

## FINAL CUMULATIVE EQUALITY IMPACT ASSESSMENT

### 2026/2027 BUDGET-SETTING

#### Introduction

- 1.1. This report provides an assessment of the overall equalities implications of the 2026/27 final budget proposals, based on equality impact assessments carried out for each individual policy proposals included in the final budget report.
- 1.2. This report summarises the key cumulative equalities implications for the 2026/27 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 equality impact assessments on the budget proposals have also been reviewed and updated following the conclusion of the consultation on budget setting for 2026/27.

#### 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 stage, the potential equalities impact of the proposal is unknown and will be confirmed as the proposals are further developed whereupon the likely equalities impacts (and the EIAs) will be reviewed taking into consideration any changes made or additional information that has come to light.

### **3. Key findings**

- 3.1 There are 21 policy proposals in the 2026/27 budget report that have had individual equality impact assessments (EIAs) carried out. More detail about the substance of each proposal is included in the budget report. The table below outlines the assessment of each proposal and some analysis to support the outcome of the EIAs.
- 3.2 Of the 21 proposals, all are anticipated to have a positive impact. Overall, the anticipated impact (on service users with protected characteristics) of all the budget policy proposals taken together, can be seen to be positive.

### **4. Next Steps**

- 4.1 If the savings proposals contained in the final budget setting report are approved, then the equality impact assessments will continue to be reviewed by services as work begins to implement the proposals operationally.

## 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 (to be confirmed)

Theme	Proposal	Assessment of Impact	Analysis
Anti-Social Behaviour including Fly Tipping	Bringing the Tip to You	Positive	<p>The enhanced waste service will improve public health and safety by creating cleaner streets, reducing fly-tipping, and improving access to waste disposal, particularly benefiting children, older people, disabled residents, pregnant women, and deprived communities.</p> <p>Inclusive communication and accessible facilities will support equitable use across diverse groups</p>
	Build Your Future (EcoForce Crew)	Positive	<p>This initiative will deliver positive impacts for young people aged 16–24 who are NEET, including those who are disabled, care-experienced, from ethnic minority backgrounds, or from low-income households.</p> <p>Targeted support, mentoring, and paid placements will improve employment prospects, wellbeing, confidence, and long-term life chances while also enhancing community environments through cleaner, safer public spaces.</p>

Theme	Proposal	Assessment of Impact	Analysis
	New approach to tackle ASB	Positive	<p>The increased uniformed presence will have positive impacts across multiple groups by reducing antisocial behaviour, improving feelings of safety, and creating cleaner, safer public spaces.</p> <p>Children, older people, disabled residents, women and girls, LGBTQ+ communities, people of different faiths, and ethnic minority groups will all benefit through improved accessibility, reduced harassment, and stronger opportunities for engagement and support.</p> <p>Lower-income communities will also gain from safer environments and enhanced early-intervention activity.</p>
	Food Waste behaviour change	Positive	<p>The proposal positively impacts low-income households, residents in multi-occupancy buildings, children, older people, disabled people, and ethnic minority groups, who may face barriers such as limited space, accessibility needs, or language challenges.</p> <p>Targeted engagement, tailored communication, and practical support will help ensure these groups can understand and adopt the new process effectively.</p>
	Enhanced cleansing services	Positive	<p>The enhanced cleansing service will deliver positive impacts by creating cleaner, safer streets, reducing accident risks, improving accessibility for children, older people and disabled residents, and removing harmful waste more quickly.</p> <p>Communities in deprived areas will benefit most, with improved environmental quality, reduced health risks and safer, more attractive neighbourhoods.</p>

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Good jobs, investment and prosperity	Plas Dol-y-Moch site refurbishment and development	Positive	<p>The refurbishment will have positive impacts for children and young people, teachers, disabled pupils and staff, care-experienced learners, and those from low-income and diverse ethnic communities by improving accessibility, accommodation quality, safety, and capacity at the centre.</p> <p>These enhancements will support equal participation, wellbeing, confidence-building, and access to enriching residential learning experiences that might otherwise be inaccessible.</p>
	Connected Futures: Bridging the Gap from Education to Employment: Focus on 14-16	Positive	<p>The programme will deliver positive impacts for young people aged 14–16, particularly those at risk of becoming NEET, by providing early identification, personalised pathways, and tailored support.</p> <p>It will benefit SEND learners, care-experienced young people, those from low-income households, and pupils from ethnic groups or genders over-represented in exclusion and CAP data by addressing barriers to engagement and improving progression into education, training, or employment</p>
	Transforming Futures: A Strategic Approach to tackling NEET	Positive	<p>The proposal positively supports young people at risk of becoming NEET through bespoke post-16 programmes offering clear progression routes, careers guidance, and flexible pathways.</p> <p>It particularly benefits 14–18-year-olds, learners with SEND, care-experienced young people, young parents, and those from ethnic minority or low-income backgrounds.</p>

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			By providing tailored support and widening access to vocational and alternative routes, it improves engagement, reduces disparities, and strengthens long-term life chances.
Keeping People Safe	Increased capacity and new approach to tackle ASB	Positive	The initiative will deliver positive impacts across multiple groups by increasing uniformed presence in public spaces, which will help deter antisocial behaviour, reduce harassment, and improve perceptions of safety. Children, older adults, disabled people, women and girls, LGBTQ+ residents, ethnic minority groups, and those attending places of worship will all benefit from safer, more accessible environments. Disabled people are further supported through improved reporting routes and accessible communication needs. Residents in more deprived areas—where ASB and fear of crime are often higher— will also see strengthened community safety outcomes
	Average Speed Enforcement	Positive	<p>There will be a positive impact arising from this proposal. Reducing vehicle speeds will deliver significant safety benefits for groups most vulnerable to road traffic collisions, including children, older people, disabled people, pregnant people, and women and girls, by decreasing both the likelihood and severity of incidents.</p> <p>In addition, ethnic minority communities living in deprived areas are expected to benefit disproportionately, given their higher rates of road-related injury, helping to address existing inequalities in road safety outcomes.</p>
Local environments & deprived neighbourhoods	Godiva Festival & Extended Events Programme	Positive	The proposal will deliver positive impacts by removing cost barriers through free entry and centrally located, multisite events, improving access for children, adults, older residents,

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			and those on low incomes. Disabled people will benefit from better accessibility through city-centre venues and inclusive event design. Diverse programming will strengthen representation for Coventry's minority ethnic communities, while amplification of Coventry Pride will enhance visibility and participation of LGBTQ+ residents.
	Free to play facilities improvement scheme (War Memorial Park)	Positive	The investment in War Memorial Park will provide positive impacts across all key groups by improving free, accessible and inclusive spaces for play, sport and physical activity. Modern, barrier-free design will support physical and mental wellbeing, reduce health inequalities and enhance social inclusion—particularly for disabled people, girls and young women, low-income households, and culturally diverse communities.
	Community Grow Sites	Positive	The development of community growing sites will have positive impacts across many groups by providing inclusive, accessible green spaces that promote wellbeing, social connection, physical activity, and community cohesion. Children, older adults, disabled residents, LGBTQ+ communities, ethnic minority groups, and those experiencing socioeconomic disadvantage all benefit from opportunities for outdoor learning, skill building, and improved access to green space—particularly in neighbourhoods with limited existing provision.
Protecting vulnerable people, including child poverty	Care leaver council tax exemption	Positive	The proposal will have a positive impact on care-experienced young adults by reducing financial pressure during their transition to independence, helping prevent debt and housing instability.

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			It will benefit disabled young people, ethnic minority care leavers, LGBTQ+ young people, and young women who are disproportionately represented among care leavers or face higher financial and social barriers, by reducing living costs and supporting fairer outcomes.
	Increasing number of 5/6 bed family large Temporary Accommodation properties	Positive	<p>Increasing the supply of larger council-owned temporary accommodation will have clear positive impacts for Armed Forces families, low-income households, disabled people and ethnic minority groups who are more likely to live in multi-generational or bigger households.</p> <p>The additional space will help reduce overcrowding, enhance housing stability, support family cohesion, and improved access to education, employment, and essential services.</p>
	Increasing family Temporary Accommodation owned by the Council	Positive	<p>Increasing council-owned temporary accommodation will have positive impacts for Armed Forces families, low-income households, disabled people, pregnant households, and ethnic minority groups by reducing overcrowding, improving stability, and limiting disruptive moves.</p> <p>This will support better health, wellbeing, education, and access to essential services</p>
	Support for Foster Care Households	Positive	The proposal will strengthen financial support for foster, kinship, and SGO carers, improve placement stability and outcomes for children in care. It will reduce financial pressures on foster carers who are disabled, women, and lower-income households, and also support recruitment of carers from



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			minority ethnic communities, helping ensure culturally appropriate local placements
Roads and pavements	Car Park Improvement Schemes	Positive	<p>The proposal will deliver positive impacts by improving safety, lighting, and accessibility across car parks, which particularly benefits low-income communities, children and young people, older adults, disabled people, pregnant people, women, ethnic minority groups, and those at increased risk of harassment or crime.</p> <p>Enhancements such as well-lit areas, hazard removal, and better surfaces improves mobility, reduce accidents, and support safer, more inclusive use of these spaces.</p>
	Defect Repairs	Positive	<p>The proposal has positive impacts by improving the safety and condition of roads and footways, benefiting children, adults, older people, disabled residents, pregnant people, and women—groups more exposed to risks from uneven or poorly maintained surfaces.</p> <p>Enhanced accessibility and reduced defects support safer walking, cycling, and mobility for those reliant on public transport or non-car travel, including lower-income households. Improvements also aid safe access to community facilities and places of worship.</p>
	Minor Asset Management	Positive	The programme will have positive impacts across multiple groups by improving highway safety, repairing defects, and removing obstructions that pose risks to children, older people, disabled residents, and pregnant individuals.

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			<p>Better-maintained roads and footways support safer travel, greater independence, and improved access to essential services, including places of worship.</p> <p>These improvements will particularly benefit low-income communities who rely more on walking, cycling, and public transport, reducing injury risk and preventing inequalities linked to poorer infrastructure.</p>
	City Centre Red Route Enforcement	Positive	<p>The proposal will deliver clear positive impacts by improving road and footway safety for children, adults, older people, disabled residents, pregnant individuals, and worshippers through reduced obstruction, safer crossings, and more reliable access to public transport and emergency services. Consistent enforcement particularly benefits those who rely on walking, cycling, or mobility aids by ensuring clearer, more accessible routes. While there may be financial impacts for some lower-income households receiving penalty notices, this will be mitigated through clear signage, communication, and statutory appeals processes.</p>