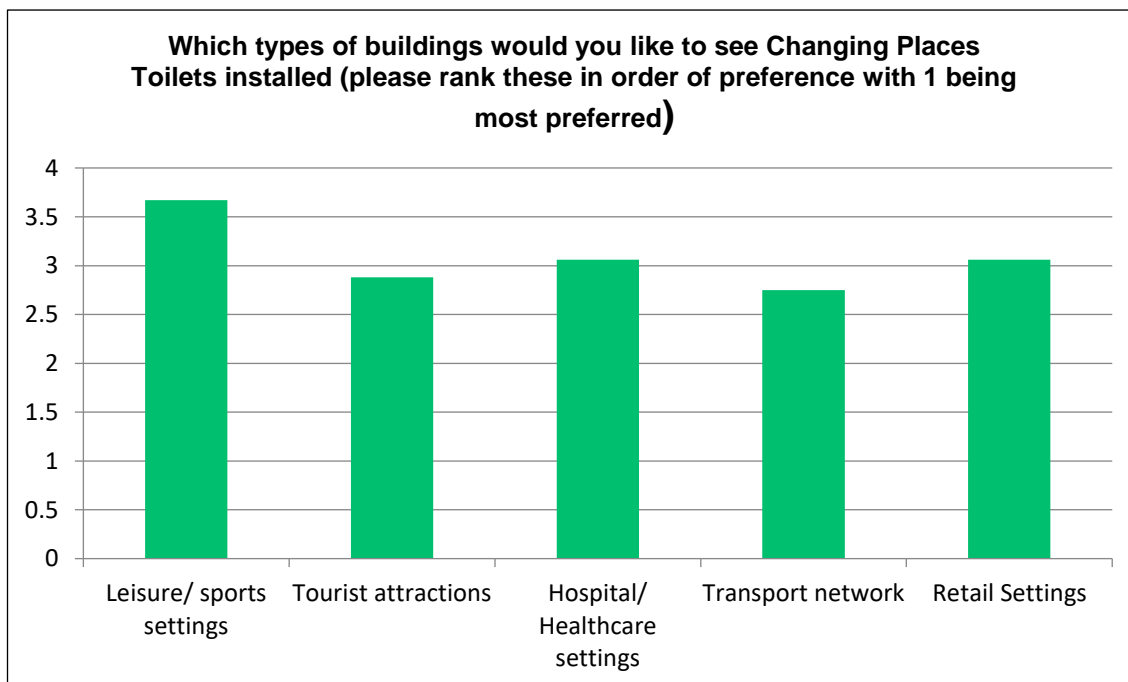
1. University of Warwick Sports and Wellness Hub 1<sup>st</sup> one **CV4**
2. University of Warwick Sports and Wellness Hub 2<sup>nd</sup> one **CV4**
3. Coventry Central Library **CV1**
4. Wilfred Spencer Resource Centre **CV5**
5. Asda Abbey Park **CV3**
6. Coventry Train Station **CV1**

During August 2021, Coventry City Council produced an 8 question survey which was shared with:

- Disabled Employee Network
- Disability Equality Action Partnership.
- Grapevine

35 respondents completed the survey and the results are as per below:

- 54% of the respondents were aware of changing places places toilets
- 29% of the respondents had used changing places toilets in the UK
- 19 of 20 respondents would use them in Coventry
- 14 out of 21 respondents stated location of Changing Places Toilets influence their decision when planning trips or activities



If people knew changing places toilets were available at all locations below are the activities, they would like to carry out

## EQUALITY IMPACT ASSESSMENT (EIA)



1. Have days out
2. Go Shopping
3. Take part in/ enjoy sports and leisure activities
4. Go on Holiday
5. Attend Hospital
6. Other

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

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

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

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	P	Any vulnerable person, regardless of age with relevant need will be able to access the changing place facilities and so this initiative will have a positive impact and outcome for both people with disabilities and carers
Age 19-64	P	Any vulnerable person, regardless of age with relevant need will be able to access the changing place facilities and so this initiative will have a positive impact and outcome for both people with disabilities and carers
Age 65+	P	Any vulnerable person, regardless of age with relevant need will be able to access the changing place facilities and so this initiative will have a positive impact and outcome for both people with disabilities and carers
Disability	P	The changing place facilities are provided for the most vulnerable members or visitors to our communities. Consequently, delivery of these facilities will have a positive impact and outcome for persons with this protected characteristic along with their family / carers.

## EQUALITY IMPACT ASSESSMENT (EIA)



Gender reassignment	<b>P</b>	The changing place facilities irrespective of Gender are provided for the most vulnerable members or visitors to our communities. Consequently, delivery of these facilities will have a positive impact and outcome for persons with this protected characteristic along with their family / carers.
Marriage and Civil Partnership	<b>P</b>	The changing place facilities irrespective of marriage or civil partnership status are provided for the most vulnerable members or visitors to our communities. Consequently, delivery of these facilities will have a positive impact and outcome for persons with this protected characteristic along with their family / carers.
Pregnancy and maternity	<b>P</b>	The changing place facilities irrespective of pregnancy and maternity status are provided for the most vulnerable members or visitors to our communities. Consequently, delivery of these facilities will have a positive impact and outcome for persons with this protected characteristic along with their family / carers.
Race (Including: colour, nationality, citizenship ethnic or national origins)	<b>P</b>	The changing place facilities irrespective of race are provided for the most vulnerable members or visitors to our communities. Consequently, delivery of these facilities will have a positive impact and outcome for persons with this protected characteristic along with their family / carers.
Religion and belief	<b>P</b>	The changing place facilities irrespective of religion and belief status are provided for the most vulnerable members or visitors to our communities. Consequently, delivery of these facilities will have a positive impact and outcome for persons with this protected characteristic along with their family / carers.
Sex	<b>P</b>	The changing place facilities irrespective of sex are provided for the most vulnerable members or visitors to our communities. Consequently, delivery of these facilities will have a positive impact and outcome for persons with this protected characteristic along with their family / carers.
Sexual orientation	<b>P</b>	The changing place facilities irrespective of sexual orientation are provided for the most vulnerable members or visitors to our communities. Consequently, delivery of these facilities will have a positive impact and outcome for persons with this protected characteristic along with their family / carers.

### HEALTH INEQUALITIES

<b>2.3</b>	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
------------	--

## EQUALITY IMPACT ASSESSMENT (EIA)



	<p>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.</p> <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><b>Please answer the questions below to help identify if the area of work will have any impact on health inequalities, positive or negative.</b></p> <p><b>If you need assistance in completing this section please contact: Alicia Philips or Pooja Ahluwalia in Public Health for more information. More details and worked examples can be found at <a href="https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx">https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx</a></b></p>	
Question	Issues to consider	
<p>2.3a What HIs exist in relation to your work / plan / strategy</p>	<ul style="list-style-type: none"> <li>● 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>)</li> <li>● Consider protected characteristics and different dimensions of HI such as socio-economic status or geographical deprivation</li> </ul>	
	<p>Response:</p> <p>Over 250,000 people in the UK need personal assistance to use the toilet or change continence pads, including people with profound and multiple learning disabilities, spinal injuries and people living with stroke. Key findings from the Changing Places Toilets consultation highlighted the impact of not having access to these facilities that disabled people and their carers face, and the potential impact on their health and well being. By not having access to adequate safe changing places may mean that disabled people, their families, friends and carers may reduce the amount of time out of their home, risking social isolation and poor mental health.</p> <p>Changing Places Toilets are accessible in the City in a number of facilities/venues. The addition of 3 new Changing Place Toilets will enhance the availability of these facilities for people and provide equitable access to a wider range of leisure, sport, retail and health facilities services for people to access a wider range of activities, participate in days out with their families, friends and carers, and access changing and toilet facilities with dignity, improving healthy living conditions.</p>	





<p>2.3b How might your work affect HI (positively or negatively).</p> <p>How might your work address the needs of different groups that share protected characteristics</p>	<p><b>Consider and answer below:</b></p> <ul style="list-style-type: none"> <li>● 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</li> <li>● Consider what the unintended consequences of your work might be</li> </ul>
	<p>Response:</p> <p>a. Potential outcomes including impact based on socio-economic status or geographical deprivation</p> <p>The location of the additional CPT's will impact health inequalities positively ensuring that all disabled people regardless of where they live will have equitable access to a wider range of activities i.e the theatre, Ricoh Arena shopping, sports and leisure facilities and health care at University Hospital Coventry and Warwickshire (UHCW) in the City, and are able to access safe toilet and changing facilities. .</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> <p>The recent Governments Consultation on Changing Place Toilets consultation in 2018 highlighted the impact on disabled people not having access to safe hygienic appropriate toilet and changing facilities for example the risk of dehydration or infection by limiting liquid intake, sitting in soiled clothing and not having access to adequate changing facilities.</p> <p>The addition of the new CPT's will enhance the number of locations that CPT's are accessible and contribute to reducing health inequalities and poor health outcomes for the most vulnerable residents or visitors to our City.</p>



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

The Changing Place Toilets facilities will be built and funded through the investment received. The maintenance of these facilities will be managed and funded by the host businesses/ organisation. Action will be taken in line with the local authority's procedure on compliments and complaints received on negative and positive feedback received.

### DIGITAL INCLUSION

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

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

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

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

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

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

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

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

## EQUALITY IMPACT ASSESSMENT (EIA)



<p><b>Please answer the questions below to help identify if the area of work will have any impact on digital inequalities, positive or negative.</b></p> <p><b>If you need assistance in completing this section please contact: Laura Waller (<i>Digital Services &amp; Inclusion Lead, CCC</i>). More details and worked examples can be found at <a href="https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx">https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx</a></b></p>	
Question	Issues to consider
2.5 What digital inequalities exist in relation to your work / plan / strategy?	<ul style="list-style-type: none"> <li>• Does your work assume service users have digital access and skills?</li> <li>• Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?</li> <li>• Consider what the unintended consequences of your work might be.</li> </ul>
	<p>Response:</p> <p>n/a</p>
2.5b How will you mitigate against digital inequalities?	<ul style="list-style-type: none"> <li>• If any digital inequalities are identified how can you reduce these? For e.g. if a new service requires online registration you may work with partner organisations to improve digital skills and ensure equitable processes are available if someone is unable to access online.</li> </ul>
	<p>Response:</p> <p>n/a</p>

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

The host venues will monitor the impact once the toilets are installed. Any impact will be picked up and shared with Equality team within the same working day

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

## EQUALITY IMPACT ASSESSMENT (EIA)



**No Impact**

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

**Headcount:**

**Sex:**

Female	
Male	

**Age:**

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

**Disability:**

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

**Ethnicity:**

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

**Religion:**

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

**Sexual Orientation:**

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

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

## EQUALITY IMPACT ASSESSMENT (EIA)



- 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

<b>Signed: Head of Service:</b> Valerie De Souza	<b>Date:</b> 17.07.23
<b>Name of Director:</b> Allison Duggal	<b>Date sent to Director:</b> 17.07.23
<b>Name of Lead Elected Member:</b> Councillor A S Khan	<b>Date sent to Councillor:</b> 17.08.23

Email completed EIA to [equality@coventry.gov.uk](mailto:equality@coventry.gov.uk)

This page is intentionally left blank