

Connecting Communities (Phase one) Programme: Initial Indications of Equality Impacts

The table sets out the potential equality impact of the Connecting Communities (Phase one). 🟢 shows a positive impact; 🚫 shows a negative impact; and 🟡 shows positive & negative impacts.

Negative Impacts:		Protected Characteristics*										Local Priority Groups	
		Age: Young People	Age: Older People	Disability	Gender	Pregnancy/Maternity	Race	Religion/Belief	Sexual Orientation	Looked After Children	Carers	Deprivation	
Connecting Communities Proposals	1) Play Centres	✗								✗		✗	
	2) Arena Park Library	✗	✗	✗								✗	
	3) Willenhall Library	✗	✗	✗		✗						✗	
	4) Mobile Library Service	✗	✗	✗								✗	
	5) Library Media Fund	✗	✗	✗								✗	
	6) Central Library	✗	✗	✗								✗	
	7) Community Libraries	✗	✗	✗		✗						✗	
	8) Youth Services Commissioning Budget	✗		✗								✗	
	9) Public Conveniences	✗	✗	✗	✗	✗						✗	

*For Race, Carers, Gender Reassignment and Marriage and Civil Partnership – potential impact on these groups is currently unknown therefore impact of proposals cannot be determined. An ECA will be completed for community centres, subject to information being available as a result of the consultation process to inform our understanding of the potential impact of changes to these services.

Summary of Connecting Communities (Phase one) Programme Impact

Library and Information Service

The current opening hours across the whole Library and Information Service, including the mobile library service equates to 811.3 hours per week. The maximum number of cumulative hours lost per week would be 147.80 hours per week, which equates to an 18.2% reduction in opening hours if all the proposals relating to libraries were agreed. Users of Foleshill and Earlsdon Library will see a double impact of the proposal to amend community library opening hours as they are both currently open on a Wednesday and Sunday.

Protected Characteristics

Children, young people and disabled people are potentially negatively affected by all the Connecting Communities (Phase one) proposals. The proposals will potentially affect areas of the city with high levels of deprivation. Foleshill Ward is potentially affected by six of the 10 proposals (Proposal 1,4,5,7,8 and 9). Foleshill is the most deprived ward in the city based on the 2015 Indices of Deprivation statistics. A number of the wards in the city are affected by two proposals. It is envisaged that the proposals relating to Willenhall Library and Public Conveniences may have a positive impact on a number of protected groups.

Staff

Approximately 30 to 35 Council staff are potentially affected by the proposals. The majority of staff affected are **female, part time employees** employed in Grade 2 or Grade 2 posts. In these circumstances for those staff who wish to remain with the Council, subject to there being suitable available vacancies, the Council will do what it can to redeploy staff and support them in finding alternative work in line with the Council's Security of Employment Agreement.

Mitigation

There are existing activities within local area or elsewhere in Coventry that are available at no charge or low cost for people who currently use Edgwick or Eagle Street Play Centres. The Council will explore other ways of working with community groups to support children and families in the Foleshill area.

The Council will continue to provide a comprehensive and efficient Library Service for all persons, as library provision will still be available within Coventry.

For the Youth Commissioning Budget, a key first step of mitigating impact across protected characteristics is the feasibility study to set up a Community Interest Company that would include many of the groups funded.

For public conveniences there are a range of potential options in terms of mitigating the impact of potential closure by obtaining local business/community sponsorship to keep toilet provision open and clean or signage at each suburban toilet location to advise of the nearest public toilet. This could be in another public building, for example a church or a pub/café.