



Staffordshire Police Equality Impact Assessment



The purpose of this EIA is to ensure you consider any equality issues as part of your decision making when developing / reviewing your policy / procedure.

Please complete the sections below and send to the Equality and Diversity unit to be quality assured. New / revised policies cannot be published on the policy database until the EIA has passed the quality assurance process.

Title of policy/procedure:	Body Worn Video
Department:	Operational Services
Date:	25/07/2013

1. Identify the aims and purpose of the policy

'Body Worn Video' (BWV) is used to record evidence as part of normal every day investigative processes.

This stand alone procedure gives legislative information and outlines the steps and general types of incident as regards the allocation/issue of a 'Body Worn Video' (BWV) device, their operational use and the subsequent processing of any images captured as a consequence.

The Police and Criminal Evidence Act 1984 permits a person to be photographed or recorded with or without their consent in certain circumstances.

Where an officer is in uniform and is clearly carrying or wearing a BWV this satisfies the following principle of the Data Protection Act (fair processing requirements):

Principle 1 states that information is treated as being "fairly processed" if:

- There are legitimate grounds for collecting and using the personal data;
- The data is not used in ways that have unjustified adverse effects on the individuals concerned;
- The intended use of the data is clear and transparent;

- Personal data is only used in ways they would reasonably expect; and
- Nothing unlawful is done with the data.

Officers should, where possible/practicable, announce to the subject(s) of an encounter that video and audio recording is taking place using BWV.

2. Identify the individuals and organisations who are likely to have an interest in, or be affected by the policy.

Staffordshire Police, The Crown Prosecution Service, Her Majesty's Courts Services, The judiciary and the general public.

3. Data

Summarise the findings of any monitoring data / information which you have considered regarding the impact of this policy on people from all or any of the protected groups. This could include national or local data.

3.1 Age

The procedure is designed to set parameters as to when BWV should be used e.g. for evidential gathering purposes as part of the normal every day investigative processes employed by the police. There is nothing in the procedures which is believed, intended or perceived as having any impact on any individual protected group. As a consequence no monitoring data has or is intended to be gathered.

3.2 Disability

As above

3.3 Race

As above

3.4 Religion or Belief

As above

3.5 Sex

As above

3.6 Sexual Orientation

As above

3.7 Transgender

As above

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4. Research

Summarise the findings of any research you have considered regarding this policy for all or any of the protected groups. This could include information you have obtained from other sources e.g. ACPO, Home Office.

4.1 Age

The procedure is designed to set parameters as to when BWV should be used e.g for evidential gathering purposes as part of the normal every day investigative processes employed by the police. There is nothing in the procedures which is believed, intended or perceived as having any impact on any individual protected group. As a consequence no research has been carried out or is intended to be carried out.

4.2 Disability

As above

4.3 Race

As above

4.4 Religion or Belief

As above

4.5 Sex

As above

4.6 Sexual Orientation

As above

4.7 Transgender

As above

5. Consultation

Summarise the opinions of any consultation for all or any of the protected groups. Who was consulted and how e.g. survey, discussion, forum. If there was no consultation please justify why.

5.1 Age

The procedure is designed to set parameters as to when BWV should be used e.g. for evidential gathering purposes as part of the normal every day investigative processes employed by the police. There is nothing in the procedures which is

believed, intended or perceived as having any impact on any individual protected group. As a consequence no consultation has been carried out or is intended to be carried out.

5.2 Disability

As above

5.3 Race

As above

5.4 Religion or Belief

As above

5.5 Sex

As above

5.6 Sexual Orientation

As above

5.7 Transgender

As above

6. Conclusions

Taking into account the results of the monitoring, research and consultation, set out how the policy impacts or could impact on people from the following protected groups? (Include positive and/or negative impacts)

6.1 Age

The procedure is designed to set parameters as to when BWV should be used e.g. for evidential gathering purposes as part of the normal every day investigative processes employed by the police. There is nothing in the procedures which is believed, intended or perceived as having any impact on an individual in relation to age.

6.2 Disability

The procedure is designed to set parameters as to when BWV should be used e.g. for evidential gathering purposes as part of the normal every day investigative processes employed by the police. There is nothing in the procedures which is believed, intended or perceived as having any impact on an individual in relation to disability.

However there may be an impact on people with a disability who have communication difficulties in understanding the announcement that the recording is being taken.

6.3 Race

The procedure is designed to set parameters as to when BWV should be used e.g. for evidential gathering purposes as part of the normal every day investigative processes employed by the police. There is nothing in the procedures which is believed,

intended or perceived as having any impact on any individual in relation to race.

However there may be an impact on people who have communication difficulties due to language in understanding the announcement that the recording is being taken.

If an officer is recording images in private premises they are required to be sensitive to the cultural aspects of females and face coverings so may have to stop recording.

BWV can be used to record a stop and search interaction. However as some people find stop and search sensitive and intrusive it must be carried out with due regard to the sensitivities of the person being stopped and any local community tensions. (see separate equality impact assessment for stop search policy)

6.4 Religion or Belief

The procedure is designed to set parameters as to when BWV should be used e.g for evidential gathering purposes as part of the normal every day investigative processes employed by the police. There is nothing in the procedures which is believed, intended or perceived as having any impact on any individual in relation to religion or belief.

If an officer is recording images in private premises they are required to be sensitive to the religious aspects of females and face coverings so may have to stop recording.

6.5 Sex

The procedure is designed to set parameters as to when BWV should be used e.g for evidential gathering purposes as part of the normal every day investigative processes employed by the police. There is nothing in the procedures which is believed, intended or perceived as having any impact on any individual in relation to sex.

If an officer is recording images in private premises they are required to be sensitive to females and face coverings so may have to stop recording.

6.6 Sexual Orientation

The procedure is designed to set parameters as to when BWV should be used eg for evidential gathering purposes as part of the normal every day investigative processes employed by the police. There is nothing in the procedures which is believed, intended or perceived as having any impact on any individual in relation to sexual orientation.

6.7 Transgender

The procedure is designed to set parameters as to when BWV should be used eg for evidential gathering purposes as part of the normal every day investigative processes employed by the police. There is nothing in the procedures which is believed, intended or perceived as having any impact on a transgender individual.

7. Decisions

If the policy will have a negative impact on members of one or more of the protected groups, explain how the policy will change or why it is to continue in the same way.

If no changes are proposed, the policy needs to be objectively justified.

The procedure is designed to set parameters as to when BWV should be used e.g. for evidential gathering purposes as part of the normal every day investigative processes employed by the police. There is nothing in the procedures which is believed, intended or perceived as having any impact on any individual protected group with two minor exceptions. Firstly if an officer is recording images in private premises they are required to be sensitive to the cultural and or religious aspects of females and face coverings so may have to stop recording. Secondly the use of a BWV to record the interactions at a Stop and Search are useful in recording accurately the description of the person being searched and also the conduct of all parties to the event but as Stop and Search can be seen by some individuals as sensitive and intrusive officers should be sensitive to the situation and if the use of BWV is creating some antagonism then recording will be stopped unless something evidential occurs.

8. Monitoring arrangements

If the policy is new what consideration has been given to piloting the policy?

If monitoring is not already in place what arrangements have been made to monitor the effects of the policy on equality and diversity?

An initial pilot will be run in Newcastle Borough LPT to ensure the BWV devices meet the specified needs of the organisation and to operationally test both the devices and the supporting software in a live environment.

As the use of BWV is to be part of the normal evidence gathering aspect of police investigations no monitoring is deemed to be required.

This equality impact assessment will be published on the force website.

EIA Form Dated
29/07/2013

Not Protectively Marked