

Appendices:

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**NORTHAMPTON**  
BOROUGH COUNCIL

## GENERAL PURPOSES COMMITTEE REPORT

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| <b>Report Title</b> | <b>Staffing Implications of Body-Worn Video Policy</b> |
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**AGENDA STATUS: PUBLIC**

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|--------------------------------|---------------------------------|
| <b>Committee Meeting Date:</b> | 29 <sup>th</sup> September 2016 |
| <b>Policy Document:</b>        | No                              |
| <b>Directorate:</b>            | Customers and Communities       |

### 1. Purpose

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- 1.1 To seek agreement to the use of body-worn video by employees of the Council, subject to the approval of, and in accordance with, the Body-Worn Video Policy. (Appendix 1).

### 2. Recommendations

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- 2.1 That, subject to Cabinet's approval of the Body-Worn Video Policy to be considered by Cabinet on 19<sup>th</sup> October 2016, General Purposes Committee supports the use by employees of the Council of body-worn video in accordance with the aforementioned policy.

### 3. Issues and Choices

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#### 3.1 Report Background

- 3.1.1 As part of a comprehensive approach to improving the safety, cleanliness and maintenance of the town centre, and wider town, it is intended to introduce body-worn video to be used by selected employees in specified circumstances or on specified occasions.
- 3.1.2 Employees who will utilise the body-worn video will mainly be staff who work outdoors in the town centre or, on occasions, in other parts of the town, carrying out activities such as enforcement, security and regulation.

- 3.1.3 Such staff to include, but not limited to, Neighbourhood Wardens and Park Rangers.
- 3.1.4 The main purpose of introducing body-worn video is to make staff safer and more effective in their roles by preventing, diffusing or reducing anti-social behaviours or by providing a source of additional evidence to support escalated action. Where equipment is already in use by Local Authorities, the equipment has been shown to improve safety, reduce crime and anti-social behaviour as well as improving the delivery of warden and ranger services through improved efficiency and better management of complaints and investigations.
- 3.1.5 Working within the town centre brings wardens into regular contact with the public sometimes in highly charged circumstances. The introduction of body-worn video allows the interaction and contact they have with the general public in certain situations to be recorded in an indisputable format.
- 3.1.6 Wardens and park rangers are also sometimes subject to varying degrees of abuse whilst carrying out their duties. Some of the abuse can be serious e.g. physical or racial. Whilst wardens and rangers are fully trained to diffuse difficult situations, there are still unfortunately a number of reported incidents each year. The use of body-worn video is anticipated to reduce this. The Council has a duty to ensure, as far as is reasonably practicable, the health and safety of its employees.
- 3.1.7 Documented evidence of conversations with the public will improve fairness, transparency and accountability in the management of complaints. It will also provide objective evidence of controversial events offering protection to both the general public and the wardens/rangers.
- 3.1.8 Training will be provided on an ongoing basis to maximise the impact of the body-worn video. Training will cover not only the use of the cameras but the legislation which applies, including the Data Protection Act 1998 (DPA). The cameras will only be deployed in an overt manner by fully trained officers.

## **4. Implications (including financial implications)**

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### **4.1 Resources and Risk**

- 4.1.1 Body-worn video has already been purchased, there is therefore no resource implications of the body-worn equipment.
- 4.1.2 Use of the body-worn video has been risk assessed and will be reviewed on an ongoing basis. (Appendix 2).

### **4.2 Legal**

- 4.2.1 Legal advice has been sought in developing the Body-Worn Video Policy. Particular regard has been paid to Data Protection implications to ensure the Council is legally compliant. The Freedom of Information Act 2000 provides for a general right of access to information, which is not personal data held by public bodies. The Human Rights Act 1998, Article 6 (right to a fair trial)

requires recordings that might have the potential to be used in court proceedings, to be safe guarded i.e. need an audit trail. Article 8 (right to respect for private life) requires that recordings, which may potentially be private, must not go beyond what is necessary. The integrity of any video data recorded will also be considered in accordance with the Protection of Freedoms Act 2012, The Home Office Surveillance Camera Code of Practice and The Information Commissioners Code of Practice.

## **5. Equality**

- 5.1 A Community Impact Assessment has been undertaken of the Body-Worn Video Policy (CIA). In addition, a Privacy Impact Assessment (PIA) has been completed. The Information Commissioners Office recommends that a privacy impact assessment is completed to ensure compliance with the Data Protection Act to help anticipate and address likely impacts of the use of the equipment to identify solutions to minimise the risk of personal intrusion. The EIA and PIA will be reviewed on an ongoing basis. (Appendices 3 &4).

## **6 Consultees (Internal and External)**

- 6.1 Affected staff have been consulted on the use of body-worn equipment. This consultation is currently an ongoing exercise which commenced in April 2016. Team meetings and one to ones have been held with all potentially affected staff and their union representative. There is a final call for comments to be received by Friday 7<sup>th</sup> October. Consultation has also included the Town Centre Operatives who work in the carparks and bus station. Town Centre Operatives have provided feedback that the body-worn equipment is not considered necessary for their role at this stage although they would like to keep the option under review. The Neighbourhood Wardens and Park Rangers have provided feedback that they are actively in favour of the introduction of body-worn video to support their roles.

## **7 Other Implications**

- 7.1 None

## **8. Background Papers**

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- 5.1 Appendix 1 NBC Body Worn Video Policy  
5.2 Appendix 2 Body-Worn Equipment Risk Assessment  
5.3 Appendix 3 Body-Worn Equipment Community Impact Assessment  
5.4 Appendix 4 Body-Worn Equipment Privacy Impact Assessment

Julie Seddon, Director of Customers and Communities