

EQUALITY IMPACT ASSESSMENT (EIA)

Title of EIA		Defect Repairs
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?

We are seeking to secure £750,000 per year for 2026/27, 2027/28, and 2028/29 to maintain 10 defect repair gangs, and to continue the excellent work from the 25/26 investment, reducing the backlog even further, and enable proactive maintenance.

With this investment, the backlog is expected to fall to 1,300 defects by March 2027, with the potential for full clearance by April 2028.

Without continued funding, the number of repair gangs will revert to 6, the backlog will rise, and the service will become reactive and inefficient.

Why This Matters:

- Well-maintained roads and pavements are essential for safety, mobility, and economic vitality.
- Investing now prevents higher costs in the future, supports active travel, and aligns with the One Coventry Plan's priorities of tackling inequalities and improving outcomes for all.

This initiative is a proactive step towards a safer, cleaner, and more resilient Coventry—ensuring our streets and footways remain accessible and fit for purpose for generations to come.

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

Coventry residents, visitors

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Highways teams

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 \(JSNA\)](#)

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 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.

One Coventry Plan Objectives

Well-maintained roads and footways contribute to economic prosperity by creating an attractive environment for investment and supporting sustainable economic growth across the city. Improving accessibility supports the objective of tackling inequalities, as safe and accessible footways enable greater independence and help to reduce health inequalities. Enhancing walking and cycling infrastructure also supports the Council's climate change ambitions by reducing vehicle emissions, improving air quality, and ensuring infrastructure is better able to withstand flooding and extreme weather events.

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External National Survey Evidence

National benchmarking shows that Coventry performs strongly in resident satisfaction, ranking in the top ten local authorities for 67 out of 157 measures in the National Highways and Transport Survey, a Department for Transport–approved, resident –based survey. Satisfaction with pothole repairs is around 10 per cent above the national average. However, footway condition scores are currently 2.7 per cent below the national average, highlighting an urgent need for targeted investment in footway maintenance and improvement.

Achievements in 2025/26:

- Reduced defect backlog by 24% (1,155 defects) between April–October 2025; forecast 41% reduction by March 2026.
- Despite progress, 2,814 defects remain, with 76% on footways.
- Expected outcome: backlog reduced to 1,300 defects by March 2027, with full clearance (if additional funding is secured) by April 2028.

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	Children, including those travelling to school/college on foot or by bike, benefit from improved safety and reduced accident risk.

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Age 19-64	P	Safe, well-maintained footways and roads will benefit all within this group when moving around the city by road or footway
Age 65+	P	Older residents are at increased risk of injury from trips and falls caused by uneven pavements or carriageway defects.
Disability	P	Poor road and footway conditions disproportionately affect disabled people, particularly those who use wheelchairs, mobility aids, or have visual impairments. Reducing defects and proactively maintaining surfaces improves independent mobility, safety, and confidence for disabled residents.
Gender reassignment	NI	
Marriage and Civil Partnership	NI	
Pregnancy and maternity	P	Safe, well -maintained footways benefit pregnant females and parents with pushchairs by reducing physical strain and risk of falls
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	Lower income households are less likely to own or have access to private vehicles and are more reliant on walking, cycling, and public transport. <ul style="list-style-type: none"> Well maintained roads and footways support safe and reliable access to workplaces, schools, shops, and essential services.

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		<ul style="list-style-type: none"> Reducing defects lowers the risk of injury and associated personal costs, such as time off work or medical expenses, which disproportionately affect households with lower financial resilience.
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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 tracking the net decrease in defects across the city's footway and road network.

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

No

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