

EQUALITY IMPACT ASSESSMENT (EIA)

Title of EIA		Increased capacity and new approach to tackle ASB
EIA Author	Name	Davina Blackburn
	Position	Strategic Lead - Reg & Communities
	Date of completion	03/02/2026
Director	Name	Julie Newman
	Position	Director of Law and Governance
Cabinet Member	Name	Cllr Khan
	Portfolio	Community Safety

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?

Following the last budget the community safety team has become much more proactive and is having an impact on making people feel safer in the city.

By increasing the number of community wardens from 2 to 8, residents will notice a greater presence in the city of these officers who can step in to deter and act on anti-social behaviour (ASB).

Increasing the capacity to deploy community wardens will enable them to expand their presence out from the City Centre and into wards across the City and will also enable deployment to areas where issues of Criminal ASB are being reported.

This will contribute to increased public confidence and reinforce Coventry's reputation as a safe and welcoming city. A more visible and consistent presence in local areas will enhance residents' sense of safety, support wellbeing, and strengthen trust in public authorities.

Increased opportunities for engagement with trained community safety professionals will enable earlier, more effective and empathetic responses to issues, while improved lighting and management of public spaces will support a reduction in anti-social behaviour.

Total cost of over the next 3 financial years is £744,000

EQUALITY IMPACT ASSESSMENT (EIA)

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

Coventry residents, visitors and business
Enforcement team

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

Davina Blackburn - Strategic Lead - Reg & Communities

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 \(JSNA\)](#)

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.

2025 Q2 City Centre Public Spaces Protection Order - Data

- **182 notices issued for breach of PSPO primarily for street drinking and begging**
- **40 – fixed penalty notices breach of PSPO for e-bikes, busking.**

Coventry is a diverse and growing city with a young population and significant ethnic diversity. Around 18% of residents live with a disability, and health outcomes vary widely across wards—life expectancy differs by up to 11 years between the most and least deprived areas. The city faces notable health inequalities, with poorer communities experiencing worse health and shorter lives. Digital exclusion remains a concern, especially among older and low-income groups, though Coventry ranks highly for digital inclusion efforts through initiatives like #CovConnects. The proposed increase in community wardens can help address anti-social

EQUALITY IMPACT ASSESSMENT (EIA)

behaviour (ASB), improve perceptions of safety, and support health and wellbeing, particularly in disadvantaged areas. The initiative aligns with Coventry's Marmot City priorities by promoting equity, accessibility, and community trust.

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	Increased uniformed presence can deter ASB around schools, parks, bus stops and shopping areas;
Age 19-64	P	Increased uniformed presence can deter ASB around schools, parks, bus stops and shopping areas; older residents often report higher fear of crime.
Age 65+	P	Increased uniformed presence can deter ASB around schools, parks, bus stops and shopping areas; older residents often report higher fear of crime.
Disability	P	Increased presence can support safer use of public spaces, transport interchanges and routes for people with mobility, sensory or learning disabilities; better reporting of obstruction/harassment.

EQUALITY IMPACT ASSESSMENT (EIA)

		The team will need to ensure wardens can access BSL interpreters/relay services and accessible reporting options.
Gender reassignment	P	Increased presence can reduce harassment/hate incidents in public spaces
Marriage and Civil Partnership	NI	
Pregnancy and maternity	NI	
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	Increased presence can reduce racially motivated harassment and improve safety perceptions
Religion and belief	P	Increased Presence near places of worship and during religious events can deter targeted ASB and support crowd safety.
Sex	P	Women and girls disproportionately report harassment in public spaces; visible wardens and rapid response can improve safety and confidence.
Sexual orientation	P	Increased presence can reduce harassment/hate incidents in public spaces

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	P	Increased uniformed presence can deter ASB around schools, parks, bus stops and shopping areas
Armed Forces	NI	
Social Economic Groups (low income, poverty, education, unemployment, community safety and social support)	P	Increased presence is expected to have a positive impact on socio-economic groups, particularly people living in more deprived communities where antisocial behaviour and fear of crime are more prevalent. Increased visibility and proactive engagement will help deter ASB, improve feelings of safety, and support safer access to local services, transport and public spaces. Overall, the initiative helps reduce inequalities in community safety outcomes across the city.

EQUALITY IMPACT ASSESSMENT (EIA)

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

Yes - Recruitment of 4 community wardens

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

Name of Head of Service: Davina Blackburn	Date approved by Head of Service: 03/02/2026
Name of Director: Julie Newman	Date sent to Director: 03/02/2026