

Colchester Borough Council

Equality Impact Assessment Form - An Analysis of the Effects on Equality

Section 1: Initial Equality Impact Assessment

Use of body worn cameras for Civil Enforcement Officers

NB: 'Policy' is meant broadly to mean policy, strategy, service, function, activity or decision.

- What is the main purpose of the policy?

To protect CEO's against harassment. To protect the public against unfair allegations of harassment. To provide evidence where required for legal action.

- What main areas or activities does it cover?

To allow for the use of body worn cameras. The camera would be switched on every time a Civil Enforcement Officer logs a vehicle registration mark or engages in conversation as this is when an officer is deemed to be more susceptible to becoming engaged in a confrontational situation. Body worn CCTV will also be used on occasions when an officer feels vulnerable whilst on patrol. Training in the use of body worn cameras.

- Are there changes to an existing policy being considered in this assessment? If so what are they?

No

- Who are the main audience, users or customers who will be affected by the policy?

CEO's. Motorists and the public. The Police.

- What outcomes do you want to achieve from the policy?

See 1 above.

- Are other service areas or partner agencies involved in delivery? If so, please give details below:

Those authorities which are part of North Essex Parking Partnership. Legal services departments.

- Are you aware of any relevant information, data, surveys or consultations (1) which help us to assess the likely or actual impact of the policy upon customers or staff?

Although physical violence is rare, verbal harassment towards CEOs remains a daily occurrence for most officers. NEPP keeps records of all reported harassment. South Essex Parking Partnership and various Police forces use body worn cameras and there is evidence that the approach has reduced harassment.

- 8. The 'general duty' states that we must have "due regard" to the need to:

(a) eliminate unlawful discrimination, harassment and victimisation.

(b) advance equality of opportunity between people who share a 'protected characteristic (2)' and those who do not (3)

(c) foster good relations between people who share a protected characteristic and those who do not (4)

1Click on surveys or consultations for more information. The Council's surveys and consultations include 'equality monitoring information' to help us identify any particular concerns or views expressed by any particular group or 'protected characteristic'. It can also help us to assess how representative of our customers the respondent group is. Local Data on the Protected Characteristics is available on this page of the Hub. 2 The Equality Act's 'protected characteristics' include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sex and sexual orientation. It also covers marriage and civil partnerships, but not for all aspects of the duty. 3 This involves having due regard, in particular, to the need to: (a) remove or minimise

disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic; (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it, and (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low

Not all policies help us to meet the 'general duty', but most do.

Where applicable, explain how this policy helps us to meet the 'general duty':

The policy helps us to 'eliminate unlawful discrimination, harassment and victimisation' in the following way(s):

The use of body worn cameras should help to reduce harassment of Civil Enforcement Officers whilst carrying out their duties.

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

Harassment can be related to the Equality Act's protected characteristics such as 'Race'. The initiative may help to advance equality of opportunity for this group.

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

The initiative may help to tackle prejudice and promote understanding.

- This section helps us to identify any disproportionate impacts. Please indicate in the table below whether the policy is likely to particularly benefit or disadvantage any of the 'protected characteristics'.

Remember to include reference to any relevant consultation, data or information.

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Age	Older people (60+)		None identified		None identified
	Younger people (17-25) and children (0-16)		None identified		None identified

(4) This involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding.

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Disability	Physical	X	An officer's individual characteristics targeted by the public may be connected to a disability.		None identified
	Sensory	X	As above		None identified
	Learning	X	As above		None identified
	Mental health issues	X	As above		None identified
	Other – specify				
Ethnicity(5)	White	X	Harassment can be related to an officer's race/ ethnicity.		None identified
	Black	X	Harassment can be related to an officer's race/ ethnicity.		None identified
	Chinese	X	Harassment can be related to an officer's race/ ethnicity.		None identified
	Mixed Ethnic Origin	X	Harassment can be related to an officer's race/ ethnicity.		None identified
	Gypsies/ Travellers				None identified
	Other – please state				

(5) National Census 2011 categories are: Bangladeshi, Indian, Pakistani, Other Asian (Asian or Asian British), African, Caribbean, Other Black (Black or Black British), White and Black African, White and Asian, White and Black Caribbean (Mixed), British, Irish, Other White (White), Chinese, Other (Other Ethnic Group).

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Language	English not first language	X	Harassment can be related to an officer		None identified
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks		None identified		None identified
Religion or Belief	People with a religious belief (or none)	X	Officers can be targeted on the basis of perceived religious beliefs		None identified
Sex	Men		None identified		None identified
	Women	X	This initiative may help to increase the proportion of CEOs who are women.		None identified
Gender Reassignment(6)	Transgender/ Transsexual	X	Although incidents have not been recorded, the initiative could help to protect this group in the future.		None identified
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian	X	Harassment can be related to the officer's perceived sexual orientation.		None identified
Marriage and Civil Partnership	People who are married or in a civil partnership		None identified		None identified

- If you have identified any negative impacts (above) how can they be minimised or removed?

(This is a key section: Please deal with each negative impact noted above in turn.)

None identified

- Could the policy discriminate⁷ against any ‘protected characteristic’, either directly or indirectly⁸?

(Please read the footnotes below before completing this section.)

(6) The protected characteristic of gender reassignment is defined by the Equality Act 2010 as “a person proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.” This is a personal process that may involve medical interventions such as counselling, psychotherapy, hormone therapy or surgery, but does not have to. NB: It is generally held that transgender people disguise their features or clothing to resemble their preferred sex, whereas transsexual people wish to change their body to completely resemble their preferred sex.

(7) The Council has a general duty to ‘eliminate unlawful discrimination, harassment and victimisation’. Direct discrimination occurs when a person is treated less favourably than another in a comparable situation because of their ‘protected characteristic’ whether on grounds of age, disability, pregnancy and maternity, ethnicity; religion or belief; sex (gender), sexual orientation, or marriage and civil partnership. Indirect discrimination occurs when an apparently neutral provision or practice would nevertheless disadvantage people on the grounds of their ‘protected characteristic’.

(8) If you answer ‘yes’ to question 11 (above) you will need to complete this section and go on to complete Section 2 in order to conduct a full Equality Impact Assessment.

No.

Summary and findings of Initial Equality Impact Assessment

- Please put a tick in the relevant box to confirm your findings, and what the next step is

Findings	Action required
No negative impacts have been identified <input checked="" type="checkbox"/>	Sign off screening and finish.
Negative impacts have been identified but have been minimised or removed <input type="checkbox"/>	Sign off screening and finish.
Negative impacts could not be minimised or removed <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.

There is insufficient evidence to make a judgement. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.

- Name and job title of person completing this form: Lisa Hinman Area Manager
- Date of Completion: January 2016
- Reviewed February 2019 by Lisa Hinman
- Date for update or review of this screening January 2020
- Reviewed March 2020 by Lisa Hinman
- Date for update or review of this screening March 2020
- Reviewed March 2020
- Date for update or review of this screening March 2021
- Reviewed February 2021
- Date for update or review of this screening February 2022

