

EQUALITY IMPACT ASSESSMENT (EIA)

Title of EIA		Car Park improvement schemes
EIA Author	Name	Mark O'Connell
	Position	Strategic Lead – Highway Operations & Delivery
	Date of completion	23 January 2026
Director	Name	Mark Adams
	Position	Director of City Services
Cabinet Member	Name	Councillor Patricia Hetherton
	Portfolio	City Services and Commercial

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 currently operates twenty-two public car parks across all geographical areas of the city. The majority of these are in the city centre due to the high concentration of traffic, attractions and businesses. Several car parks are in district centres and support some of the most deprived areas of Coventry.

Coventry's car parks require investment, especially those outside the city centre and in areas of deprivation. If people cannot easily access the businesses, shops and services they need, the economic prosperity of the city will stagnate.

While recent improvements have focused on central sites like New Union Street and Salt Lane, other vital car parks which are highly trafficked have seen little or no investment, putting their safety, accessibility, and long-term viability at risk. The neglect and demise of the car parks have resulted in an increase in complaints; a decrease in usage; the displacement of vehicles and illegal parking elsewhere; a lack of disabled parking facilities; personal injury claims against the Council.

Without additional funding, defects will continue to rise, threatening closures and undermining the essential service these car parks provide. With a forecasted annual revenue of £4.86 million, car parks are not only critical for residents and visitors but also for the financial sustainability of the Council.

This initiative proposes targeted investment of £150,000 per year over three years to refurbish and repair public car parks to improve accessibility to an acceptable standard, with a focus on:

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- Bishop St,
- Grove St,
- Clay Lane,
- Far Gosford St
- Holmsdale Rd
- Lower Ford St,
- Spon St.

The benefits are:

- Improved Safety and Accessibility: Repairs and lighting upgrades will reduce accident risks and ensure car parks are safe and welcoming for all users.
- Revenue Protection and Growth: Preventing closures and maintaining high standards will safeguard and potentially grow the Council's income stream.
- Targeted Investment in Deprived Areas: Enhancing neglected car parks will tackle inequalities, improve local environments, and support equitable access across the city.
- Climate-Resilient Upgrades: The introduction of LED lighting, EV readiness, and improved drainage will future-proof facilities and support Coventry's sustainability goals.
- Risk Mitigation: Proactive maintenance will reduce complaints, reputational damage, and personal injury claims.

By supporting this package, Coventry City Council will deliver on resident priorities, strengthen the city's infrastructure, and ensure car parks remain safe, accessible, and fit for purpose, now and for years to come.

1.3 List organisations and people who are involved in this area of work

Coventry residents, visitors
Highways teams

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

Mark Adams - Director of City Services

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

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To find out more about local data, please visit the below links:

[Facts about Coventry](#)

[Census 2021](#)

[Joint Strategic Needs Assessment \(JSNA\)](#)

2.1 Baseline data and information to include data on Protected Characteristics, Health Inequalities and Digital Inclusion

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. Where possible, compare your data to local data using: Facts about Coventry; Census 2021; JSNA.

Resident Priorities (2025 Survey)

Safety is a key priority for residents, with improvements to roads, footways seen as essential to reducing accidents and creating cleaner, safer streets. Residents also highlight the importance of improving local environments in deprived neighbourhoods, as targeted upgrades can foster community pride and encourage greater levels of walking and other forms of active travel. In addition, improving the condition and safety of roads and footways is viewed as critical, with high quality surfaces supporting mobility for all users and increasing the resilience of infrastructure.

2.2 Please highlight which Marmot Principles does this EIA Support.

1. Give every child the best start in life
2. Enable all children, young people and adults to maximise their capabilities and have control over their lives
3. **Ensure a healthy standard of living for all**
4. Create fair employment and good work for all
5. **Create and develop healthy and sustainable places and communities**
6. Strengthen the role and impact of ill health prevention
7. Tackle racism, discrimination and their outcomes
8. **Pursue environmental sustainability and health equity**

SECTION 3 – Protected Groups

3.1 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)

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	P	Safer car parks will reduce accidents and improve mobility for older residents, as well as for children and young people

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Age 19-64	P	Safer car parks will reduce accidents and improve mobility for older residents, as well as for children and young people
Age 65+	P	Safer car parks will reduce accidents and improve mobility for older residents, as well as for children and young people
Disability	P	There will be a major improvement in accessibility through proactive repairs and the removal of hazards, ensuring car parks are safer and easier to navigate for disabled users.
Gender reassignment	P	Well-lit areas will provide significant benefits making car parks safer and more accessible
Marriage and Civil Partnership	NI	
Pregnancy and maternity	P	Unobstructed surfaces and well-lit areas will provide significant benefits for expectant mothers and those using prams, making car parks safer and more accessible
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	Well-lit areas will provide significant benefits making car parks safer and more accessible
Religion and belief	P	Well-lit areas will provide significant benefits making car parks safer and more accessible
Sex	P	The proposal will benefit women and men by improving lighting, which can reduce fear of crime.
Sexual orientation	P	Well-lit areas will provide significant benefits making car parks safer and more accessible

3.2 On the basis of evidence, complete the table below to show any impact on the following characteristics which are not specified as protected characteristics but should be considered.

Group	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Care Experienced	NI	
Armed Forces	NI	
Social Economic Groups (low income,	P	Targeted improvements in car parks located in deprived neighbourhoods will help reduce health inequalities and enhance the

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poverty, education, unemployment, community safety and social support)		quality of local environments, which in turn is related to improved health outcomes for these groups
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SECTION 4 –Next steps

Planned Action	Owner	Timescale

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

The impact of this proposal will be monitored through feedback received during the consultation process and after implementation, if the proposal is adopted.

SECTION 5 – Impact on Council Staff

5.1 Will this area of work potentially have an impact on Council staff? Yes/No

If yes

Nature of impact and any mitigation required

n/a

SECTION 6 – 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 ☐
- The potential impact of this proposal on protected groups is not yet known ☐

Before you submit this form - please save your progress and forward the email you receive with any questions to equality@coventry.gov.uk. The team will review your Equality Impact Assessment and provide you with feedback.

Only click submit if the Equality Impact Assessment has been reviewed and you have been advised to by the equality team.

7.0 Approval

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Name of Head of Service: Mark O'Connell	Date approved by Head of Service: 23 Jan. 26
Name of Director: Mark Adams	Date sent to Director: 23 Jan. 26