

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

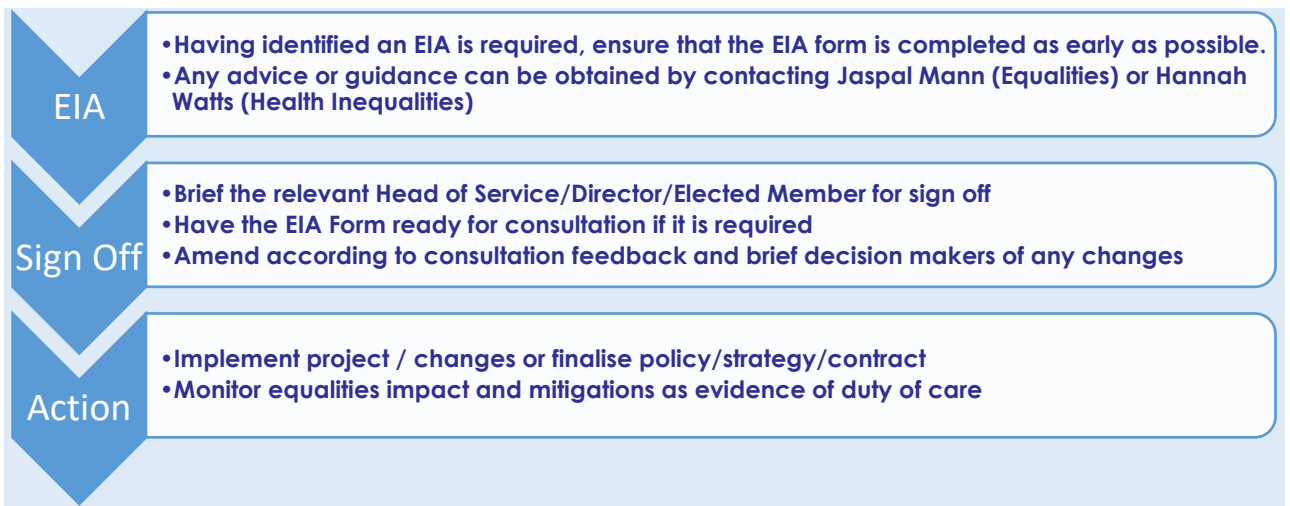
Accountability

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