

Colchester Borough Council

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

Section 1: Initial Equality Impact Assessment

Use of Dashcams in North Essex Parking Partnership vehicles

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

- What is the main purpose of the policy?

To protect drivers against harassment. To promote and encourage high driving standards. To provide evidence where required for legal action.

- What main areas or activities does it cover?

To allow for the use of Dashcams in North Essex Parking Partnership (NEPP) vehicles. The camera would automatically be switched on every time the engine of a NEPP vehicle is switched on.

- 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?

NEPP Officers. Motorists and the public. Relevant insurance companies. Police.

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

See 1 above. Dashcams give a driver's eye view of the road ahead, the footage they record can be valuable to insurers, police and the courts as evidence following an accident.

- 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?

There have been various studies and surveys regarding the use of Dashcams conducted nationally. UK Police forces encourage drivers to submit Dashcam footage thereby encouraging their use.

- 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 dashcams could help to reduce harassment of NEPP 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		None identified		None identified
	Sensory		None identified		None identified
	Learning		None identified		None identified
	Mental health issues		None identified		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				
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)		None identified		None identified
Sex	Men		None identified		None identified
	Women		None identified		None identified
Gender Reassignment(6)	Transgender/ Transsexual		None identified		None identified
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian		None identified		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 X	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: February 2019
- Date of Review February 2020

