

Future CCTV Service Equality Impact Assessment (EIA) Questionnaire

1. Details of function, policy, procedure or service:	
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: 04/04/2013	
2. Names and roles of officers:	
Lead officer	Ruth Murphy (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 Matthew Kendall, AD Community Wellbeing
HR rep (for employment related issues)	Vandana Duggal
3. Full description of function, policy, procedure or service:	
<p><u>(A) Future CCTV Service</u></p> <ul style="list-style-type: none"> • A fully outsourced service with upgraded technical platform • A modernised, flexible camera estate • Reduced live monitoring (reduction from 24 hour to 16 hour monitoring) balanced by increased remote monitoring by Barnet police <p>Why is it needed?</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The CCTV system in Barnet is out of date, expensive relative to more modern systems, and could be more effective.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>What are the outcomes to be achieved? What are the aims and objectives?</p> <ul style="list-style-type: none"> • 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. • Improved technology and a more flexible camera estate which can be used to respond to crime and anti-social behaviour hotspots. • Improved crime prevention as CCTV is more effectively deployed and is more of a deterrent. • Improved capability to support a more effective response to any emergencies / business 	

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 checked="" 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 will be updated at Full Business Case stage.
- An Equalities Impact Assessment relating to staffing matters will be completed and updated at relevant points through the TUPE process.

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.

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.*

N/A

11. Decision:

No Impact	Positive Impact	Neutral Impact	Negative Impact or Impact Not Known ¹
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12. Comment on decision

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.

¹ '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.	Vandana Duggal	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	Autumn June 2013