

EQUALITY IMPACT ASSESSMENT (EIA)

Title of EIA		Minor Asset Management
EIA Author	Name	Mark O'Connell
	Position	Strategic Lead – Highway Operations & Delivery
	Date of completion	23 January 2026
Director	Name	Mark Adams
	Position	Director - 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's highway network is under increasing pressure from a growing maintenance demand, particularly in the street furniture and minor assets, managed under Residual Services, where a backlog of repairs and replacements are building.

Residual Services currently operates with budgetary strain which forces repairs to pause partway through the year, creating a rolling backlog and delaying essential improvements.

Each year, the service responds to between 500 & 750 requests for maintenance or repairs, demonstrating the scale of community reliance on these assets.

This business case seeks an additional £320,000 for the next 3 financial years for future budgets to:

- Address the growing backlog of minor asset defects and ensure legal compliance.
- Improve public safety and accessibility by repairing damage, removing dangerous materials, and tackling unlicensed skips.
- Move from reactive to planned maintenance, reducing overspend and future liabilities.
- Maintain newly installed street furniture, aligning with resident priorities and the One Coventry Plan.
- Respond efficiently to the hundreds of resident requests received each year.

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By investing in Residual Services, Coventry City Council will deliver safer, cleaner, and more welcoming neighbourhoods—protecting public safety, upholding legal standards, and enhancing the city's reputation as a great place to live and visit

Investment of additional funding:

Year 1

1. Address the backlog from previous years
2. Repairs to road traffic collisions (RTCs) across the network
3. Start to replace aged assets
4. Budget to remove dangerous materials off the highway
5. Budget to remove unlicensed skips off the highway

Year 2 and 3

1. Maintenance of newly installed assets across the network.
2. Repairs to RTCs across the network
3. Programme replacement of aged assets
4. Budget to remove dangerous materials off the highway
5. Budget to remove unlicensed skips off the highway

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

Coventry residents, visitors and business

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

Mark O'Connell - Strategic Lead – Highway Operations & Delivery

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

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

[Facts about Coventry](#)

[Census 2021](#)

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

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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.

To date (28/11/25) in 2025 the following repairs have been completed:

- Approximately 300 PGR panels and posts
- Approximately 150 unlit signs either replaced or reset.
- 25 unlit redundant signs removed
- 8 unlit signposts Returned to vertical
- 54 unlit signposts replaced
- 38 unlit redundant signposts removed
- 64 Street Name Plates (Plates Replaced)
- 56 Street Name Plates (Plate & Frames Replaced)
- Approximately 25 Cast Iron Street Name Plates Repainted

The backlog already accumulating due to lack of funding:

- 29 PGR assets
- 259 Unlit Signposts assets
- 60 Street Name Plates assets
- 1 Highways Fencing assets
- 5 Miscellaneous assets

Resident Priorities (2025 Survey)

Safety is a key priority for residents, with improvements to roads and 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

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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	Children and young people will benefit from improved highway safety, particularly through repairs to road traffic collision damage and the removal of obstructions such as unlicensed skips. Better maintained streets and footways support safer routes to schools, parks, and community facilities, reducing risk during daily journeys and encouraging walking and cycling.
Age 19-64	P	Clear and well-maintained-maintained routes improve access to healthcare and essential services.
Age 65+	P	<p>Older people will also experience a positive impact from the programme. Older residents are more susceptible to falls and injuries caused by poor pavement and road conditions.</p> <p>Clearing historical backlogs and maintaining assets over time will help ensure footways remain safe and reliable, supporting independence and confidence in travelling locally.</p> <p>Safe and accessible streets enable older people to remain socially active and engaged with their communities, contributing to wellbeing and reduced social isolation.</p>
Disability	P	<p>Disabled people, including those with physical, sensory, learning, or mental health disabilities, are likely to benefit significantly from the planned works. Repairing defects, replacing aged assets, and maintaining newly installed infrastructure will reduce trip hazards and uneven surfaces that disproportionately affect people who use wheelchairs, mobility aids, or have visual impairments.</p> <p>The proactive removal of dangerous materials and unlicensed skips from the highway will improve navigability and reduce anxiety for disabled users who may find obstacles or unpredictable environments particularly challenging.</p>
Gender reassignment	NI	

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Marriage and Civil Partnership	NI	
Pregnancy and maternity	P	Pregnant females and families with babies or young children will benefit from smoother, obstruction free footways. Maintaining assets and removing hazards makes travelling with pushchairs safer and less physically demanding and reduces the risk of falls or injuries. Clear and well-maintained routes also improve access to healthcare and essential services.
Race (Including: colour, nationality, citizenship ethnic or national origins)	NI	
Religion and belief	P	Improved footway and road conditions support safe access to places of worship and community facilities, particularly for those walking or reliant on public transport.
Sex	P	Women tend to make more walking trips and care related journeys and are more likely to be affected by poor footway conditions. Improved maintenance contributes to safer, more inclusive public spaces, improving confidence in travelling locally.
Sexual orientation	NI	

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, poverty, education, unemployment, community safety and social support)	P	<p>The 3 year programme is expected to have a positive impact on socioeconomic groups, particularly low-income residents and those living in deprived areas who are more reliant on walking, cycling, and public transport.</p> <p>Addressing the backlog of defects, repairing road traffic collision damage, replacing and maintaining aged assets, and removing hazardous materials and unlicensed skips will improve safety, accessibility, and reliability across the highway network.</p> <p>These improvements support access to employment, education, healthcare, and local services, while reducing the risk of injury, disruption, and associated financial hardship for households with limited resilience.</p>

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		Sustained investment will help prevent inequalities from widening by ensuring infrastructure quality does not disproportionately deteriorate in deprived neighbourhoods and will support inclusive access to the public realm for all residents.
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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 the amount of additional repairs undertaken and reduction in backlog of repairs.

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

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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

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