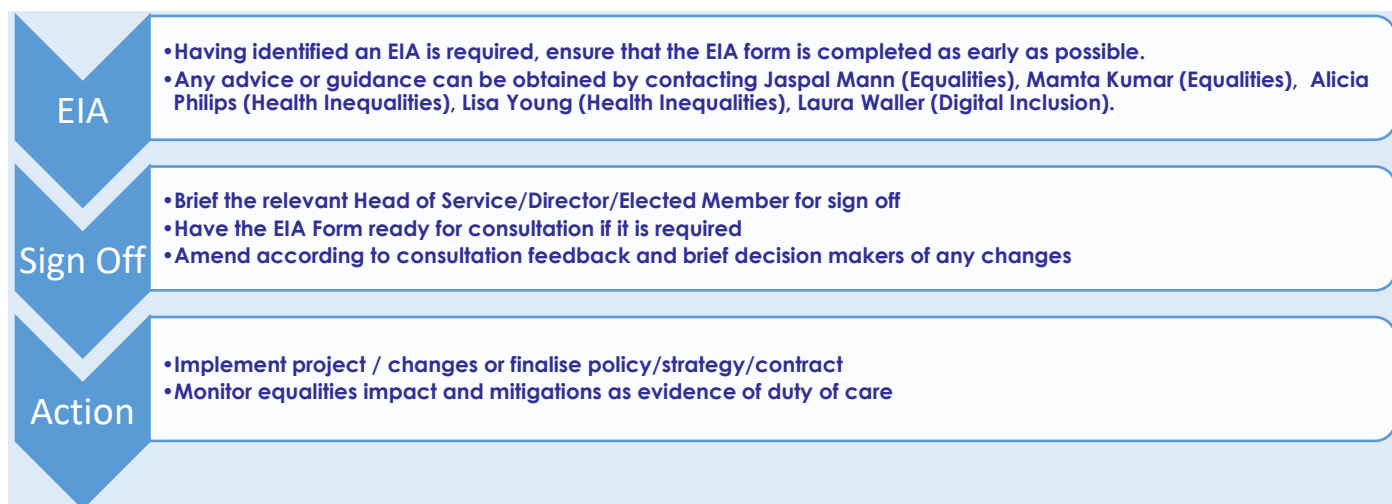




Title of EIA		One Coventry Plan 2022-2030
EIA Author	Name	Vanessa Millar
	Position	Change Manager
	Date of completion	02/02/23
Head of Service	Name	Michelle McGinty
	Position	Strategic Lead for Transformation and Change
Cabinet Member	Name	Councillor George Duggins
	Portfolio	Cabinet Member for Policy & Leadership



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?

The current Council Plan, the One Coventry Plan, was initially agreed in 2014 for a ten-year period (ending in 2024) and was last updated in 2016. In 2021, work began to refresh the Council Plan to reflect the emerging priorities for the Council and the city.

The refreshed One Coventry Plan 2022-2030 provides the strategic direction, vision and priorities for the Council, and reflects the aspirations for Coventry to be a better place. It focuses on enabling people to live their best lives in a vibrant and prosperous city.

In summary, the One Coventry Plan priorities are as follows:

- Increasing the economic prosperity of the city and region
- Improving outcomes and tackling inequalities within our communities
- Tackling the causes and consequences of climate change

These will be supported by our enabling priorities:

- Continued financial sustainability of the Council
- Council's role as a partner, enabler and leader

The One Coventry Plan sets out how these priorities will be delivered between now and 2030 and outlines our key enablers, our measures of success and the role that residents and partners will have in supporting the delivery of these priorities.

Please see One Coventry Plan 2022-2030.

1.3 Who are the main stakeholders involved? Who will be affected?

Key stakeholders include:

- Local residents and communities in Coventry
- Coventry City Council's workforce
- Elected Members
- Trade Unions
- Partner organisations including:
 - Coventry University
 - University of Warwick
 - Coventry College
 - University Hospitals Coventry and Warwickshire
 - Coventry and Warwickshire Partnership Trust
 - Coventry and Warwickshire Integrated Care Service
 - West Midlands Fire Service
 - West Midlands Police
 - Coventry City of Culture Trust
 - Citizen
 - Chamber of Commerce
 - Other representatives from the One Coventry Partnership
- Voluntary and community sector organisations
- Businesses



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

- One Coventry Leadership Team
- Individual service areas will have responsibility for delivering aspects of the One Coventry Plan. Service areas will be responsible for implementing this EIA, as appropriate.

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

2.1 Baseline data and information

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 (go to <https://www.coventry.gov.uk/factsaboutcoventry>)

Baseline data (pre-engagement) – November 2021

Coventry is a culturally and ethnically diverse city and there are significant challenges in reducing inequality in the city:

- 14.4% of Coventry neighbourhoods are amongst the 10% most deprived in England. These areas experience multiple levels of deprivation – low skills, low incomes and relatively high levels of crime. People from these areas can expect to live on average six years less than those in the more affluent areas.
- Life expectancy at birth in Coventry for 2017-19 was 82.2 years for females and 78.7 years for males, both of which were notably lower than the England average; not to mention the wide gap which means someone living in amongst the city's more deprived neighbourhoods die on average 10 years younger than a person living in amongst the city's least deprived neighbourhoods. The impact of investment in housing, services and public realm over the life of the previous Plan is evident but there is more to do to enable everyone to contribute to, and benefit from, social and economic development so that growth is truly inclusive.



- Although there has been an improvement in the number of residents who now have a qualification level 4 or above, there still remain pockets of deprivation which limit people's opportunities to succeed in life, with 7% of the city's working age population having no qualifications at all. This may limit their ability to gain more rewarding employment in the city or push them to be redeployed as the economy rapidly changes, and the city's new jobs increasingly require qualified people.
- In the 2011 Census, 33% of the population identified as people of Black and Minority Ethnic (BME) background, compared to 22% in 2001.

Updated – February 2023

This Equality Impact Assessment has been updated post-engagement and, as a result, includes latest Census 2021 data which is now publicly available:

Coventry's population

The population of Coventry has increased by 8.9%, from around 317,000 in 2011 to around 345,300 in 2021. Since the last census in 2011 the overall population in Coventry has increased by a greater percentage than the overall population of both the West Midlands (up by 6.2%) and England (up by 6.6%).

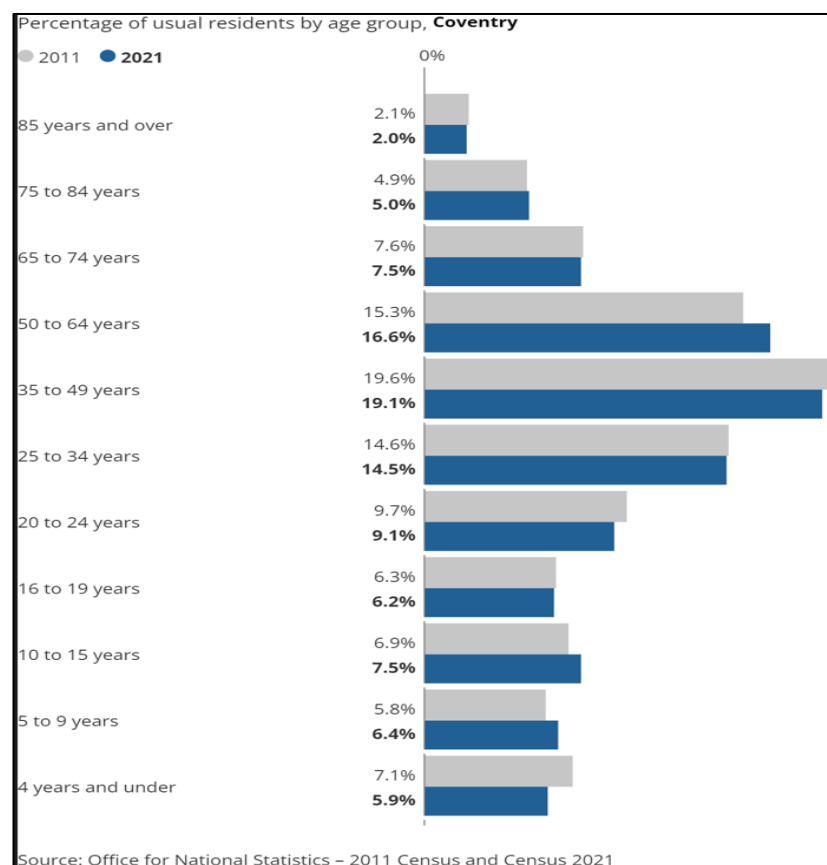
Median age in Coventry

Between the last two census the median age of Coventry has increased to 35 years. The median age is the age of the person in the middle of the group, meaning that one half of the group is younger than that person and the other half is older.

The number of people aged between 50 to 64 years rose by around 8,800, an increase of 18.2%, while the number of residents aged 4 years and under decreased by around 2,000 - which equates to around 9.0%.



See graph below:



Ethnic groups in Coventry

In 2021, 8.9% of Coventry residents identified their ethnic group within the "Black, Black British, Black Welsh, Caribbean or African" category, up from 5.6% in 2011. The 3.3 percentage-point change was the largest increase among high-level ethnic groups in this area.

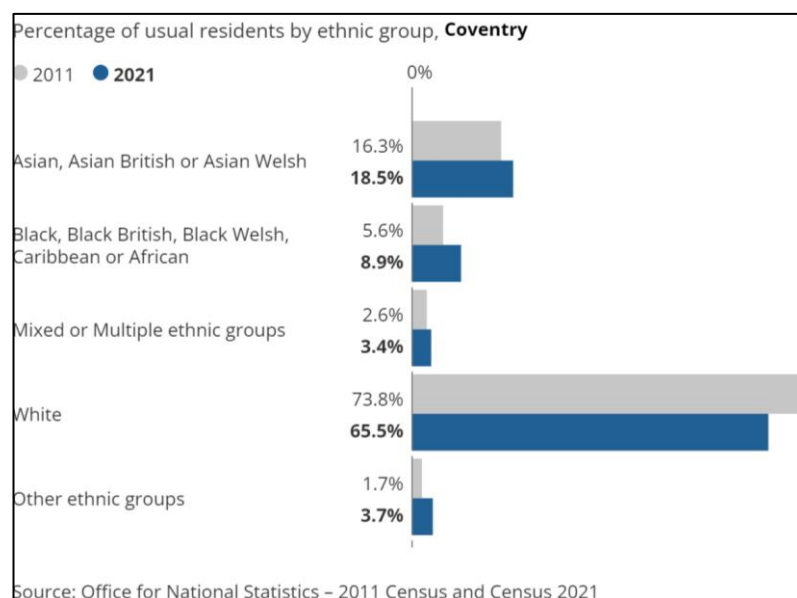
In 2021, 65.5% of people in Coventry identified their ethnic group within the "White" category (compared with 73.8% in 2011), while 18.5% identified their ethnic group within the "Asian, Asian British or Asian Welsh" category (compared with 16.3% the previous decade).

The percentage of people who identified their ethnic group within the "Other" category ("Arab" or "Any other ethnic group") increased from 1.7% in 2011 to 3.7% in 2021.

There are many factors that may be contributing to the changing ethnic composition of England and Wales, such as differing patterns of ageing, fertility, mortality, and migration. Changes may also be caused by differences in the way individuals chose to self-identify between censuses.



See graph below:



Country of Birth

In the latest census, around 242,100 Coventry residents said they were born in England. This represented 70.1% of Coventry's population. The figure has risen from just over 240,100 in 2011, which at the time represented 75.8% of Coventry's population.

India was the next most represented, with just over 15,600 Coventry residents reporting this country of birth (4.5%). This figure was up from just over 13,400 in 2011, which at the time represented 4.2% of the population of Coventry.

The number of Coventry residents born in Poland rose from around 6,400 in 2011 (2.0% of the local population) to just under 8,900 in 2021 (2.6%).

Religion in Coventry

In 2021, 29.6% of Coventry residents reported having "No religion", up from 23.0% in 2011. The rise of 6.6 percentage points was the largest increase of all broad religious groups in Coventry.

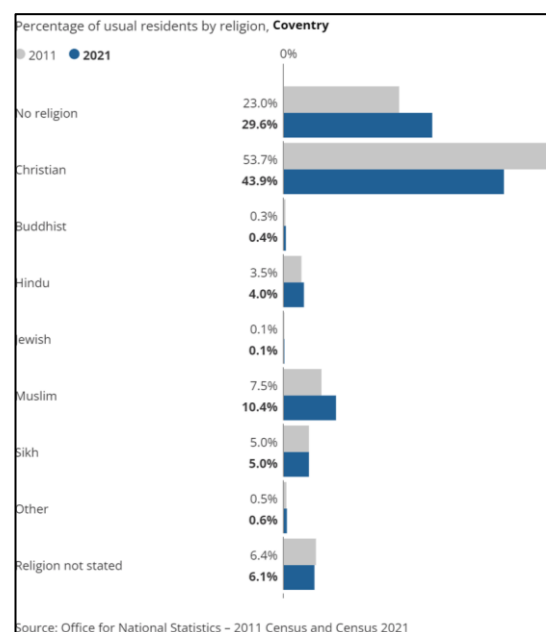
43.9% of people in Coventry described themselves as Christian (down from 53.7%), while 10.4% described themselves as Muslim (up from 7.5% the decade before).

There are many factors that can cause changes to the religious profile of an area, such as a changing age structure or residents relocating for work or education. Changes may also be caused by differences



in the way individuals chose to self-identify between censuses. Religious affiliation is the religion with which a person connects or identifies, rather than their beliefs or religious practice.

See graph below:



Sexual Orientation in Coventry – Figures to be added at a later date.

Gender Identity in Coventry

For the first time, the 2021 census asked residents aged 16 and over about their Gender Identify with one voluntary question.

In Coventry, 91.6% of eligible residents (276,873) indicated that their gender identity was the same as their sex registered at birth, 7.6% did not answer the question and 0.8% that it was different, this is higher than the 0.5% in the West Midlands and England.

Source: Office for National Statistics – 2011 Census and Census 2021

2.2 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)
- Insufficient data (ID)

Any impact on the Council workforce should be included under question 2.6 – **not below*

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	P	<p>The refreshed One Coventry Plan has a focus on all Coventry residents of all age groups.</p> <p>There is a focus on outcomes for children and young people, recognising specific issues identified through data analysis around school readiness, educational attainment including those children most affected by disruption to their learning due to the pandemic, young people's mental health and well-being.</p> <p>Data shows that social inequalities are established from the early years of life and the Plan therefore seeks to build on existing early intervention models and will seek to support vulnerable families through integrated early help, education partnership work and by implementing the Family Valued programme 2021-2023.</p>
Age 19-64	P	It is anticipated that the outcomes of the Plan will have positive impacts on this age group indirectly.
Age 65+	P	The Plan addresses the preventative health needs of the growing older population, with over 65s expected to accelerate and outpace other groups within 10-15 years and seeks to respond to the potential impacts on health and wellbeing. It proposes a focus on enabling people to remain healthy and independent for longer.
Disability	P	The strategy has a focus on helping and supporting the vulnerable groups and improving access to services. Through the priority of 'improving outcomes and tackling inequalities within our communities', it proposes a focus on how the Council works with partners to enable people to remain healthy and independent for longer; Increasing Special Educational Needs and Disability places in the city; and people living in better connected communities which all speak directly to addressing the needs of people with disabilities and long-term conditions.
Gender reassignment	P	The Plan is clear that it will assist and support those who are disadvantaged, which may be those who are Transgender. Those



		who are LGBTQ+ experience inequalities, which the Plan seeks to address.
Marriage and Civil Partnership	NI	There is nothing proposed in the Plan that will impact either positively or negatively on people as a result of them being married or in a Civil Partnership.
Pregnancy and maternity	P	<p>The Plan explicitly seeks to improve outcomes for children and young people, taking an approach that prioritises prevention and seeks to address the inequalities in relation to education, health housing and the physical environment.</p> <p>It is anticipated that the outcomes of the Plan will have positive impacts, pre-birth, indirectly.</p>
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	<p>In the 2011 census, 33% of the population identified as people of Black and Minority Ethnic (BME) background, compared to 22% in 2001 and it is likely that the population has become even more diverse in recent years since 2011. The city is expected to become more diverse, with nearly half of Coventry pupils from BME backgrounds.</p> <p>The Plan seeks to address inequalities, which sometimes relate to race. For example, data shows that pupils with a Black Caribbean ethnic background are amongst the groups that are lower performing at KS2; and there are inequalities in employment, with residents of White British ethnicity having higher employment rates than amongst residents from BME backgrounds overall.</p>
Religion and belief	NI	There is nothing proposed in the Plan that will impact either positively or negatively on people as a result of their religion or belief. Those of particular religions/beliefs may also be aligned to other categories, such as pregnancy/maternity, disability or race.
Sex	P	It is anticipated that the outcomes of the Plan will have positive impacts on all Coventry residents, both male and female, indirectly.
Sexual orientation	P	The Plan is clear that it will assist and support those who are disadvantaged. People who are LGBTQ+ experience inequalities, which the Plan seeks to address.



HEALTH INEQUALITIES

2.3	<p>Health inequalities (HI) are unjust differences in health and wellbeing between different groups of people which arise because of the conditions in which we are born, grow, live, work and age. These conditions influence our opportunities for good health, and result in stark differences in how long we live and how many years we live in good health.</p> <p>Many issues can have an impact: income, unemployment, work conditions, education and skills, our living situation, individual characteristics and experiences, such as age, gender, disability and ethnicity</p> <p>A wide range of services can make a difference to reducing health inequalities. Whether you work with children and young people, design roads or infrastructure, support people into employment or deal with welfare benefits – policy decisions and strategies can help to reduce health inequalities</p> <p>Please answer the questions below to help identify if the area of work will have any impact on health inequalities, positive or negative.</p> <p>If you need assistance in completing this section please contact: Alicia Philips or Lisa Young in Public Health for more information. More details and worked examples can be found at https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx</p>
Question	Issues to consider
2.3a What HIs exist in relation to your work / plan / strategy	<ul style="list-style-type: none"> • Explore existing data sources on the distribution of health across different population groups (<i>examples of where to find data to be included in support materials</i>) • Consider protected characteristics and different dimensions of HI such as socio-economic status or geographical deprivation
	<p>Response:</p> <p>Health inequalities arise because of the conditions in which we are born, grow, live, work and age. These conditions influence our opportunities for good health, and how we think, feel and act, and this shapes our mental health, physical health and wellbeing.</p> <p>For example, action on health inequalities requires specific action across all of the social determinants of health. This includes education, employment, income, home and community.</p> <p>In Coventry, the impact of investment in housing, services and public realm over the life of the previous Plan is evident but there is more to do to enable everyone</p>



to contribute to, and benefit from, social and economic development so that growth is truly inclusive.

Data

Life expectancy at birth in Coventry for 2017- 19 was 82.2 years for females and 78.7 years for males, both of which were notably lower than the England average; not to mention the wide gap which means someone living in amongst the city's more deprived neighbourhoods die on average 10 years younger than a person living in amongst the city's least deprived neighbourhoods.

There is also a difference in life expectancy and in healthy life expectancy between males and females. Life expectancy in the city is currently 82.4 years for females and 78.3 for males; healthy life expectancy is at 63.5 years for females and 62.9 for males. In Coventry, females can expect to live almost a quarter of their lives in poor health (18.9 years) whilst males can expect to live just over a fifth of their lives in poor health (15.4 years). Males living in less deprived parts of the city can expect to live up to 10 years longer; and for females, the gap is 8 years.

Health in Coventry

In 2021, 44.5% of Coventry residents described their health as "very good", increasing from 41.3% in 2011. Those describing their health as "good" fell from 35.7% to 34.9%. These are age-standardised proportions.

The proportion of Coventry residents describing their health as "very bad" was 1.5% (similar to 2011), while those describing their health as "bad" fell from 5.6% to 4.8%.

This data reflects people's own opinions in describing their overall health on a five point scale, from very good to very bad. Census 2021 was conducted during the Covid-19 pandemic. This may have influenced how people perceived and rated their health, and therefore may have affected how people chose to respond.

Employment in Coventry

51.0% said they were employed (excluding full-time students) in 2021, a similar percentage as in 2011 (50.9%). In 2021, just over 1 in 30 (3.4%) said they were unemployed, compared with 4.9% in 2011. The percentage of retired Coventry residents decreased from 19.1% to 17.3%.

Census 2021 took place during the coronavirus (COVID-19) pandemic, a period of rapid and unparalleled change; the national lockdown, associated guidance and furlough measures will have affected the labour market and the ONS's ability to measure it.



Rise in private renting and decrease in home ownership

In Coventry, the percentage of private renting increased from 20.6% in 2011 to 24.7% in 2021. The rate of social renting in Coventry remained at 17.0%, while the rate of home ownership decreased from 60.6% to 57.4%.

Please also see baseline data section (pages 3-8).

Cost of Living Crisis

Improving outcomes and tackling inequalities within our communities and improving the economic prosperity of the city and region will both help mitigate against the Cost of Living crisis in the medium to long term.

Specific outcomes that will have a direct impact include (but not limited to):

- More residents in employment, education, or training, including school leavers, and people facing significant disadvantages (improving outcomes)
- Improvements in educational achievement and progress to destinations of choice of our children and young people (improving outcomes)
- Sustainable, growing and prosperous economy (economy)
- People accessing training opportunities and getting into and remaining in employment (economy)
- More education and training opportunities available for young people aged 16+ (economy)
- Levels of poverty and deprivation in the city decreasing (economy)
- Increased investment in the city, attracting more new businesses (economy)

2.3b How might your work affect HI (positively or negatively).

How might your work address the needs of different groups that share protected characteristics

Consider and answer below:

- Think about whether outcomes vary across groups and who benefits the most and least, for example, the outcome for a woman on a low income may be different to the outcome for a woman a high income
- Consider what the unintended consequences of your work might be

Response:

- a. Potential outcomes including impact based on socio-economic status or geographical deprivation

Improving outcomes and tackling inequalities is one of the three key priorities within the One Coventry Plan. We are focusing on improving outcomes for local people and tackling inequalities in order to build prosperity across the city, protecting the most vulnerable and supporting and valuing the contribution of our



residents. We will do this by, but not limited to, effectively delivering the essential services that matter most to our communities (we have rich engagement feedback to help understand our resident views) and strengthening our Marmot City approach to ensure it remains at the heart of what we do (Coventry is a Marmot City). There are also system wide programmes of work which contribute to this priority.

The wider determinants of health, for example, where we live, work, grow and age will impact on our physical and mental health. The One Coventry Plan will positively impact upon tackling health inequalities including using the Marmot approach; all of the priorities within the Plan seek to address the various socio-economic factors that lead to health inequalities, with a particular focus on vulnerable groups e.g. homeless, refugee and migrant communities, and those on low incomes.

Tackling the causes and consequences of climate change is another key priority within the One Coventry Plan. We want to ensure the future well-being of our residents by embedding environmentally friendly behaviours and exploring opportunities to lessen the pressures caused by climate change. We want to have a relentless focus on tackling the causes of climate change and mitigating the inevitable consequences of this, which help to ensure the well-being of our residents and position Coventry as a leader and pioneer of the green industrial revolution.

As detailed in the One Coventry Plan, people value the quality of the environment in Coventry. We want to continue to promote the use of our parks and green spaces, helping to create connections between communities and promoting physical activity.

We also want to address inequalities exacerbated by the effects of climate change such as unemployment, fuel and food poverty, air quality and access to open space with associated impacts on health & wellbeing. For example, air pollution is a significant problem in Coventry and contributes to poor health. This disproportionately affects the poorest and most vulnerable in our communities – things that can be addressed only by working with partners to reduce nitrogen dioxide (NO₂) emissions, and by nudging changes in behaviour such as promoting active and greener travel.

Please see One Coventry Plan for further information.

We are aware that many factors combine to create health inequalities between different groups of the population. Whilst health care services have an impact, other factors such as where people live, income, education, life experiences, behaviours and choices, along with relationships with friends and family, all have a considerable impact. People facing poorer social circumstances are more at risk of having multiple risk factors, exacerbating avoidable differences in health.



- b. Potential outcomes impact on specific socially excluded or vulnerable groups e.g. people experiencing homelessness, prison leavers, young people leaving care, members of the armed forces community.

Various socio-economic factors are not spread equally throughout the population, resulting in some groups experiencing multiple disadvantages throughout their lives. People facing these circumstances are more at risk of having multiple risk factors, exacerbating avoidable differences in health. All of the priorities within the Plan seek to address the various socio-economic factors that lead to health inequalities, with a particular focus on vulnerable groups e.g. people experiencing homelessness, refugee and migrant communities, and those on low incomes.

In particular, we are focusing on improving outcomes for local people and tackling inequalities in order to build prosperity across the city, protecting the most vulnerable and supporting and valuing the contribution of our residents.

One of the delivery statements in the refreshed Plan is specifically focused on supporting socially excluded or vulnerable groups; including people who are street homeless, experiencing mental ill health and the integration of our refugee and migrant communities.

2.4 Next steps - What specific actions will you take to address the potential equality impacts and health inequalities identified above?

As part of the ongoing analysis of performance management information, following the implementation of the One Coventry Plan, data will be reviewed on an ongoing basis to both measure performance and identify if there are any unintended impacts being experienced by people with protected characteristics. While, it is not expected that delivery will negatively impact any people with protected characteristics, if unintended impacts are identified, mitigations will be considered and implemented where appropriate.

Performance and impact data will continue to be reported on an annual basis as part of a performance report. This will be shared with partners, including but not limited to One Coventry Partnership and Marmot Partnership, and available publically.

DIGITAL INCLUSION

- | | |
|------------|--|
| 2.5 | The Covid-19 pandemic accelerated the uptake of digital services nationally, whereby people who are digitally enabled have better financial opportunities, can access new information and are better connected to others (Lloyds Consumer Digital Index, 2021). However, for those who are digitally excluded, the digital divide has grown during the last two years, and without intervention people will be left behind with poorer outcomes across employment, health and wellbeing, education and service access. Some people are more likely to be excluded including: older people, people from lower income households, unemployed people, people living in social housing, disabled people, school leavers before 16 with fewer educational |
|------------|--|



qualifications, those living in rural areas, homeless people, or people who's first language is not English ([NHS Digital.](#))

Some of the barriers to digital inclusion can include lack of:

- **Access** to a device and/or data
- **Digital skills**
- **Motivation** to get online
- **Trust** of online safety

Digital exclusion is not a fixed entity and may look different to different people at different times.

Example 1. Person A, has access to a smartphone and monthly data and can access social media apps, however lacks the digital skills and confidence, and appropriate device to create a CV, apply for jobs and attend remote interviews, and/or access educational and skills resources.

Example 2. Person B, is digitally confident and has their own laptop, however due a lower household income and other financial priorities, they cannot afford their monthly broadband subscription and can no longer get online to access the services they need to.

Example 3. Person C has very little digital experience and has heard negative stories on the news regarding online scams. Despite having the financial resource, they see no benefit of being online and look for alternatives whenever possible. A new council service requires mandatory online registration, therefore they do not access it.

It is important that we all consider how we can reduce digital inequalities across our services, and this may look very different depending on the nature of our work.

Please answer the questions below to help identify if the area of work will have any impact on digital inequalities, positive or negative.

If you need assistance in completing this section please contact: Laura Waller (*Digital Services & Inclusion Lead, CCC*). More details and worked examples can be found at [https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-\(EIA\).aspx](https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx)

Question	Issues to consider	
2.5 What digital inequalities exist in relation to your work / plan / strategy?	<ul style="list-style-type: none"> • Does your work assume service users have digital access and skills? • Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access? • Consider what the unintended consequences of your work might be. 	
	Response:	
	No, our work does not assume that service users have digital access and skills. We want our residents and communities to help us deliver this Plan by accessing	



	<p>services digitally where possible, however we know that not everyone will have digital access and skills to be able to use our services in this way.</p> <p>The One Coventry Plan highlights our intention to improve digital inclusion to empower local people to access further opportunities through digital means, whilst also developing their digital skills to be able to meet the needs of businesses expanding in our city.</p> <p>Children and young people are key to the future of the city, and we want Coventry to be a place where every child can thrive and has the opportunity to fulfil their potential.</p> <p>From a digital perspective, outcomes should not vary, regardless of whether people have the means to access services digitally or not.</p>
2.5b How will you mitigate against digital inequalities?	<ul style="list-style-type: none"> • If any digital inequalities are identified how can you reduce these? For e.g. if a new service requires online registration you may work with partner organisations to improve digital skills and ensure equitable processes are available if someone is unable to access online.
	<p>Response:</p> <p>Not applicable.</p>

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

The development and delivery of the One Coventry Plan will be monitored and reported through the Council's performance management framework.

The One Coventry Plan annual performance report helps the Council manage risk by measuring and reviewing progress in relation to the priorities of the One Coventry Plan. The Council's performance will be monitored against a comprehensive set of performance indicators, as well as using qualitative data and real-life stories. Where applicable, this will include analysis by key equality groups/areas.

Findings will be published annually including areas where we are making good progress, areas where progress is not as expected, and areas where the Council needs to take corrective action.

Any unintended impacts would be reviewed and corrective action would be taken, as necessary.

Summary of Engagement and Next Steps

From February to September 2022, extensive engagement was undertaken with the Council workforce, partners and the wider public regarding the delivery of the priorities outlined in the draft Plan. This engagement created the opportunity to understand more about how the priorities could be meaningfully delivered in a way that builds on our achievements and recognises the challenges faced by the city. Critically, we wanted to understand what successful delivery would look like for our residents, communities and key stakeholders.



Following the engagement period, the delivery statements in the draft Plan were reviewed against the engagement findings and amendments were made to the Plan based on the feedback received. The majority of the statements in the draft Plan were supported by engagement, however the Plan narrative and delivery intentions were strengthened in some areas including the narrative around communication, engagement and collaboration, and also regarding equality, diversity and inclusion.

Coventry City Council is committed to continuous listening and undertaking ongoing engagement on the delivery of One Coventry Plan priorities and involving residents and our local communities in how services are provided and developed. The One Coventry Plan 2022-2030 provides the perfect opportunity for residents and communities to be part of a continued conversation, thus ensuring that the resident voice remains at the heart of how we collectively deliver our priorities for the city.

2.7 Will there be any potential impacts on Council staff from protected groups?

Coventry City Council is committed to making a positive difference to the lives of local people and to promoting equality of opportunity for its residents. The One Coventry Plan has a clear focus on equality, with one of the three key priorities specifically focusing on improving outcomes and tackling inequalities within our communities.

Coventry has a diverse population and therefore positive impacts may be felt by Council employees from protected groups, depending on individual circumstances.

Potential impacts will continue to be monitored as the One Coventry Plan is implemented.

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex:

Female	
Male	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity:

Age:

16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Religion:

Any other	
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White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

3.0 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 ☐

4.0 Approval

Signed: Head of Service: Michelle McGinty	Date: 16/02/2023
Name of Director: Kirston Nelson	Date sent to Director: 16/02/2023
Name of Lead Elected Member: Councillor George Duggins	Date sent to Councillor: 20/02/2023

Email completed EIA to equality@coventry.gov.uk