

## Appendix 13 - BUDGET SETTING 2024-25 EQUALITY IMPACT ASSESSMENT (EIA)

<b>Title of EIA</b>		<b>One Coventry Model - Integrated Place Based Services</b>
<b>EIA Author</b>	Name	<b>Max Shakespeare</b>
	Position	<b>Change Manager</b>
	Date of completion	<b>First Completed: 24/11/2023 Updated: 6/12/2023 Updated: 08/02/24</b>
<b>Head of Service</b>	Name	<b>Michelle McGinty</b>
	Position	<b>Strategic Lead Transformation &amp; Change</b>
<b>Cabinet Member</b>	Name	<b>Councillor Welsh</b>
	Portfolio	<b>Cabinet Member for Housing and Communities</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)* **Medium Term Financial Strategy Project**

#### 1.2 In summary, what is the background to this EIA?

As part of the development of the One Coventry Delivery Model, the Integrated Place Based Services programme will focus on protecting services by delivering differently across council/cross organisational services.

The programme will initially focus on realising co-location and integration aspirations, retaining and preventing closure of services through delivering from a reduced number of buildings. With further plans to develop a future operating model in collaboration with partners.

### 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:

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- 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

This will be looked at in detail once further scoping has been completed and all initiatives within the programme will have their own EIA.

### 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)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI, UI	Nature of impact and any mitigations required
Age 0-18	<b>PN</b>	<p>These changes could potentially have a positive impact on children under 18 because the activities and services are all provided in one place locally that children and young people know, trust and attend on a regular basis.</p> <p>These changes could potentially have a negative impact on children under the age of 18 due to activities and services no longer being available in current locality buildings. Mitigation through protecting services through co-located delivery in accessible community locations.</p>
Age 19-64	<b>PN</b>	<p>These changes could potentially have a positive impact on adults aged 19 - 64 because the activities and services are all provided in one place locally that are well known, trusted and attended on a regular basis.</p> <p>These changes could potentially have a negative impact on adults aged 19 - 64 due to activities and services no longer being available in current locality buildings. Mitigation through protecting services through co-located delivery in accessible community locations.</p>
Age 65+	<b>PN</b>	<p>These changes could potentially have a positive impact on adults aged 65 + because the activities and services are all provided in one place locally that are well known, trusted and attended on a regular basis.</p>

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		These changes could potentially have a negative impact on adults 65 + due to activities and services no longer being available in current locality buildings. Mitigation through protecting services through co-located delivery in accessible community locations.
Disability	<b>PN</b>	<p>These changes could potentially have a positive impact on disabled adults because the activities and services are all provided in one place locally that are well known, trusted and attended on a regular basis.</p> <p>These changes could potentially have a negative impact on disabled adults due to activities and services no longer being available in current locality buildings. Mitigation through protecting services through co-located delivery in accessible community locations.</p>
Gender reassignment	<b>NI</b>	There is no positive or negative expected for this protected characteristic.
Marriage and Civil Partnership	<b>NI</b>	There is no positive or negative expected for this protected characteristic.
Pregnancy and maternity	<b>PN</b>	<p>These changes could potentially have a positive impact on pregnant women and those on maternity leave with babies because the activities and services are all provided in one place locally that are well known, trusted and attended on a regular basis.</p> <p>These changes could potentially have a negative impact on pregnant women and those on maternity leave with babies due to activities and services no longer being available in current locality buildings. Mitigation through protecting services through co-located delivery in accessible community locations.</p>
Race (Including: colour, nationality, citizenship ethnic or national origins)	<b>PN</b>	<p>These changes could potentially have a positive impact on different races, due to activities and services no longer being available in locally that are well known, trusted and attended on a regular basis.</p> <p>These changes could potentially have a negative impact on residents from different races, due to activities and services no longer being available in current locality buildings. Mitigation through protecting services through co-located delivery in accessible community locations.</p>
Religion and belief	<b>PN</b>	<p>These changes could potentially have a positive impact on residents from different religions and beliefs, due to activities and services no longer being available in locally that are well known, trusted and attended on a regular basis.</p> <p>These changes could potentially have a negative impact on residents from different religions and beliefs, due to activities and services no longer</p>

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		being available in current locality buildings. Mitigation through protecting services through co-located delivery in accessible community locations.
Sex	<b>NI</b>	There is no positive or negative expected for this protected characteristic.
Sexual orientation	<b>NI</b>	There is no positive or negative expected for this protected characteristic.

### 2.3 Will there be any potential impacts in relation to health and/or digital inequalities?

There could be a potential impact as a result of co-locating and integrating services through a reduced number of buildings. However specific impacts at this stage are not known yet and will be considered in further detail as work is further developed.

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

There could be a potential impact as a result of co-locating and integrating services through a reduced number of buildings. However specific impacts at this stage are not known yet and will be considered in further detail as work is further developed.

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

This equality impact assessment will be reviewed if this proposal is implemented following approval of the final budget report. Qualitative and quantitative metrics are being developed which will monitor and evaluate the impact of Integrated Place Based Services programme

<b>5.0</b>	<b>Action Planning</b>	
<b>Issue Identified</b>	<b>Planned Action</b>	<b>Timeframe</b>
n/a		

### 6.0 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
- The potential impact of this proposal on protected groups is not yet known

### 7.0 Approval

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<b>Name of Director:</b> Kirston Nelson	<b>Date sent to Director:</b> 08/02/24
<b>Name of Lead Elected Member:</b> Cllr D Welsh	<b>Date sent to Councillor:</b> 9/2/2024