

## COVENTRY CITY COUNCIL - EQUALITY IMPACT ASSESSMENT (EIA) 2025

<b>Title of EIA</b>		<b>Coventry Climate Adaptation and Resilience Plan</b>
<b>EIA Author</b>	Name	<b>Bret Willers</b>
	Position	<b>Head of Sustainability &amp; Climate Change</b>
	Date of completion	<b>20/02/2026</b>
<b>Head of Service</b>	Name	<b>Rhian Palmer</b>
	Position	<b>Strategic Lead – Green Futures</b>
<b>Cabinet Member</b>	Name	<b>Cllr Jim O’Boyle</b>
	Portfolio	<b>Jobs, Regeneration and Climate Change</b>

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?

This Equality Impact Assessment relates to the development of the City’s first Adaptation and Resilience Plan

Following an extensive period of partnership activity to undertake a detailed risk assessment of all the potential risks of extreme weather events and changes to the climate and identify priorities for action which address the effects of extreme weather flooding, extreme heat, cold weather, high winds and water shortages. Much of this work has been mapped geospatially to address issues in those locations which are at greatest risk.

The Plan proposes targeting those communities and activities most at risk as well as targeting particular vulnerable individuals with specific health conditions such as respiratory illnesses and also

Key Strategy and Plan covers::

- **Climate Adaptation & Resilience Strategy development** – creating a citywide strategy, climate risk assessment and geospatial risk mapping to guide priority actions. [\[coventry.gov.uk\]](http://coventry.gov.uk)



- **Local climate data and benchmarking** – participating in DEFRA’s ARP4 pilot and WMCA working group to compare Coventry with other UK cities and strengthen the evidence base. [[coventry.gov.uk](http://coventry.gov.uk)]
- **Citywide Climate Vulnerability Assessment** – identifying heat, rainfall, extreme wind, and flood risks; mapping exposure; and prioritising risks affecting residents (and particular vulnerable groups in the population), infrastructure, businesses and services.
- **Adaptation Implementation Plan** – delivering practical resilience actions such as community food hubs, water-saving campaigns, cooling centres, water-quality monitoring, tree planting and climate-adaptive infrastructure including specific measures to address the needs of those who are most vulnerable e.g. infants, elderly and disabled
- **Integrated, people-centred delivery approach** – ensuring actions are locality-sensitive, nature-based and delivered collaboratively across city partners particularly in areas at risk (i.e. which are notably primarily located in the City’s priority neighbourhoods).
- **Use of national best practice** – drawing on over 20 exemplars UK adaptation projects and leading local authority models to shape Coventry’s resilience planning

The outcomes from the work will help to protect the population from extreme weather events and also help to ensure continuity of service and resilience and to make the case for funding specific actions with the relevant bodies.

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

A very large number of organisations were involved in the development of the Plan many associated with the city’s Independent Climate Change Board and others...

CCC Services – climate change & sustainability, flood risk management, transport, highways, economic development, public health, parks, City Centre South regeneration, adult social care, adult education & skills, outdoor education

Environment Agency, CSW Resilience Team, Severn Trent, Canals and Rivers Trust, Citizen Housing, Warwickshire Wildlife Trust, Highways UK, Eon, National Grid, Cadent, City Fibre, NHS ICB & Hospital Trusts, Grapevine, WMCA, DEFRA, Met Office, Coventry University, University of Warwick, University of Birmingham, Forestry Commission, National Trust, Food Network, Garden Organic, Coventry College.

Also to be involved in the future will be Faith Groups, voluntary and community organisations with interests in the issues and also those living and working in those neighbourhoods most at risk (see CAVR)

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

Bret Willers – Head of Sustainability & Climate Change

## 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

Data Sources to consider are :

- Previous research - consultation or EIAs carried out
- Customer feedback - including complaints, comments, surveys
- Employee feedback - including surveys, workforce monitoring, trade unions
- Specialist feedback - including focus groups, technical experts, subject specialists
- Feedback from organisations - such as those representing target groups
- National and local statistics –
  - National guidance or legislative requirements
  - Census data
  - Audit information
  - JSNA
  - Public health profiles
  - LG inform
  - Census
  - Office for National Statistics
  - Facts about Coventry
  - Breakdown of Coventry by Protected Characteristic
  - Armed Forces Veteran Data

Where possible, when you are analysing the data please try and break the data down by protected characteristic and additional groups.

### 2.1 Baseline data and information to include data

Please include a summary of data analysis below, using both your own service level management information. Where possible, compare your data to local data using: Facts about Coventry; Census 2021; JSNA etc

The Climate Risk and Vulnerability Assessment (CRVA) map, developed by the West Midlands Combined Authority identifies which areas in Coventry are the most vulnerable to climate risks. The map takes into account three factors: climate hazards (consisting of nine climate related physical events and trends that may cause loss or damage), socioeconomic vulnerability (how susceptible people are to the effect of climate hazards) and exposure (the proportion of the population exposed to the climate hazards). The map shows that 46 out of Coventry's 195 Local

Super Output Areas (LSOAs) overall CRVA score places them in the highest climate risk and vulnerability category. This is 24% of LSOAs in the city.

The majority of these LSOAs are concentrated in the following wards: Longford, Foleshill, Radford, Upper Stoke, Lower Stoke and Sherbourne. Together, the population of these wards account for 37% of Coventry’s population. The following shows the percentage of residents in these wards who are Asian/ Asian British, Black / African/ Caribbean/ Black British and mixed/ multiple ethnic groups:

Ward	Asian/ Asian British	Black African Caribbean, Black British	Mixed/ multiple ethnic groups
Foleshill	44.8%	12.2%	3.6%
Radford	23.2%	9.3%	3.6%
Longford	17.7%	9.3%	4.2%
Sherbourne	9.4%	6.9%	3.1%
Upper Stoke	21.7%	10%	3.4%
Lower Stoke	17.3%	13%	3.7%

Given the large proportion of Coventry’s population that is ranked in the highest CRVA risk category, around 14,735 residents across the six named most vulnerable wards are above the age of 65 and likely to be more vulnerable to the effects of climate risks.

**2.2 Please highlight which Marmot Principles this EIA supports**

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 and Additional Groups**



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3.1 Based on section 2, 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)

Please include considerations of health and digital inequality as part of your analysis below.

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	<b>P</b>	<p>Infants and early years can be particularly vulnerable to the effects of extreme heat as young people respond differently to heat than adults heating up faster, sweating less efficiently and more exposed to the risk of dehydration. Extreme weather events can also disrupt learning flooding in schools or the effects of heatwaves and risks of injury during periods of extreme cold. Younger people with respiratory illnesses are particularly vulnerable to damp condensation and mould which are key risks with an increase in warmer wetter winters. Extreme weather events have also been found to have affect on anxiety and mental health for young people. The Actions in the Plan if successful with reduce the risk of such incidents occurring.</p> <ul style="list-style-type: none"> <li>• Cooling centres, heatwave planning and tree-shade expansion reduce risk of heat-related illness, benefiting older people and young children who are more vulnerable to extreme temperatures.</li> <li>• Flood-resilient infrastructure and improved emergency responses provide better protection for households with children and older adults.</li> </ul>
Age 19-64	<b>P</b>	<p>Extreme weather events can have significant impacts on damage to property and cause serious disruption to homes and businesses with an economic impact for repair of damage or increased insurance premiums. People with respiratory illness, COPD or cardio vascular disease are also particularly vulnerable e.g. extreme heat and increasing levels of uv and its impacts upon pollutants and air quality or wetter warmer winters increasing the likelihood of damp and condensation with increasing levels of harmful mould spores affecting respiratory health. The Actions in the Plan if successful with reduce the risk of such incidents occurring.</p>



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		<ul style="list-style-type: none"> <li>• Cooling centres, heatwave planning and tree-shade expansion reduce risk of heat-related illness, benefiting older people and young children who are more vulnerable to extreme temperatures.</li> <li>• Flood-resilient infrastructure and improved emergency responses provide better protection for households with children and older adults.</li> </ul>
Age 65+	<b>P</b>	<p>Older adults as with the above are more vulnerable to those conditions and also vulnerable to extreme temperatures whether hot or cold Heatwaves are likely to become increasingly common which when they occur are becoming increasingly likely to be more extreme in future years. The Actions in the Plan if successful with reduce the risk of such incidents occurring.</p> <ul style="list-style-type: none"> <li>• Cooling centres, heatwave planning and tree-shade expansion reduce risk of heat-related illness, benefiting older people and young children who are more vulnerable to extreme temperatures.</li> <li>• Flood-resilient infrastructure and improved emergency responses provide better protection for households</li> <li>• Training and advice for front line medical and doliciary care workers to support people at risk.</li> </ul>
Disability	<b>P</b>	<p>People with disabilities are two to four times more likely to die or be injured during extreme weather events due to increased vulnerability, inaccessibility and exclusion during emergency situations key effects include dangerous inaccessible evacuations, disruptions to life-sustaining medical equipment, heightened risks from extreme heat or cold and limited access to critical information.</p> <ul style="list-style-type: none"> <li>• Infrastructure upgrades and nature-based improvements can enhance accessibility, particularly during extreme weather events.</li> <li>• Emergency planning and cooling/warm spaces improve safety for people with physical, sensory, learning or mental health impairments who may need additional support.</li> </ul>
Gender reassignment	<b>N</b>	
Marriage and Civil Partnership	<b>N</b>	



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Pregnancy and maternity	<b>P</b>	<p>Extreme weather events can increase the risks of gestational complications, pregnancy loss, restricted foetal growth, low birthweight, preterm birth and delivery complications. Exposure to extreme heat increases the risk of pre-term births a leading cause of infant mortality and can also create complications for the mother. It is also important to note that the direct and indirect impacts caused by such events can have a synergistic and cascading impact upon pregnancy health.</p> <ul style="list-style-type: none"> <li>Better air quality, cooling centres and improved access to safe community spaces benefit pregnant women who are more sensitive to heat and pollution.</li> </ul>
Race (Including: colour, nationality, citizenship ethnic or national origins)	<b>P</b>	The areas most effected by extreme weather events are Radford, Hillfields, Longford, Foleshill, Willenhall, Sherbourne, many of these areas are priority neighbourhoods. With the exception of the latter there are at least 30% of the population in those locations being from the Global majority communities
Religion and belief	<b>N</b>	
Sex	<b>N</b>	
Sexual orientation	<b>N</b>	

**3.2** Based on section 2, complete the table below to show what the potential impact is for each of the additional groups.

Group	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Care Experienced	<b>N</b>	
Armed Forces	<b>N</b>	
Social Economic Groups	<b>P</b>	Targeting the establishment of Neighbourhood Resilience Groups within the priority neighbourhoods to raise awareness and target community action at the household and neighbourhood community level

### SECTION 4 –Next steps

Planned Action	Owner	Timescale
Oversee implementation of the Actions identified in the Action Plan	Bret Willers	2026-2030

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



The Individual Projects and Actions are reviewed on a regular basis with an annual review of progress in delivering the Plan

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

Can help to address working conditions during periods of extreme weather e.g. with review of policies relating to working conditions indoors and out during periods of extreme heat to reduce exposure to adverse conditions and potential mitigation measures to protect the work force during such periods.

5.2 Please provide headcounts for the below.

If you think by completing this section’s headcounts, employees will become identifiable please email [equality@coventry.gov.uk](mailto:equality@coventry.gov.uk) for advice on data protection implications

Impact on Council staff - Sex

Female

Potentially all staff irrespective of gender or disability or potentially specific measures for those with specific health conditions which render them vulnerable e.g. extreme temperatures

Women especially lone parents may experience greater impacts from displacement or service disruption due to extreme weather improved resilience reduces the risk.

Male

Potentially all staff irrespective of gender or disability or potentially specific measures for those with specific health conditions which render them vulnerable e.g. extreme temperatures

Men often over-represented in outdoor/manual work and may benefit from heat-related & UV exposure risk reduction measures

Impact on Council staff - Disability

Disabled

Not disabled



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Prefer not to state

Unknown

## Impact on Council staff - Ethnicity

White

Black, Asian, Minority ethnic

Prefer not to state

Unknown

## Impact on Council staff – Sexual orientation

Heterosexual

LGBT+

Prefer not to state

Unknown

## Impact on Council staff – Age

16-24

25-34

35-44

45-54

55-64

65+



# COVENTRY CITY COUNCIL - EQUALITY IMPACT ASSESSMENT (EIA) 2025

## Impact on Council staff – Religion

Any other

Buddhist

Christian

Hindu

Jewish

Muslim

No religion

Sikh

Prefer not to state

Unknown

## 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

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

## SECTION 7 - Approval



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<b>Name of Head of Service:</b> Rhian Palmer	<b>Date approved by Head of Service:</b>
<b>Name of Director:</b> Andy Williams	<b>Date sent to Director:</b>
<b>Name of Lead Elected Member:</b> Cllr Jim O'Boyle	<b>Date sent to Councillor:</b>

