

APPENDIX 14 BUDGET SETTING 2024-25 EQUALITY IMPACT ASSESSMENT (EIA)

Title of EIA		One Coventry Model - Common Roles Review
EIA Author	Name	Ceri Brettle
	Position	Change Manager
	Date of completion	First Completed: 24/11/2023 Updated: 6/12/2023 Updated: 08/02/2024
Head of Service	Name	Michelle McGinty
	Position	Strategic Lead Transformation & Change
Cabinet Member	Name	Councillor R Brown
	Portfolio	Strategic Finance and Resources

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?

As part of the development of the One Coventry Delivery Model, exploratory work is being undertaken to consider across the Council's establishment, common activity, roles, and functions that could represent duplication, or be considered for alternative models. The aim of this being to harness opportunities to deliver required activity efficiently while allowing resource to be deployed with greater flexibility to respond to corporate priorities, making us a more efficient and effective organisation.

This work will focus on what we need from functions and implement most effective models with a centre of excellence.

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

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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

Detailed baseline data cannot be provided at this stage as the baseline of roles that are within scope is still being refined.

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	UI	
Age 19-64	UI	
Age 65+	UI	
Disability	UI	
Gender reassignment	UI	
Marriage and Civil Partnership	UI	
Pregnancy and maternity	UI	
Race (Including: colour, nationality, citizenship ethnic or national origins)	UI	
Religion and belief	UI	
Sex	UI	
Sexual orientation	UI	

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

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As we are still at the stage of refining and agreeing the baseline of roles in scope, details of how proposals will reduce health inequalities cannot be known at this stage. However, the driving force for this work is to identify opportunities to deliver required activity efficiently - while allowing resource to be deployed with flexibility to respond to corporate priorities, including those included within the One Coventry Plan (2022-30).

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

Work is at a very early stage and roles within scope have not yet been agreed so it is not possible to describe impact and/or mitigation at this stage. When roles that are within scope has been established, detailed work will be undertaken to understand the breakdown in terms of potential impact on those with protected characteristics.

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

When roles within scope have been established detailed work will be undertaken in order to understand activities currently undertaken by these roles to determine potential impacts including and specifically taking into account potential impacts on protected characteristics both in terms of post holders and service users. Once this is established a more detailed plan to monitor and evaluate impacts of proposals will be established.

This equality impact assessment will be reviewed if this proposal is implemented following approval of the final budget report.

5.0	Action Planning	
Issue Identified	Planned Action	Timeframe
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 X

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7.0 Approval

Name of Director: Kirston Nelson	Date sent to Director: 08/02/24
Name of Lead Elected Member: Cllr R Brown	Date sent to Councillor: 09/02/24