

Community and Equality Impact Assessment

As an authority we have made a commitment to apply a systematic screening process to both new policy development or changes to services.

This is to determine whether the proposals are likely to have a significant impact on different groups within our community.

This process has been developed, together with [full guidance \(PDF\)](#), to support officers in meeting our duties under the:

- Equality Act 2010.
- The Best Value Guidance
- The Public Services (Social Value) 2012 Act

In addition the guidance supports officers to consider our commitments set out in the [Thurrock Joint Compact](#) with the voluntary sector.

As well as supporting you to look at whether there is, or will be, a significant impact, the guidance will also consider ways in which you might mitigate this in the future.

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About the service or policy development

Name of service or policy	CCTV Public Identification Policy
Lead Officer	Dulal Ahmed, Housing Enforcement Manager, CO2-2, ext 63457
Contact Details	

Why is this service or policy development/review needed?

To enable the publication of CCTV images on the Council's website for the purposes of identification of offenders involved in crime, Anti-social behaviour and fly tipping within the Borough of Thurrock where all other avenues of identification have been exhausted.

1. Community impact (this can be used to assess impact on staff although a cumulative impact should be considered).

What impacts will this service or policy development have on communities?
Look at what you know? What does your research tell you?

Consider:

- National and local data sets – for example, [key statistics and ward profiles](#)
- Complaints
- Consultation and service monitoring information
- Voluntary and Community Organisations
- The Equality Act places a specific duty on people with 'protected characteristics'. The table below details these groups and helps you to consider the impact on these groups.

	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
Local communities in general	/			To reduce crime and anti-social behaviour and to apprehend and prosecute offenders.	The Policy clearly explains how the use of images will be publicised and the restrictions imposed on their use.
Age		/		For both sexes prosecutions concentrate between the ages of 20 and 45 years old in the criminal	The community safety partnership agencies carry out a number of awareness campaigns aimed

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			justice system. The boroughs population of this age group makes up 35%.	at this age group to deter this group committing crime. The council's corporate communication team will publish its own ASB and environment awareness campaigns to deter ASB and environment crime aimed at this age group. This is accessible on types of format eg social media, press, online etc
Disability		/	To reduce crime and anti-social behaviour and to apprehend and prosecute offenders.	This policy supports all residents regardless of your protected characteristic including hidden disabilities that have no physical signs.
Gender reassignment		/	To reduce crime and anti-social behaviour and to apprehend and prosecute offenders.	This policy supports all residents regardless of your protected characteristic.
Marriage and civil partnership		/	To reduce crime and anti-social behaviour and to apprehend and prosecute offenders.	This policy supports all residents regardless of your protected characteristic.
Pregnancy and maternity		/	To reduce crime and anti-social behaviour and to apprehend and prosecute offenders.	This policy supports all residents regardless of your protected characteristic.
Race (including Gypsies, Roma and Travellers)		/	White males and females are more likely to commit crimes in the	The council's corporate communication team will publish

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			locality due to demographics of the borough. The number of white residents is disproportionately higher than the BME community at 81%. This is true in the Criminal Justice System. A higher proportion of white residents to BME residents.	its own ASB and environment awareness campaigns to deter ASB and environment crime. This is accessible on types of format eg social media, press, online etc
Religion or belief		/	To reduce crime and anti-social behaviour and to apprehend and prosecute offenders.	This policy supports all residents regardless of your protected characteristic.
Gender		/	Men are more likely to commit ASB and environment crime offences than females. This is true within the Criminal Justice System. Men are more likely to be prosecuted or issued a Penalty Notice. The reoffending rate for males is higher than for females. The borough is split 49% male and 51% female.	The councils corporate communication campaigns will deter residents to commit crime and encourage neighbours to report on others identified.
Sexual orientation		/	To reduce crime and anti-social behaviour and to apprehend and prosecute offenders.	This policy supports all residents regardless of your protected characteristic.

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<p>Any community issues identified for this location? <i>See above link to ward profiles.</i> If the project is based in a specific location please state where, or whether Borough wide. Please note any detail of relevance e.g. is it an area with high unemployment, or public transport limited?</p>		/		<p>The Policy will cover the entire Borough of Thurrock where CCTV is deployed.</p>	<p>Its aimed to increase public safety and reduce the fear of crime that the council will investigate and tackle ASB and environment crime.</p>
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2. Consultation.

<p>Provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by the service or policy development e.g. on-line consultation, focus groups, consultation with representative groups? <i>This is a vital step</i> – see full guidance (PDF).</p>
<p>The council's borough CCTV wide service is effective tool fighting crime. This policy utilises our 491 cameras to work closely with enforcement teams, prioritising ASB and environment crime to make our neighbourhoods safer and cleaner.</p> <p>The team has consulted our Community Safety Partnership, Corporate Communication, internal enforcement teams, and Essex Police on the implementation of this policy to help solve crimes and reduce disorder in the borough in line with Section 17 of the Crime and Disorder Act 1988. The partnership includes neighbourhood watch group representatives who represent the communities we serve affected by this scheme.</p> <p>In addition, Legal Services and Information Governance have approved this policy during the consultation process of writing this policy framework.</p>

3. Monitoring and Review

<p>How will you review community and equality impact once the service or policy has been implemented? <i>These actions should be developed using the information gathered in Section1 and 2 and should be picked up in your departmental/service business plans.</i></p>		
Action:	By when?	By who?
<p>All images will need to be vetted and approved before publication, no persons deemed to be under the age of 18 years will be publicised.</p>	<p>Before publication</p>	<p>CCTV Manager, Community Protection Manager, ASB Manager, Environmental Enforcement</p>

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How will you review community and equality impact once the service or policy has been implemented?

*These actions should be developed using the information gathered in **Section 1 and 2** and should be picked up in your departmental/service business plans.*

		Manager.
Images of individuals will only be publicised of the offender, any images containing other persons will be edited using Image Redaction software before publication.	ongoing	CCTV Manager
Publication of offenders will only be used where all other avenues of identification have been exhausted.	Before publication	Community Protection Manager, ASB Manager, Environmental Enforcement Manager.
The scheme effectiveness to build resident confidence and reduce the fear of crime to be monitored within the council's ASB customer satisfaction survey.	Ongoing	Investment and Programme Analyst
A six month review of the CCTV public identification will be presented to the council's Tenant Excellence Panel	April 2020	CCTV Manager

4. Next steps

It is important the information gathered is used to inform any Council reports that are presented to Cabinet or Overview and Scrutiny committees. This will allow Members to be furnished with all the facts in relation to the impact their decisions will have on different equality groups and the community as a whole.

Take some time to précis your findings below. This can then be added to your report template for sign off by the Community Development and Equalities team at the consultation stage of the report cycle.

Implications/ Customer Impact

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Implications/ Customer Impact

The Policy has been produced in line with current Human Rights, Data Protection and GDPR guidance and therefore covers all aspects of data protection issues and persons who may be identified.

The Policy has also been produced in line with the current Crime and Disorder Act 1998 and relevant legislation that permits prosecution of offenders where identified.

5. Sign off

The information contained in this template should be authorised by the relevant project sponsor or Head of Service who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

Name	Role (e.g. project sponsor, head of service)	Date
Carol Hinvest	Assistant Director of Housing Services	11/09/2019

