Equality impact Assessment

THREE RIVERS DISTRICT COUNCIL

Project Information	
Project Name *This should clearly explain what service / policy / strategy / change you are assessing*	Body Worn Video Camera Policy
Service Area *Main team responsible for the policy, practice, service or function being assessed*	Corporate Services
EIA Author *Name and Job Title*	Catherine Hartigan, Risk and Resilience Officer
Date EIA drafted	16.09.2026
ID number *This will be added by the Strategy and Partnerships Team*	

Executive summary	
Focus of EIA *A member of the public should have a good understanding of the policy or service and any proposals after reading this section.* *Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'* *This section should explain what you are assessing:* • *If the EIA is attached to a report, summarise the report.* • *Provide information on whether any of the following communities could be affected by the policy, practice, service or function, or by how it is delivered?* • *(age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership) in addition, TRDC recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children, (ex) armed forces personnel.*	The Body Worn Video (BWV) Camera Policy sets out the best practice for the use of BWV equipment by members of staff as well as legislation and procedures with regard to subsequent management of the footage and security of data obtained.

Mitigations		
Protected Characteristic	**Potential Issue** *Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur*	**Mitigating Actions** *How can the negative impacts be reduced or avoided by the mitigating measures? Is further engagement with specific communities needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?*
Age	Recording of children under the age of 18 could create a safeguarding issue	Staff make a note on the recording that member of the public could be under the age of 18, to ensure data is managed appropriately
Disability	Neurodivergent individuals and individuals with mental health issues could have behaviour which is misconstrued.	EDI training
Gender reassignment (or affirmation)	N/A	N/A
Pregnancy or maternity	N/A	N/A
Race	Unconscious and conscious bias could mean staff record more readily for racial or ethnic groups	EDI training
Religion or belief	Unconscious and conscious bias could mean staff record more readily for religious groups	EDI training
Sex	N/A	N/A
Sexual Orientation	N/A	N/A

Marriage and Civil Partnership	N/A	N/A
The council recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.	N/A	N/A

Actions Planned
In this section you can add information on additional or proactive steps you are taking that enhance equity, engagement or equality of access to services, as well as those mitigating actions identified in the section above that will be undertaken. *The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.* Staff utilising BWV cameras will be required to read the BWV camera Policy and Guidance documents and ensure they have completed the mandatory training and EDI training prior to utilising BWV. Staff shall take responsibility for their decisions on whether to deploy BWV, only activating it in an overt manner, providing privacy information to individuals. Staff shall not use BWV for entire shifts. Users must consider the right to private and family life, in accordance with Article 8 of the Human Rights Act, and must not record beyond what is necessary for the evidential requirements of the case. Employees shall not show data captured via BWV to unauthorised persons and report a security incident.

Additional Information
Space to provide any additional information in relation to protected characteristics or equity, diversity, equality and inclusion.

Sign off:

Equalities Lead Officer	Date

THREE RIVERS
DISTRICT COUNCIL