

# Future CCTV Service Equality Impact Assessment (EIA) Questionnaire

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|--|---|
| <b>1. Details of function, policy, procedure or service:</b>   |   |
| Title of what is being assessed: Future CCTV Service (Outline Business Case)   |   |
| Is it a function, policy, procedure or service?: Service   |   |
| Department and Section: CCTV Service, Adults Delivery Unit   |   |
| Date assessment completed: 08/10/13  |   |
| <b>2. Names and roles of officers:</b>   |   |
| Lead officer   | Ciaran Bennett (Project Manager)  |
| Stakeholder groups   | CCTV Project Board (including project representatives from Council/ local police/ probation service)    |
| Representative from internal stakeholders  | James Mass, Lead Commissioner Family and Community Wellbeing<br>Matthew Kendall, AD Community Wellbeing |
| HR rep (for employment related issues)   | Cynthia Scott-Carnegie  |
| <b>3. Full description of function, policy, procedure or service:</b>  |   |
| <p><u>(A) Future CCTV Service</u></p> <ul style="list-style-type: none"> <li>• A fully outsourced service with upgraded technical platform</li> <li>• A modernised, flexible camera estate</li> <li>• Reduced live monitoring (reduction from 24 hour to 16 hour monitoring) balanced by increased remote monitoring by Barnet police</li> </ul> <p><b>Why is it needed?</b></p> <p>The CCTV system in Barnet is out of date, expensive relative to more modern systems, and could be more effective. In light of significant saving pressures across the Council, a fully outsourced service is expected to be the most cost effective solution for future management of the monitoring service and technical platform, with the primary aim of improving delivery against the service's community safety objectives.</p> <p><b>What are the outcomes to be achieved? What are the aims and objectives?</b></p> <ul style="list-style-type: none"> <li>• Citizens will feel safer and there will be less fear of crime as a result of confidence in CCTV ability to prevent and detect crime.</li> <li>• Improved technology and a more flexible camera estate which can be used to respond to crime and anti-social behaviour hotspots.</li> <li>• Improved crime prevention as CCTV is more effectively deployed and is more of a deterrent.</li> <li>• Improved capability to support a more effective response to any emergencies / business</li> </ul> |   |

continuity issues that may arise.

- A more targeted camera estate, enabling improved crime detection and convictions as a result of CCTV.
- Improved crime prevention as CCTV is more effectively deployed leading to a reduction in economic and social costs of crime.
- A more cost-effective service.

**Who is it aimed at? Who is likely to benefit?**

- People who live, work or visit Barnet will benefit from the above.

**How have needs based on the protected characteristics been taken account of?**

- The CCTV service is aimed at ensuring the safety of all residents regardless of the protected characteristics.

**4. How are the equality strands affected? Please detail the effects on each equality strand, and any mitigating action you have taken so far**

| Equality Strand                                 | Affected?   | Explain how affected   | What action has been taken already to mitigate this? |
|---|---|--|--|
| Race  | Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/> | No identified differential impact based on race.                                       | n/a  |
| Gender  | Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/> | There are no identified differential impacts on gender.                                | n/a  |
| Disability                                      | Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/> | No identified differential impacts based on disability.                                | n/a  |
| Age   | Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/> | No identified differential impacts based on age  | n/a  |
| Sexual orientation or gender reassignment       | Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/> | No identified differential impacts based on sexual orientation or gender reassignment. | n/a  |
| Religion or belief                              | Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/> | No identified differential impacts based on religion or belief                         | n/a  |
| Pregnancy/maternity (including teenage parents) | Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/> | No identified differential impacts based on pregnancy/ maternity.                      | n/a  |
| Marital status                                  | Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/> | No identified differential impacts based on marital status.                            | n/a  |
| Those on low incomes                            | Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/> | At this stage, no identified differential impacts based on income.                     | n/a  |

|                   |   |  |     |
|-------------------|---|--|-----|
|                   |   | EIA may need to be reviewed if there are any decision to change CCTV locations.                        |     |
| Vulnerable groups | Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/> | CCTV may have a positive impact for vulnerable people/ victims by helping to prevent and detect crime. | n/a |

**5. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents**

Overall, the initiatives are expected to have a positive impact on satisfaction rates among residents:

- One aim is to reduce the fear of crime among residents, which was a top concern in the 2012 resident survey.
- In resident surveys, residents support the use of CCTV and therefore the upgrade of the technology and ability to deploy CCTV more flexibly is likely to be welcome.
- If there is a reduction in live CCTV monitoring this may cause some dissatisfaction– however it is proposed that the impact of this could be mitigated by additional remote access for the police and better recording technology.

**6. How does the proposal enhance Barnet’s reputation as a good place to work and live?**

The proposals will improve Barnet’s reputation by delivering the following outcomes:

- Improved victim satisfaction through the use of restorative justice approaches.
- Improved public confidence with visibility of crime and ASB being tackled, through community-led schemes.
- Individual and community ownership of community safety in their local area.
- Citizens will feel safer and there will be less fear of crime as a result of confidence in CCTV to prevent and detect crime.
- Reduced crime and anti social behaviour (promoting quality of life)
- Reduction in re-offending levels due to multi agency offender management.
- Improved crime prevention as CCTV is more effectively deployed and is more of a deterrent.
- Improved technology and a more flexible camera estate which can be used to respond to crime and anti-social behaviour hotspots.

**7. How will members of Barnet’s diverse communities feel more confident about the council and the manner in which it conducts its business?**

A modern, fit for purpose CCTV service will encourage greater community confidence at the Council and Police ability to tackle crime.

**8. What measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of**

**any unintended or adverse impact?** *Include how frequently will the monitoring be conducted and who will be made aware of the analysis and outcomes? Include these measures in the Equality Improvement Plan (section 13)*

#### CCTV implementation

- The Equalities Impact Assessment has been updated at the Full Business Case stage.
- An Equalities Impact Assessment relating to staffing matters will be completed and updated at relevant points through the TUPE process.
- A public consultation on CCTV camera locations and number of cameras in the borough was undertaken to assess residents views on the service (Section 10 of this document contains details of this consultation)

#### CCTV Service Delivery

- The CCTV service adheres to the CCTV Code of Practice that governs against discrimination

**9. How will the new proposals enable the council to promote good relations between different communities?** *Include whether proposals bring different groups of people together, does the proposal have the potential to lead to resentment between different groups of people and how might you be able to compensate for perceptions of differential treatment or whether implications are explained.*

Overall the proposals are expected to have a positive impact on communities by reducing ASB and crime. In deciding on future CCTV locations issues such as the displacement of crime may need to be considered.

#### Barnet's Communities Together Network

The CCTV data will also inform Barnet's approach to equalities and community cohesion which is underpinned by Barnet's 'Communities Together' network.

This follows a relatively mild response to the riots in 2011 and the fire at the Somali Bravanese Community Centre earlier this year and reflects a finding in LBB Resident perception Survey for 2013 that 84% of residents agree that people from different backgrounds get on well together in Barnet.

The 'Communities Together' Plan for community cohesion which was approved by Cabinet in September 2013, outlines how the council, its partners and community organisations including faith organisations will engage together and share at grass roots level what really matter to communities and to monitor and understand community issues, prevent any rising community tensions and respond to incidents in a quick and effective manner.

Barnet's 'Communities Together' Network will act as an insight and information exchange and discussion forum to contribute a positive influence in the community which supports community cohesion and reduces/prevents community tension in the borough. Work has commenced with LBB customer service/contact to develop a reporting model to feed into a broader dashboard for logging and monitoring any community tensions.

The approach is based on continuing to build relationships with partners and community organisations and the council taking a community leadership role. Barnet has set up two

networks:

Firstly, an on-going 'Communities Together' Network (CTN) made up of LBB police and emergency and education strategic partners, and a wide range of community organisations, including faith groups, youth representatives, schools and key professional partners. CTN will report to the Safer Communities Board. This group will meet three times each year. An initial meeting was organised on 18th October and discussion topics suggested for future meetings include gang culture, the role of registered social housing landlords in community cohesion .

Secondly, an Inter-Agency Staff Network. This Network will be made up of lead officers from a range of council delivery units and partner organisations, including Capita and the police. It will function as a virtual network and would benefit from the analysis of any CCTV evidence in the event of any incident

**10. How have residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal? Please include information about any prior consultation on the proposal been undertaken, and any dissatisfaction with it from a particular section of the community.**

In September 2013 the council launched a consultation designed to assess residents views on existing CCTV camera locations, numbers of Cameras across the borough and residents views on the effectiveness of CCTV cameras on reducing crime (A copy of the survey is attached as an appendix to this EIA).

The consultation survey was launched online through the council's engage space website (with paper copies of the survey available on request). In order to gather the greatest range and number of respondents, the survey was publicised through the Police's and Library Service's social media accounts (twitter and facebook) as well as through internal council partnership boards (e.g. Carers Strategy Partnership Board, Learning Disability Partnership Board, Mental Health Partnership Board, Older Adults Partnership Board, Physical and Sensory Impairment Partnership Board).

The consultation survey included (as required by the Equality Act 2010) a number of personal questions on gender, age, ethnic origin, disability, faith and sexuality in order to enable assessment of responses by these groups if desired.

The intention of this consultation was to gather residents' views on the number and location of CCTV cameras as an aid to inform discussions on future CCTV camera locations in the borough. CCTV camera positioning is primarily informed by Police-provided crime hotspot data, and an analysis on whether CCTV cameras are currently located in the most effective positions is currently underway with the police and community safety teams with a view to designing the upgraded camera network with the recommended service provider.

The consultation period formally closes on Friday 8<sup>th</sup> November 2013, to date there have been 131 completed responses received online, with the breakdown of data available on request

| 11. Decision:   |  |  |   |
|---|--|--|---|
| No Impact<br><br><input type="checkbox"/>   | Positive Impact<br><br><input checked="" type="checkbox"/> | Neutral Impact<br><br><input type="checkbox"/> | Negative Impact or<br>Impact Not Known <sup>1</sup><br><br><input type="checkbox"/> |
| 12. Comment on decision   |  |  |   |
| <p>It is anticipated that overall the initiatives to support the delivery of the Safer Communities Strategy would have a positive equalities impact by supporting vulnerable people and victims, reducing antisocial behaviour and crime and the negative impact that this has on communities and improving community confidence in the partnership's ability to address the concerns of communities and individuals.</p> |  |  |   |

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<sup>1</sup> 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

### 13. Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Impact Assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

| Equality Objective  | Action  | Target   | Officer responsible         | By when       |
|---|---|--|-----------------------------|---------------|
| To ensure there are no differential impacts on different equalities groups as the result of CCTV staffing changes.    | Complete an EIA for staffing impacts (CCTV).  | Equalities Impact Assessment approved as part of General Functions Committee approval process.   | Cynthia Scott-Carnegie (HR) | Feb 2014      |
| To ensure that equalities impacts are considered with regard to CCTV upgrade.   | The EIA should be updated at Full Business Case stage.  | Full Business Case supported by completed EIA.   | Head of Community Safety    | November 2013 |
| To ensure that equalities impacts are considered with regard to potential CCTV camera location changes in the borough | Public-facing consultation to assess resident's views on CCTV camera locations, numbers of cameras and perceived impact of CCTV cameras on reducing crime | Consultation on CCTV camera locations to be completed ahead of discussions between police/community safety team/ recommended service provider on camera network design | Project Manager             | November 2013 |