

Appendix 3 - INITIAL CUMULATIVE EQUALITY IMPACT ASSESSMENT 2025/2026 BUDGET CONSULTATION

Introduction

- 1.1. This report provides an indicative assessment of the overall equalities implications of the 2025/26 pre-budget proposals, based on initial equality impact assessments carried out on individual policy savings proposals included in the pre-budget report.
- 1.2. This report summarises the key cumulative equalities implications for the 2025/26 budget and provides more detail on the potential impact of the specific proposals. It seeks to show that we understand the likely equalities impact of the proposals, ensuring we comply with the Public Sector Equality Duty and are not disproportionately disadvantaging groups who share protected characteristics.
- 1.3. Through examining the likely cumulative impact of the various proposals, the Council can be better assured that any changes involved in the proposals are planned with due regard to our duties under the Equality Act to eliminate discrimination, advance equality of opportunity, and foster good community relations.
- 1.4. The analysis is indicative at this stage as individual budget proposals are being developed further. Once proposals are finalised following the consultation on the budget proposals, the potential equalities impacts will need to be reviewed considering any changes made or additional information that has come to light.

2. Background

- 2.1 The Council has a Public Sector Equality duty under the Equality Act (2010) to have due regard to:
 - Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act.
 - Advance equality of opportunity between people who share protected characteristics and those who do not.
 - Foster good relations between people who share protected characteristics and those who do not.
- 2.2. The equality duty covers the nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Council also needs to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first aim of the duty applies to this characteristic but that the other aims (advancing equality and fostering good relations) do not apply.

- 2.3. Equality implications are assessed by reviewing the potential impact on those with protected characteristics as defined in the Equality Act 2010 and then given a score of either no equalities impact, positive impact, negative impact, both positive and negative impact and unknown impact
- 2.4. No equalities impact indicates the proposal has no impact at all (either advantageous or adverse) on those who share protected characteristics.
- 2.5. A positive impact means the proposal is likely to benefit groups who share protected characteristics, leading to better outcomes for some or all these groups, helping to foster good relations between different groups and/or supporting equality of opportunity.
- 2.6. A negative impact means the proposal is likely to have an adverse impact on groups who share protected characteristics, potentially leading to worse outcomes or undermining good relations. In cases where a negative impact is anticipated, services should consider what actions can be taken to reduce or mitigate this impact.
- 2.7. Both positive and negative impact indicates that a proposal might potentially have both types of these impacts i.e. positive and negative impacts.
- 2.8. Unknown impact means that at this pre-budget stage, the potential equalities impact of the proposal is unknown and cannot be predicted. If the proposal is implemented as part of the final budget, the proposal will be developed further, and the equality impact assessment revised accordingly.

3. Key findings

- 3.1. There are 22 policy proposals in the 2025/26 pre-budget report that have had individual equality impact assessments (EIAs) carried out. More detail about the substance of each proposal is included in the full pre-budget report. Initial EIAs undertaken by service areas for these proposals suggest a range of different impacts for those with protected characteristics. The table below outlines the initial assessment of each proposal and some initial analysis to support the outcome of the EIAs.
- 3.2. Of the 22 proposals, 1 proposal is anticipated to have a positive impact, 11 proposals a negative impact, 3 proposals both positive and negative impact and there are 7 proposals where the impact is unknown at this stage.
- 3.3. The 1 proposal that has indicated a **positive impact** is:
 - Children's – Strengthened processes around children coming into care, placement decisions and funding
- 3.4. The 11 proposals that have indicated a **negative impact** include:
 - Adults – Voluntary Sector Review
 - Children's – Planned withdrawal from services upon cessation of grant funded projects with drawn up exit plans
 - City Events

- Sustainability & Climate Change
 - Discretionary Payments
 - War Memorial Park car park price increase
 - Bereavement Services
 - Parks & Open Spaces
 - Streetpride
 - Waste Disposal
 - Your Coventry Magazine (formerly known as Citivision)
- 3.5 The 3 proposals that have indicated **both positive and negative impact** include:
- Children's – Opportunities to streamline early help and prevention services but also focus on intervention in families' lives being at the lowest possible levels
 - Senior Management capacity
 - Council Tax Support Scheme
- 3.6 The 7 proposals which have indicated that the equalities **impact is unknown at this stage** are:
- Adults – Market Management
 - Adults – Service change, improvement and staffing efficiencies
 - Children's – the redesign and restructure of the service to reduce cost through rationalisation of senior managers
 - Children's – Continued challenge of partners to provide equitable contributions including for care packages
 - Cultural Services – internal provision
 - Election Efficiencies
- 3.7 Overall, the anticipated impact (on service users with protected characteristics) of all the pre-budget policy proposals taken together, is likely to be negative.

4. Next Steps

- 4.1 The assessment provided here is an initial assessment of the likely equalities impact of the proposals based on information currently available. The proposals will be finalised over the coming months. This process will involve a formal public consultation on the proposals. As the proposals are developed and amended following the budget consultation, any implications for the equalities impact of the proposals will be considered and the assessments updated.
- 4.2. A full cumulative impact report will be produced ahead of the final Budget setting report in early 2026, with more detailed analysis on the likely equalities impact of the final proposals. This will be based on the equality impact assessments completed for each of the proposals, updated to include any changes or additional information.

Initial Equalities Impact Analysis by proposal

The table below outlines the initial assessment of the likely equalities impact of each proposal with some brief analysis giving further information. This is based on individual equality impact assessments (EIAs) completed for each proposal. EIAs require an assessment to be made against each protected characteristic and that the impact be evaluated as:

- positive
- negative
- both positive and negative
- no impact
- impact unknown

Once the budget proposals have been finalised, each EIA will be revisited and the impact type re-evaluated. This cumulative impact assessment will be revised and finalised accordingly.

Division	Proposal	Initial Assessment	Initial Analysis
Adults	Voluntary Sector Review	Negative	Overall, the reduction of grant funding in this proposal will mean a reduction in the support available for many service users, resulting in largely negative impacts on those with protected characteristics.
	Market Management	Impact unknown at this stage	The impact of this proposal is not yet known and will become clearer after the consultation period, when the equality impact assessment will be revised.
	Service changes, improvement and staffing efficiency	Impact unknown at this stage	The impact of this proposal is not yet known; the equality impact assessment will be revised once the specific workstreams under the proposal are developed.

Division	Proposal	Initial Assessment	Initial Analysis
Childrens	Redesign and restructure of service to reduce cost through rationalisation of senior managers	Impact unknown at this stage	The impact of this proposal is not yet known and will be revisited once the service has been reviewed and further details are available to inform the potential impact on the workforce in Childrens.
	Opportunities to streamline early help and prevention services but also focus on intervention in families' lives being at lowest possible levels	Both positive and negative impact	More children and families will benefit from the right support at the right time, with interventions will be delivered in a timely way to improve their outcomes. However, some children and families needing more than a low level of support may be impacted.
	Planned withdrawal from services upon the cessation of grant funded projects with drawn up exit plans	Negative	There may be a negative impact of this proposal on children and families who are no longer able to receive support through grant funded projects.
	Strengthened processes around children coming into care, placement decisions and funding	Positive	The continuity of care and support through this proposal will positively impact children coming in to care and their transition into adulthood. There are also anticipated to be benefits to children with some protected characteristics within the cohort.
	Continued challenge of partners to provide equitable contributions including for care packages	Impact unknown at this stage	The impact of this proposal is unknown at this stage and is dependent on partners accepting the outcomes of an independent review of multi-agency working practices, eligibility criteria and funding contributions
	Seek to maximise digital opportunities	Impact unknown at this stage	The impact of this proposal is unknown at this stage until work is further developed on the use of digital technology, both corporately and specifically within the service

Division	Proposal	Initial Assessment	Initial Analysis
Corporate	Senior Management capacity	Both positive and negative impact	This proposal could impact both positively and negatively on the cohort of employees subject to any restructures, dependent on individual outcomes of the process.
Regeneration & Economic Development	City Events	Negative impact	A reduction in funding to support events in the city will result in fewer events taking place; this will be a negative impact on communities, visitors and to the economy overall.
	Cultural Services internal provision	Impact unknown at this stage	The impact of this proposal is unknown at this stage; the EIA will be developed further once the review process has concluded.
	Sustainability & Climate Change	Negative impact	As this proposal relates to headcount reduction in the service, there will be a negative impact on the workforce in the area. The impact on delivering the Climate Change Strategy is unknown at this stage.
Legal & Governance Services	Election Efficiencies	Impact unknown at this stage	The impact of this proposal is is unknown at this stage and further analysis will be conducted once the outcome of the Polling review takes place.

Division	Proposal	Initial Assessment	Initial Analysis
Finance & Corporate Services	Redesign of Council Tax Support Scheme	Both positive and negative impact	In relation to the reduction in maximum support available, the majority of all working age households will be impacted negatively. In relation to the proposed change to give additional support where a resident is made liable for Council Tax for 2 homes in certain circumstances, this will impact positively on some protected characteristics.
	Discretionary payments	Negative	This proposal will impact negatively on prospective applicants to the community support grant discretionary fund.
City Services	War Memorial Park car park price increase	Negative	The proposed increases to car park fees will adversely affect all visitors to the park, across all protected characteristics.
	Bereavement Services	Negative	This proposal to increase bereavement costs will have potentially negative impacts for many groups with protected characteristics.
	Parks & Open Spaces	Negative	The reduction of resources within this team is likely to have a direct impact on the provision, maintenance and replacement of play and other facilities and events across the city. As such there will be a negative impact on residents with protected characteristics.
	Streetpride	Negative	This proposal to reduce street cleaning will have potentially negative impacts on some residents with protected characteristics.

Division	Proposal	Initial Assessment	Initial Analysis
	Waste Disposal	Negative	As this proposal relates to Schedule 2 properties, this includes charity organisations and religious institutions. They may therefore be a negative impact on those using the services of these organisations if they are financially impacted by this new charge.
Policy & Communications	Your Coventry Magazine (formerly known as "Citivision")	Negative	This proposal is likely to have a negative impact on those groups who are less digitally active, including older people, people with disabilities and long-term health conditions, and those in the most socio-economically disadvantaged groups.