

## Equality Impact Assessment: Body Worn Video Camera Policy

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive – 3 December 2024  Council – 17 December 2024	Body Worn Video Camera Policy	That Executive recommends and Council approves the use of Body Worn Video Camera's across the City Council's enforcement activities and endorsement of the Policy.	Race and ethnicity Disability Sex/Gender Age

**Factors to consider in the assessment:** For each of the groups below, an assessment has been made on whether the proposed

decision will have a **positive, negative or neutral impact**. This must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

**High impact** – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

**Medium impact** – some potential impact exists, some mitigating measures are in place, poor evidence

**Low impact** – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
<b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers; asylum seekers).	Negative	Medium	<p>There is the potential that officers record this particular characteristic due to unconscious bias.</p> <p>Individuals could be filmed undertaking illegal activity.</p> <p>Positive – protection of staff who feel vulnerable addressing ASB. As of May 2023, the majority of car parking are male. This is different for other services using BWVC.</p>
<b>Disability:</b> as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Negative	Medium	<p>Some of those that are homeless and are street attached suffer from mental health and maybe drug and alcohol dependant.</p> <p>There is the potential that officers record this particular characteristic due to unconscious bias.</p> <p>Individuals could be filmed undertaking illegal activity.</p> <p>Positive – protection of staff who feel vulnerable addressing ASB. As of May 2023, the majority of car parking are male. This is different for other services using BWVC.</p>
<b>Sex/Gender</b>	Negative And	Medium	Men are most likely to be filmed that are homeless or street attached.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
	Positive		<p>Officers from across the organisation car park male housing female nor consistent per service area</p> <p>Positive – protection of staff who feel vulnerable addressing ASB. As of May 2023, the majority of car parking are male. This is different for other services using BWVC.</p> <p>Officers from within the Council will now have the opportunity to wear a BWVC when encountering ASB across the city</p> <p>Officers who undertake enforcement type activities females may suffers from additional types of abuse, which would now be recorded.</p>
<b>Gender reassignment</b>	N/A	N/A	N/A
<b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	N/A	N/A	N/A
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual).	N/A	N/A	N/A
<b>Age</b> (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	Negative	High	<p>Some ASB is undertaken by young people in car parks.</p> <p>Individuals could be filmed undertaking illegal activity.</p> <p>Positive – protection of staff who feel vulnerable addressing ASB. As of May 2023, the majority of car parking are male. This is different for other services using BWVC.</p> <p>There may be a positive impact on people with protected characteristics, as the use of BWVC could reduce unwanted and potentially dangerous ASB across the city.</p>
<b>Pregnancy and maternity</b> including new and breast feeding mothers	N/A	N/A	N/A

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Marriage and civil partnership status	N/A	N/A	N/A

**Actions identified that will mitigate any negative impacts and/or promote inclusion**

- Review footage to ensure there isn't unconscious bias across the organisation. If unconscious bias is recognised, it is no longer unconscious, with the effected officer spoken with by their line manager and recommended for training.
- Feedback from staff on their perception of safety as a result of using BWVC
- Review the policy and EQIA after 12 months

**Officer: Victoria Hatfield**

**Date: 3 November 2024**