

## **Equality Impact Assessment (EQIA) Initial Screening**

<b>Title of EQIA</b>	CCTV Policy
<b>Date</b>	11/02/21
<b>Officer carrying out screening</b>	Caroline Burgess
<b>Service Area</b>	Community Support
<b>Project Sponsor</b>	Ian Blofield

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief.**

The purpose of this Equality Impact Assessment is to achieve the following.

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document.

## 1. Project/Proposal/ Service changes

<b>What is proposed?</b>	Introduction of a Council-wide CCTV Policy.
<b>Why are the changes being introduced?</b>	To formalise IBC's approach to the administration and delivery of CCTV and ensure consistency across all sites.
<b>What evidence is being used to support this equality impact analysis?</b>	Internal audit has identified the requirement for IBC to implement a CCTV Policy to clarify and formalise the way in which IBC CCTV is used only.
<b>How will this change be implemented?</b>	Adoption by IBC and regular monitoring of the policy to keep it up to date with new laws and legislation.

## 2 Equality Impact Analysis

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
<b>Age</b>	No Impact	Compliance with the CCTV Policy will ensure that CCTV is only installed where justification can be given for its presence, that CCTV is only used for its intended purpose(s) and that CCTV not misused. No specific group will be targeted/followed by CCTV operators. Individuals will only be tracked if operators have reasonable cause to suspect a criminal offense or serious breach of discipline has been, or may be about to be, committed.	
<b>Disability</b>	No Impact	Compliance with the CCTV Policy will ensure that CCTV is only installed where justification can be given for its presence, that CCTV is only used for its intended purpose(s) and that CCTV not misused. No specific group will be targeted/followed by CCTV operators. Individuals will only be tracked if operators have reasonable cause to suspect a criminal offense or serious	

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		breach of discipline has been, or may be about to be, committed.	
<b>Gender reassignment</b>	No Impact	Compliance with the CCTV Policy will ensure that CCTV is only installed where justification can be given for its presence, that CCTV is only used for its intended purpose(s) and that CCTV not misused. No specific group will be targeted/followed by CCTV operators. Individuals will only be tracked if operators have reasonable cause to suspect a criminal offense or serious breach of discipline has been, or may be about to be, committed.	
<b>Pregnancy and maternity</b>	No Impact	Compliance with the CCTV Policy will ensure that CCTV is only installed where justification can be given for its presence, that CCTV is only used for its intended purpose(s) and that CCTV not misused. No specific group will be targeted/followed by CCTV operators. Individuals will only be tracked if operators have reasonable cause to suspect a criminal offense or serious	

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		breach of discipline has been, or may be about to be, committed.	
<b>Race</b>	No Impact	Compliance with the CCTV Policy will ensure that CCTV is only installed where justification can be given for its presence, that CCTV is only used for its intended purpose(s) and that CCTV not misused. No specific group will be targeted/followed by CCTV operators. Individuals will only be tracked if operators have reasonable cause to suspect a criminal offense or serious breach of discipline has been, or may be about to be, committed.	
<b>Religion or belief</b>	No Impact	Compliance with the CCTV Policy will ensure that CCTV is only installed where justification can be given for its presence, that CCTV is only used for its intended purpose(s) and that CCTV not misused. No specific group will be targeted/followed by CCTV operators. Individuals will only be tracked if operators have reasonable cause to suspect a criminal offense or serious	

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		breach of discipline has been, or may be about to be, committed.	
<b>Sex</b>	No Impact	Compliance with the CCTV Policy will ensure that CCTV is only installed where justification can be given for its presence, that CCTV is only used for its intended purpose(s) and that CCTV not misused. No specific group will be targeted/followed by CCTV operators. Individuals will only be tracked if operators have reasonable cause to suspect a criminal offense or serious breach of discipline has been, or may be about to be, committed.	
<b>Sexual orientation</b>	No Impact	Compliance with the CCTV Policy will ensure that CCTV is only installed where justification can be given for its presence, that CCTV is only used for its intended purpose(s) and that CCTV not misused. No specific group will be targeted/followed by CCTV operators. Individuals will only be tracked if operators have reasonable cause to suspect a criminal offense or serious	

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		breach of discipline has been, or may be about to be, committed.	
<b>Marriage and civil partnership</b>	No Impact	Compliance with the CCTV Policy will ensure that CCTV is only installed where justification can be given for its presence, that CCTV is only used for its intended purpose(s) and that CCTV not misused. No specific group will be targeted/followed by CCTV operators. Individuals will only be tracked if operators have reasonable cause to suspect a criminal offense or serious breach of discipline has been, or may be about to be, committed.	

### 3 Sign Off

<b>Assessment Author:</b>	<b>Caroline Burgess</b>	<b>Date: 11/02/21</b>
<b>Project Sponsor:</b>	<b>Ian Blofield</b>	<b>Date:</b>

Please provide any supporting documents in the appendices below.

## Appendix 1 – Definition of the nine Protected Characteristics listed under the Equality Act 2010

<b>Age</b>	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).
<b>Disability</b>	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
<b>Gender reassignment</b>	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people. The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
<b>Marriage and civil partnership</b>	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
<b>Pregnancy and maternity</b>	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
<b>Race</b>	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than the predominant white British community. This includes people from communities such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
<b>Religion and belief</b>	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
<b>Sex (Gender)</b>	This refers to either a male (man) or female (woman).
<b>Sexual orientation</b>	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)



**The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s): \***

By following the Policy, CCTV operators will limit their close monitoring of footage to areas and occasions where they have reasonable cause to suspect a criminal offense or serious breach of discipline has been, or may be about to be, committed. By doing this, no particular group or characteristic should be deliberately viewed more or less frequently than any other.

Installation of CCTV must be justified and proportionate to the purposes that it is intended to carry out. Evidence of the need for CCTV and the alternative options which have been investigated and ruled out will be shown prior to installing cameras. This ensures that fair consideration is given to each location prior to camera installation.

**The report helps us to 'advance equality of opportunity...' in the following way(s): \***

Compliance with the Policy ensures that applications for viewing of CCTV footage will also be treated fairly.

**The policy helps us to 'foster good relations...' in the following way(s): \***

A documented CCTV Policy made available to the public demonstrates IBC's commitment to balancing the use of CCTV to assist with public safety without invading the privacy of those going about their lawful business.

**The new provisions will be reviewed in the following way(s): \***

We suggest that the Policy is reviewed by the ESC Management Team annually (or where changes occur in law and/or best practice guidance). Any significant changes to be taken to CMT for approval.