

## Medium Term Planning and Budget Build proposal

**MTP Ref No:**  **MTP Title:**

**Budget Manager/Head of Service:**

**Directorate:**

**Service:**

**\*Dept:**

\*if applicable

### Financial Impact:

Year	Impact	£
2016/17		
2017/18		
2018/19		
2019/20		
2020/21		

**Cost Centre(s):**

**Links to corporate priorities** (please select all that apply)

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Northampton Alive and economic development | <input type="checkbox"/> Housing and Wellbeing             |
| <input checked="" type="checkbox"/> Safer, cleaner neighborhoods               | <input checked="" type="checkbox"/> Empowering communities |
| <input type="checkbox"/> Love Northampton inc. Heritage and Culture            | <input type="checkbox"/> Savings and efficiencies          |

### Brief Description of Proposal:

Introduction of body-worn videos

### Key benefits (including measures of success) and impact arising from the proposal:

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.

### Key consequences/risks of not delivering the proposal:

That Neighbourhood wardens and Park Rangers are at risk of anti-social behaviour and that crime and anti-social behaviour is not reduced and that staff do not feel supported and protected in their roles.

# Community Impact Assessment

(Incorporating equality analysis and health considerations)

**Name of Matter Assessed:**

**Body Worn Videos**

**What is it:**

A Community Impact Assessment (CIA) is a document that summarises how the council has had due regard to the public sector equality duty (Equality Act 2010) in decision-making. This document can also be used to consider health and narrowing health inequalities (Health and Care Act 2012)

**When to assess:**

A CIA should be carried out when you are changing, removing or introducing a new service, policy or function. The assessment should be proportionate; a major financial decision will need to be assessed more closely than a minor policy change.

**Due Regard:**

To 'have due regard' means that in making decisions and in its other day-to-day activities the council must consciously consider the need to do the things set out in the general equality duty: eliminate discrimination, advance equality of opportunity and foster good relations.

In relation to health, we need to consider the potential short term and long term implication of for decisions that we take to support the Health and Wellbeing agendas.

How much regard is 'due' will depend on the circumstances and in particular on the relevance of the aims in the general equality duty to the decision or function in question. The greater the relevance and potential impact, the higher the regard required by the duty. We need to make sure that we understand the potential impact of decisions on people with different protected characteristics and also need to consider this information before and as decisions are being made. This will help us to reduce or remove unhelpful impacts and inequalities.

**For help and guidance on the Public Sector Equality Duty, please refer to :**

[Making Fair Financial Decisions \(External Link\)](#)

The public sector equality duty (the equality duty) does not prevent you from making difficult decisions such as reorganisations and relocations, redundancies, and service reductions, nor does it stop you from making decisions which may affect one group more than another group. The equality duty enables you to demonstrate that you are making financial decisions in a fair, transparent and accountable way, considering the needs and the rights of different members of your community. This is achieved through assessing the impact that changes to policies, procedures and practices could have on different protected groups (or protected characteristics under the Equality Act 2010).

**Proposal Name:**

Body Worn Videos

**1. Aims/objectives and purpose of the policy/service**

**Aims and Objectives:**

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.

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.

Such staff to include, but not limited to, Neighbourhood Wardens and Park Rangers.

**2. Scope/focus of the Assessment:**

**Who are the key stakeholders:**

Officers i.e. Neighbourhood wardens and Park Rangers  
Members of the general public who are recorded.

**3. Relevant data and/or research**

**Outline the information and research that has informed the decision:**

Consultation, demographic information, KPIs, Staff feedback, discussions with other Local Authorities and desk top research.

#### 4. Current Service Provision & Impact of Change

**What are you doing now; and how will it change:**

Staff are currently undertaking duties with no body-worn videos. Certain staff in accordance with the Body-Worn Video Policy will wear cameras/equipment to support them in their role.

#### 5. Identification of affected groups

**List the groups that may be affected by the proposal along with any expected impacts; Please estimate the number of people affected if known:**

The main group affected will be staff and the expected impact will be increased protection from potential violent or racial motivated abuse from the public. Members of the public who may be filmed would be impacted with the expected outcome that their behaviour may be modified to reflect the fact they are being recorded.

#### 6. Assess and/or undertake Consultation

**Has any additional consultation been performed outside of the budget process? If so please give details:**

Team meetings and one to ones with all staff potentially impacted and with their union representative.

## 7. Assessment of impact on staff

**Please give details of impact on staff, including staffing profile if/as appropriate:**

Staff will have an increased sense of security and safety as a result of having the body-worn videos available to utilise if they feel that their use is necessary and in accordance with the body-worn video policy.

## 8. Assessment of impact on wider community

**Please give details of any impacts to the community as a whole:**

The impact would be that members of the public may be captured on body-worn equipment. All footage will be handled with regard to all relevant legislation including the Data Protection Act and 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.

## 9. Assessment of impact by protected characteristics

**Please summarise the results of the analysis:**

All impacts are positive. If a Warden or Ranger is being verbally or physically abused who may not have the same physical ability to flee the scene, they can record the identity of the person and improve the chances of capturing and convicting the person. Recorded footage is an accurate version of events which could help with any conflict resolution. In relation to staff it demonstrates an accurate record if a complaint is received which could result in the staff member being exonerated when usually it may be a question of one person's word against another.

**10. Assess the relevance and impact of the decision to people with different protected characteristics**

	Please select from the drop-down box	
	Relevance	Impact
Age	High	Positive
Disability	High	Positive
Gender reassignment	High	Positive
Marriage and civil partnership	High	Positive
Pregnancy and maternity	High	Positive
Race	High	Positive
Religion or belief	High	Positive
Sex	High	Positive
Sexual orientation	High	Positive
Other socially excluded groups (include health inequalities)	High	Positive

\*When assessing relevance and impact, make it clear who the assessment applies to within the protected characteristic category. For example, a decision may have high relevance for young people but low relevance for older people; it may have a positive impact on women but a neutral impact on men.

**11. Mitigation of Adverse Impact on staff/service/people**

Where any negative impact has been identified, please outline the measures taken to mitigate against it, or why none is possible:

n/a

**12. Publication of results**

This CIA will be posted on Council's website

### 13. CONCLUSION

**Please state how due regard has been taken to the equality duty, and public health considerations and advise on the overall equality implications that should be taken into account in the final decision, considering relevance and impact:**

This matter has been screened for relevance in relation to the equality duty and no evidence to suggest an impact on equality risk has been identified so far. Consultation and implementation reviews will be undertaken as appropriate to ensure that unintended impacts are addressed as appropriate

Signed: Julie Seddon

Date: 28/09/16