

Equality Analysis Form

1. Introduction

1.1 Purpose of Equality Analysis

The council has an important role in creating a fair society through the services we provide, the people we employ and the money we spend. Equality is integral to everything the council does. We are committed to making Croydon a stronger, fairer borough where no community or individual is held back.

Undertaking an Equality Analysis helps to determine whether a proposed change will have a positive, negative, or no impact on groups that share a protected characteristic. Conclusions drawn from Equality Analyses helps us to better understand the needs of all our communities, enable us to target services and budgets more effectively and also helps us to comply with the Equality Act 2010.

An equality analysis must be completed as early as possible during the planning stages of any proposed change to ensure information gained from the process is incorporated in any decisions made.

In practice, the term '**proposed change**' broadly covers the following:-

- Policies, strategies and plans;
- Projects and programmes;
- Commissioning (including re-commissioning and de-commissioning);
- Service review;
- Budget allocation/analysis;
- Staff restructures (including outsourcing);
- Business transformation programmes;
- Organisational change programmes;
- Processes (for example thresholds, eligibility, entitlements, and access criteria).

2. Proposed change

Directorate	Place
Title of proposed change	CCTV Infrastructure Upgrade
Name of Officer carrying out Equality Analysis	Anthony Lewis – Head of Community Safety

2.1 Purpose of proposed change (see 1.1 above for examples of proposed changes)

Briefly summarise the proposed change and why it is being considered/anticipated outcomes. What is meant to achieve and how is it seeking to achieve this? Please also state if it is an amendment to an existing arrangement or a new proposal.

The Council has identified up to £2m to modernise the current Closed Circuit Television (CCTV) network and replace the current analogue system with a new digital network. This is the first time that the council has upgraded its entire public CCTV network since the 1990s. The new network will use digital technology to increase capability, provide better quality images and allow the control centre to explore opportunities to provide new smart city services, such as air quality sensors to monitor pollution levels that could generate income.

This will require the replacement and installation of new cameras, poles, and the supporting hardware to enable the system to move from a largely analogue system to a completely digital solution.

Our CCTV control room monitors 96 fixed and 10 mobile cameras that cover the main routes and high-footfall areas across the borough, 24 hours a day, seven days a week. A map of all our cameras is available to view below. From April 2018 to March 2019 the service has monitored over 660 incidents of crime and supplied evidence for 598 police investigations.

We work to the Home Office Surveillance Camera Code of Practice which sets out 12 principles for the operation of CCTV (available below) and the need to balance cameras in public places with individuals' right to privacy.

Our public CCTV scheme objectives include:

- **Preventing crime and anti-social behaviour and helping in the detection of criminal offences and anti-social incidents.**
- **Reducing the fear of crime and anti-social behaviour.**
- **Improving public protection.**
- **Assisting the emergency services in the location of missing, vulnerable people.**

A full list can be found in the CCTV operations policy. The programme has been aligned with the corporate plan priority "Everyone feels safe in their street, their neighbourhood, and their home" and is a listed action.

To upgrade the infrastructure the Council is reviewing recent crime patterns and feedback from a public consultation exercise to review whether these objectives are still valid. The evidence base will also inform the siting of new and replacement cameras to ensure they are placed where they are need to meet these objectives.

As the consultation process has been completed Cabinet now have to make a decision regarding the procurement approach to purchase the equipment and services needed to implement the upgrade.

3. Impact of the proposed change

Important Note: It is necessary to determine how each of the protected groups could be impacted by the proposed change. Who benefits and how (and who, therefore doesn't and why?) Summarise any positive impacts or benefits, any negative impacts and any neutral impacts and the evidence you have taken into account to reach this conclusion. Be aware that there may be positive, negative and neutral impacts within each characteristic.

Where an impact is unknown, state so. If there is insufficient information or evidence to reach a decision you will need to gather appropriate quantitative and qualitative information from a range of sources e.g. Croydon Observatory a useful source of information such as Borough Strategies and Plans, Borough and Ward Profiles, Joint Strategic Health Needs Assessments <http://www.croydonobservatory.org/> Other sources include performance monitoring reports, complaints, survey data, audit reports, inspection reports, national research and feedback gained through engagement with service users, voluntary and community organisations and contractors.

3.1 Deciding whether the potential impact is positive or negative

Table 1 – Positive/Negative impact

For each protected characteristic group show whether the impact of the proposed change on service users and/or staff is positive or negative by briefly outlining the nature of the impact in the appropriate column. . If it is decided that analysis is not relevant to some groups, this should be recorded and explained. In all circumstances you should list the source of the evidence used to make this judgement where possible.

Protected characteristic group(s)	Positive impact	Negative impact	Source of evidence
Age	National Research: There is well documented research linking the negative impact that crime and the fear of crime has on resident's physical and mental health. Of particular concern from a health perspective are limitations on outdoor physical activity, especially walking and cycling. Parents also report placing serious restrictions on children's activities even though both parents and children recognise the problematic effects of such restrictions on children's independent mobility, specifically for girls and young women [1]. Hirschfield (2004) demonstrated both the experience of victimisation and anxiety or	Under 24s were much less likely to agree that CCTV improve the safety and security of residents, visitors and the business community with only 3 out of 8 agreeing with this statement and 4 out of 8 stating they don't know.	National Research: References [1] Hirschfield, Alex (2004), The health impact assessment of crime prevention. In: Health impact assessment: concepts, theory, techniques, and applications. Oxford University Press, Oxford, UK, pp. 341-349. ISBN 9780198526292 [8] Home Office (2019), Arrests Data Published 18 th March 2019,

	<p>fear of crime were shown to impact upon health through 'symptoms' such as stress, sleeping difficulties, loss of appetite, depression, loss of confidence and health harming 'coping mechanisms' (e.g. smoking, alcohol). Similar relationships described as 'detrimental emotional impacts' have been identified in the British Crime Survey [1].</p> <p>Analysis of the Crime Survey for England Wales responses over 3 years (20014-2016-17) showed younger people (aged 16-24) were more likely to say they were victims of crime in the previous 12 months than older people [9].</p> <p>National data shows that 81% of all arrestees are aged 21 or over. However, there is variation when analysing the reasons for arrest. For example, although persons under 21 years old accounted for 19% of all arrests, they made up 46% of arrests for robbery offences and just over a third (35%) of possession of weapons offences [8].</p> <p>CCTV Upgrade Consultation</p> <p>Due to the low number of responses from the under 24 age group additional consultation was undertaken at the New Addington community league on 15th August 2019, with another ten hard copy versions of the survey completed.</p> <p>There were similar patterns of agreement that CCTV reduced crime and ASB across all age groups ranging from 77% for under 24s to 85% for over 45s.</p>		<p>https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/policing/number-of-arrests/latest</p> <p>[9] Home Office (2019), Victims of Crime Published 7th December 2018 https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/crime-and-reoffending/victims-of-crime/latest</p> <p>CCTV Upgrade Consultation:</p> <p>The CCTV upgrade consultation was run between 24th June and 4th August 2019 and received 152 responses. The consultation captured relevant equalities information including Age, Gender, Sexuality, Ethnicity and Disability.</p>
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	<p>Positive Impact:</p> <p>The College of Policing review of CCTV in 2013 indicates that surveillance cameras might reduce crime by: a) deterring criminals by increasing their perception of the risk of getting caught; b) increasing the actual risk of getting caught; c) encouraging the public use of an area thus affecting the criminals' perceptions of risk (by increasing informal surveillance by the public); d) encouraging potential victims to take additional precautions; e) signalling improvements in the area to the public which encourages community pride; f) supporting the effective deployment of security staff to incidents more effectively [6].</p> <p>CCTV can provide high quality evidence (that can meet required evidential standards) to assist in Police investigations and improve the likelihood of a fair criminal justice process, including an audit for processing the evidence through the criminal justice system. In addition to providing evidence against suspects, the use of evidence gathered by CCTV can protect residents against being wrongfully suspected or convicted of crimes [7]. The footage captured also provides greater transparency regarding incidents and crime and ASB and arrests by the Police.</p>		
Disability	<p>National research</p> <p>The fear of crime and residents' attempts to limit their perceived risk of becoming a victim of crime also has damaging</p>	CCTV Consultation	<p>National Research:</p> <p>[2] Lorenc T, Petticrew M, Whitehead M, et al. (2013) Fear of crime and the</p>

	<p>consequences from a public health perspective that has been the subject of considerable academic research. Lorenc et al (2013), highlight that the consequence of fear of crime is to limit people's activities, including social and cultural activities, sometimes leading to social isolation. This can have a disproportionate impact for women, older people and people with disabilities.</p> <p>Fear of crime is also associated with poorer mental health, reduced physical functioning on objective and subjective indicators, and lower quality of life. Participants of a study conducted by Stafford et al (2007) reporting greater fear were 1.93 times as likely to have depression as those reporting lower fear of crime and had lower mental health scores. They exercised less, saw friends less often, and participated in fewer social activities compared with the less fearful participants, linking curtailed physical and social activities with the fear of crime [3]. The impacts of fear of crime may make up an appreciable proportion of the costs of crime [4]. A study by Dustman & Fasani (2012) found that the effect of a one standard deviation increase in the crime rate on mental health is about twice to four times as large as a one standard deviation increase in the local employment rate. The effects of local crime on mental distress of citizens are therefore large, with possibly significant economic costs [5]. These findings are relevant for this bid, since they strongly indicate that, from a health improvement and economic perspective, reducing the public's fear of crime may be as important as reducing actual crime rates.</p>	<p>There were some differences in responses from respondents who identified as having a disability.</p> <p>Only 9 out of 23 respondents were confident that Croydon Council will use the public CCTV cameras in a fair and responsible way compared to 72 out of 92 respondents who didn't identify as disabled (78%). 10 respondents answered 'don't know' to this question suggesting a lack of awareness of the code of practice the Council is meant to follow.</p>	<p>environment: systematic review of UK qualitative evidence. BMC Public Health. 2013;13:496. Doi:10.1186/1471-2458-13-496</p> <p>[3] Stafford M, Chandola T, Marmot M. (2007), Association Between Fear of Crime and Mental Health and Physical Functioning. American Journal of Public Health. 2007;97(11):2076-2081. Doi:10.2105/AJPH.2006.097154.</p> <p>[4] Dolan, P., & Peasgood, T. (2007). Estimating The Economic And Social Costs Of The Fear Of Crime. The British Journal of Criminology, 47(1), 121-132</p> <p>[5] Dustmann, C. and Fasani, F. (2016), The Effect of Local Area Crime on Mental Health. Econ J, 126: 978–1017. Doi:10.1111/eoj.12205</p> <p>[6] College of Policing (2013), The effects of CCTV on Crime What Works Briefing, Coventry, UK</p> <p>[7] Hadjimatheou K. (2017), Surveillance Technologies, Wrongful Criminalisation, and the Presumption of Innocence. Philosophy & Technology</p>
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	<p>As outlined in the Age section providing public CCTV can help mitigate some of the negative impacts created by fear of Crime.</p> <p>The number of Disability motivated offences reported in Croydon for July 2018 to June 2019 was 19 crimes – above the London average of 12 per borough [12].</p> <p>CCTV Upgrade Consultation</p> <p>The consultation supports the academic national research around reducing the fear of crime. Of those respondents who identified that they had a disability;</p> <ul style="list-style-type: none"> • 20 out of 23 agreed or strongly agreed that CCTV reduces the fear of crime and ASB • 20 out of 23 agreed or strongly agreed that CCTV improves the safety and security of residents, visitors and the business community who use the facilities covered by the CCTV scheme. • 18 out of 23 stating it the upgrade system would make them feel safer at night (4 stating it would have no impact). <p>Positive Impact</p> <p>The College of Policing review of CCTV in 2013 indicates that surveillance cameras might reduce crime by: a) deterring criminals by increasing their perception of the risk of getting caught; b) increasing the actual risk of getting caught; c) encouraging the public use of an area thus affecting the</p>		<p>March 2017, Volume 30, Issue 1, pp 39–54</p> <p>[12] Safer Croydon Partnership Performance Dashboard.</p> <p>CCTV Upgrade Consultation:</p> <p>The CCTV upgrade consultation was run between 24th June and 4th August 2019 and received 152 responses. The consultation captured relevant equalities information including Age, Gender, Sexuality, Ethnicity and Disability.</p>
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	<p>criminals' perceptions of risk (by increasing informal surveillance by the public); d) encouraging potential victims to take additional precautions; e) 9inimize9 improvements in the area to the public which encourages community pride; f) supporting the effective deployment of security staff to incidents more effectively [6].</p> <p>CCTV can provide high quality evidence (that can meet required evidential standards) to assist in Police investigations and improve the likelihood of a fair criminal justice process, including an audit I for processing the evidence through the criminal justice system. In addition to providing evidence against suspects, the use of evidence gathered by CCTV can protect residents against being wrongfully suspected or convicted of crimes [7]. The footage captured also provides greater transparency regarding incidents and crime and ASB and arrests by the Police.</p>		
Gender	<p>National Research</p> <p>Lorenc et al (2013), highlight that the consequence of fear of crime is to limit people's activities, including social and cultural activities, sometimes leading to social isolation. This can have a disproportionate impact for women, older people and people with disabilities.</p> <p>Increasing CCTV can help reduce the fear of crime and likelihood of victimization from some offence types.</p> <p>Men are more likely to be arrested than women. Men from ethnic groups are</p>		<p>National Research:</p> <p>[2] Lorenc T, Petticrew M, Whitehead M, et al. (2013) Fear of crime and the environment: systematic review of UK qualitative evidence. BMC Public Health. 2013;13:496. Doi:10.1186/1471-2458-13-496</p> <p>[6] College of Policing (2013), The effects of CCTV on Crime</p>

	<p>disproportionately represented. Home office national arrest figures for 2017-18 show [8]</p> <ul style="list-style-type: none"> • Overall, men were over 5 times as likely to be arrested as women – there were 22 arrests for every 1,000 men, and 4 arrests for every 1,000 women • Black men were over three times as likely to be arrested than White men – there were 66 arrests for every 1,000 Black men, and 18 arrests for every 1,000 White men • Black women were over twice as likely to be arrested as White women – there were 7 arrests for every 1,000 Black women, and 3 arrests for every 1,000 White women <p>CCTV Upgrade Consultation Respondents who identified as female were generally more supportive of the role of CCTV.</p> <ul style="list-style-type: none"> • 85.2% of female respondents (out of 54) stated that they agreed CCTV reduced the fear of crime and ASB, compared to 78% (out of 59) male respondents. • 92.5% of female respondents (out of 53) stated that they agreed that CCTV improved the safety and security of residents, visitors and businesses, compared to 88.1% (out of 59) of male respondents. 		<p>What Works Briefing, Coventry, UK</p> <p>[7] Hadjimatheou K. (2017), Surveillance Technologies, Wrongful Criminalisation, and the Presumption of Innocence. Philosophy & Technology March 2017, Volume 30, Issue 1, pp 39–54</p> <p>[8] Home Office (2019), Arrests Data Published 18th March 2019, https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/policing/number-of-arrests/latest</p>
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- 88.5% (out of 52) of female respondents felt the proposed CCTV upgrade would make them feel safer in day time compared to 67.8% (out of 59) men.

Positive Impact:

The College of Policing review of CCTV in 2013 indicates that surveillance cameras might reduce crime by: a) deterring criminals by increasing their perception of the risk of getting caught; b) increasing the actual risk of getting caught; c) encouraging the public use of an area thus affecting the criminals' perceptions of risk (by increasing informal surveillance by the public); d) encouraging potential victims to take additional precautions; e) 11inimize11 improvements in the area to the public which encourages community pride; f) supporting the effective deployment of security staff to incidents more effectively [6].

CCTV can provide high quality evidence (that can meet required evidential standards) to assist in Police investigations and improve the likelihood of a fair criminal justice process, including an audit I for processing the evidence through the criminal justice system. In addition to providing evidence against suspects, the use of evidence gathered by CCTV can protect residents against being wrongfully suspected or convicted of crimes [7]. The footage captured also provides greater transparency regarding incidents and crime and ASB and arrests by the Police.

Gender Reassignment	<p>Hate crime in England and Wales is defined as, 'any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic'.</p> <p>Transgender identity is one of the 5 personal characteristics within this definition [10].</p> <p>The number of Transgender motivated offences reported in Croydon for July 2018 to June 2019 was just 9 crimes – slightly the above the London average of 8 per borough [12].</p> <p>Police recorded crime is known to under report Hate crimes. Although it cannot currently provided a specific baseline for hate crime motivated by gender reassignment, the CSEW asks people who experienced crimes in the past year whether the police came to know about the incident, that is, whether they reported themselves or the police came to know about it in another way (for example, someone else reported it or the police arrived at the scene of crime). Based on the 2015/16 to 2017/18 CSEW, overall 53 per cent of hate crime incidents came to the attention of the police.</p> <p>CSEW survey data shows that the victim of a hate crime is more likely to have suffered personal crime than household crime compared to a victim of any crime. According to the surveys, victims of hate crime were more likely to be</p>		<p>National Research:</p> <p>[7] Hadjimatheou K. (2017), Surveillance Technologies, Wrongful Criminalisation, and the Presumption of Innocence. Philosophy & Technology March 2017, Volume 30, Issue 1, pp 39–54</p> <p>[10] Home Office (2018), Hate Crime, England and Wales, 2017/18 Statistical Bulletin 20/18 published 16 October 2018</p> <p>[11] House of Commons Library (2019), Hate Crime Statistics, Briefing Paper Number 08537 , 28 March 2019</p> <p>[12] Safer Croydon Partnership Performance Dashboard.</p>
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	<p>impacted emotionally and psychologically following a crime than victims of all crime. For instance, 40% of victims of hate crime felt a loss of confidence or vulnerable following the crime compared with 18% of those for all crimes. [11]</p> <p>Positive Impact: Hate crimes are often unreported. CCTV can provide high quality evidence (that can meet required evidential standards) to assist in Police investigations and improve the likelihood of detections and a fair criminal justice process, including an audit for processing the evidence through the criminal justice system. In addition to providing evidence against suspects, the use of evidence gathered by CCTV can protect residents against being wrongfully suspected or convicted of crimes [7]. The footage captured also provides greater transparency regarding incidents and crime and ASB and arrests by the Police.</p>		
Marriage or Civil Partnership	There is no data to suggest CCTV has a positive or negative impact. There is no data to suggest CCTV has a positive or negative impact.	There is no data to suggest CCTV has a positive or negative impact.	
Religion or belief	<p>Hate crime in England and Wales is defined as, 'any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic'.</p> <p>Religion or beliefs is one of the 5 personal characteristics within this definition.</p>		<p>National Research:</p> <p>[7] Hadjimatheou K. (2017), Surveillance Technologies, Wrongful Criminalisation, and the Presumption of Innocence. Philosophy & Technology March 2017, Volume 30, Issue 1, pp 39–54</p>

	<p>The number of Faith Hate offences reported in Croydon for July 2018 to June 2019 was 36 crimes – below the London average of 63 per borough [12].</p> <p>Police recorded crime is known to under report Hate crimes. The CSEW asks people who experienced crimes in the past year whether the police came to know about the incident, that is, whether they reported themselves or the police came to know about it in another way (for example, someone else reported it or the police arrived at the scene of crime). Based on the 2015/16 to 2017/18 CSEW, overall 53 per cent of hate crime incidents came to the attention of the police [10].</p> <p>CSEW survey data shows that the victim of a hate crime is more likely to have suffered personal crime than household crime compared to a victim of any crime. According to the surveys, victims of hate crime were more likely to be impacted emotionally and psychologically following a crime than victims of all crime. For instance, 40% of victims of hate crime felt a loss of confidence or vulnerable following the crime compared with 18% of those for all crimes [10].</p> <p>Positive Impact:</p> <p>Hate crimes are often unreported. CCTV can provide high quality evidence (that can meet required evidential standards) to assist in Police investigations and improve the likelihood of detections and a fair criminal justice process, including an audit for processing the evidence through the</p>		<p>[10] Home Office (2018), Hate Crime, England and Wales, 2017/18 Statistical Bulletin 20/18 published 16 October 2018</p> <p>[11] House of Commons Library (2019), Hate Crime Statistics, Briefing Paper Number 08537 , 28 March 2019</p> <p>12] Safer Croydon Partnership Performance Dashboard.</p>
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	<p>criminal justice system. In addition to providing evidence against suspects, the use of evidence gathered by CCTV can protect residents against being wrongfully suspected or convicted of crimes [7]. The footage captured also provides greater transparency regarding incidents and crime and ASB and arrests by the Police.</p>		
Race	<p>National Research - see age, disability and gender section</p> <p>CCTV Upgrade Consultation;</p> <p>The consultation supports the academic national research around reducing the fear of crime.</p> <p>Of the BAME respondents to the consultation;</p> <ul style="list-style-type: none"> • 81% (out of 32) stated they were more likely to feel safe in the day and night time if CCTV was upgraded compared to 72% (out of 82) and 78% of respondents identifying as White. • 82% (out of 38) felt that CCTV reduced the fear of crime and anti-social behavior compared to 77% (out of 84) of White respondents • 89% (out of 38) felt CCTV improved the safety and security of residents, visitors and the business community • 5 respondents (out of 38) felt CCTV had a negative impact on personal privacy compared to 10 White respondents (out of 83). 		<p>National Research:</p> <p>[7] Hadjimatheou K. (2017), Surveillance Technologies, Wrongful Criminalisation, and the Presumption of Innocence. Philosophy & Technology March 2017, Volume 30, Issue 1, pp 39–54</p> <p>[8] Home Office (2019), Arrests Data Published 18th March 2019, https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/policing/number-of-arrests/latest</p> <p>[10] Home Office (2018), Hate Crime, England and Wales, 2017/18 Statistical Bulletin 20/18 published 16 October 2018</p> <p>[12] Safer Croydon Partnership Performance Dashboard.</p> <p>CCTV Upgrade Consultation:</p>

	<ul style="list-style-type: none"> 68% (out of 38) were confident that the Council will use its CCTV cameras in a fair and responsible manner compared to 70% (out of 83) White respondents. <p>Please note each % is the proportion of respondents that answered each specific question.</p> <p>CSEW</p> <p>Analysis of the Crime Survey for England Wales responses over 3 years (20014-2016-17) showed people aged 16 to 24 years from the White, Black and Mixed ethnic groups were more likely to be a victim of crime than people in the same age group from the Asian and Other ethnic groups</p> <p>In 2015/16, a smaller proportion of White people reported a fear of crime compared with Asian people, Black people, and those from the Other ethnic group [9].</p> <p>London Arrest data / Victimization data</p> <p>The Home Office release arrest data at Force level by ethnicity every year.</p> <p>For London 2017/18 data shows, there were 19 arrests for every 1,000 ethnic minority people compared with 12 arrests for every 1,000 White people [8].</p> <p>The number of Racially motivated offences reported in Croydon for July 2018 to June 2019 was 554 crimes – above the London average of 479 per borough [12].</p>		<p>The CCTV upgrade consultation was run between 24th June and 4th August 2019 and received 152 responses. The consultation captured relevant equalities information including Age, Gender, Sexuality, Ethnicity and Disability.</p>
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	<p>Positive Impact:</p> <p>CCTV can provide high quality evidence (that can meet required evidential standards) to assist in Police investigations and improve the likelihood of a fair criminal justice process, including an audit for processing the evidence through the criminal justice system. In addition to providing evidence against suspects, the use of evidence gathered by CCTV can protect residents against being wrongfully suspected or convicted of crimes [7]. The footage captured also provides greater transparency regarding incidents and crime and ASB and arrests by the Police.</p>		
Sexual Orientation	<p>Hate crime in England and Wales is defined as, 'any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic'.</p> <p>Sexual Orientation is one of the 5 personal characteristics within this definition.</p> <p>The number of Homophobic offences reported in Croydon for July 2018 to June 2019 was 64 crimes – below the London average of 73 per borough [12].</p> <p>Police recorded crime is known to under report Hate crimes. Although it cannot currently provide a specific baseline for hate crime motivated by sexual orientation, The CSEW asks people who experienced crimes in the past year whether the police came to know about the incident, that is,</p>		<p>National Research:</p> <p>[7] Hadjimatheou K. (2017), Surveillance Technologies, Wrongful Criminalisation, and the Presumption of Innocence. Philosophy & Technology March 2017, Volume 30, Issue 1, pp 39–54</p> <p>[10] Home Office (2018), Hate Crime, England and Wales, 2017/18 Statistical Bulletin 20/18 published 16 October 2018</p> <p>[11] House of Commons Library (2019), Hate Crime Statistics, Briefing Paper Number 08537, 28 March 2019</p>

	<p>whether they reported themselves or the police came to know about it in another way (for example, someone else reported it or the police arrived at the scene of crime). Based on the 2015/16 to 2017/18 CSEW, overall 53 per cent of hate crime incidents came to the attention of the police [10].</p> <p>CSEW survey data shows that the victim of a hate crime is more likely to have suffered personal crime than household crime compared to a victim of any crime. According to the surveys, victims of hate crime were more likely to be impacted emotionally and psychologically following a crime than victims of all crime. For instance, 40% of victims of hate crime felt a loss of confidence or vulnerable following the crime compared with 18% of those for all crimes [11].</p> <p>CCTV Upgrade Consultation; Only 7 respondents identified as either Lesbian, Gay or Bi-sexual. 2 respondents self-described their identity.</p> <p>Whilst the majority agreed with that the proposal would reduce fear of crime and ASB the proportion was lower than respondents who identified as heterosexual. Due to the low numbers of respondents it is not possible to determine if this difference is statically significant.</p> <p>Positive Impact:</p> <p>Hate crimes are often unreported. CCTV can provide high quality evidence (that can meet required evidential standards) to assist in Police investigations and improve the</p>		<p>[12] Safer Croydon Partnership Performance Dashboard.</p>
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	likelihood of detections and a fair criminal justice process, including an audit for processing the evidence through the criminal justice system. In addition to providing evidence against suspects, the use of evidence gathered by CCTV can protect residents against being wrongfully suspected or convicted of crimes [7]. The footage captured also provides greater transparency regarding incidents and crime and ASB and arrests by the Police.		
Pregnancy or Maternity	There is no specific evidence related to the impact of Public Community Safety CCTV on residents or visitors who are pregnant or on maternity leave.	There is no specific evidence related to the impact of Public Community Safety CCTV on residents or visitors who are pregnant or on maternity leave.	
<p>Important note: You must act to eliminate any potential negative impact which, if it occurred would breach the Equality Act 2010. In some situations this could mean abandoning your proposed change as you may not be able to take action to mitigate all negative impacts.</p> <p>When you act to reduce any negative impact or maximise any positive impact, you must ensure that this does not create a negative impact on service users and/or staff belonging to groups that share protected characteristics. Please use table 4 to record actions that will be taken to remove or minimise any potential negative impact</p>			

3.2 Additional information needed to determine impact of proposed change

Table 2 – Additional information needed to determine impact of proposed change

If you need to undertake further research and data gathering to help determine the likely impact of the proposed change, outline the information needed in this table. Please use the table below to describe any consultation with stakeholders and summarise how it has influenced the proposed change. Please attach evidence or provide link to appropriate data or reports:		
Additional information needed and or Consultation Findings	Information source	Date for completion

For guidance and support with consultation and engagement visit <https://intranet.croydon.gov.uk/working-croydon/communications/consultation-and-engagement/starting-engagement-or-consultation>

3.3 Impact scores

Example

If we are going to reduce parking provision in a particular location, officers will need to assess the equality impact as follows;

1. Determine the Likelihood of impact. You can do this by using the key in table 5 as a guide, for the purpose of this example, the likelihood of impact score is 2 (likely to impact)
2. Determine the Severity of impact. You can do this by using the key in table 5 as a guide, for the purpose of this example, the Severity of impact score is also 2 (likely to impact)
3. Calculate the equality impact score using table 4 below and the formula **Likelihood x Severity** and record it in table 5, for the purpose of this example – **Likelihood (2) x Severity (2) = 4**

Table 4 – Equality Impact Score

Severity of Impact	3	3	6	9
	2	2	4	6
	1	1	2	3
		1	2	3
	Likelihood of Impact			

Key

Risk Index	Risk Magnitude
6 – 9	High
3 – 5	Medium
1 – 3	Low

Equality Analysis

Table 3 – Impact scores

Column 1 PROTECTED GROUP	Column 2 LIKELIHOOD OF IMPACT SCORE Use the key below to score the likelihood of the proposed change impacting each of the protected groups, by inserting either 1, 2, or 3 against each protected group. 1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact	Column 3 SEVERITY OF IMPACT SCORE Use the key below to score the severity of impact of the proposed change on each of the protected groups, by inserting either 1, 2, or 3 against each protected group. 1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact	Column 4 EQUALITY IMPACT SCORE Calculate the equality impact score for each protected group by multiplying scores in column 2 by scores in column 3. Enter the results below against each protected group. Equality impact score = likelihood of impact score x severity of impact score.
Age	1	1	1
Disability	1	2	2
Gender	1	1	1
Gender reassignment	1	1	1
Marriage / Civil Partnership	1	1	1
Race	1	1	1
Religion or belief	1	1	1
Sexual Orientation	1	1	1
Pregnancy or Maternity	1	1	1

4. Statutory duties

4.1 Public Sector Duties

Tick the relevant box(es) to indicate whether the proposed change will adversely impact the Council's ability to meet any of the Public Sector Duties in the Equality Act 2010 set out below.

Advancing equality of opportunity between people who belong to protected groups ☐

Eliminating unlawful discrimination, harassment and victimisation ☐

Fostering good relations between people who belong to protected characteristic groups ☐

Important note: If the proposed change adversely impacts the Council's ability to meet any of the Public Sector Duties set out above, mitigating actions must be outlined in the Action Plan in section 5 below.

5. Action Plan to mitigate negative impacts of proposed change

Important note: Describe what alternatives have been considered and/or what actions will be taken to remove or minimize any potential negative impact identified in Table 1. Attach evidence or provide link to appropriate data, reports, etc:

Table 4 – Action Plan to mitigate negative impacts

Complete this table to show any negative impacts identified for service users and/or staff from protected groups, and planned actions mitigate them.				
Protected characteristic	Negative impact	Mitigating action(s)	Action owner	Date for completion
Disability	Some respondents didn't know how the Council would manage use of CCTV fairly.	Produce an easy read summary of the SCC code of practice for the Council website and disseminate via Disability forum	Dave Eastoe	31 st October 2019
Race	None			
Sex (gender)	None			

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Gender reassignment	None			
Sexual orientation	None			
Age	Some respondents didn't know if CCTV makes residents and visitors in the borough safer.	Promote the number of incidents detected and evidence supplied to the Police by CCTV service via appropriate communication channels on at least a quarterly basis.	Dave Eastoe / Briony Key	31 st October 2019
Religion or belief	None			
Pregnancy or maternity	None			
Marriage/civil partnership	None			

6. Decision on the proposed change

Based on the information outlined in this Equality Analysis enter X in column 3 (Conclusion) alongside the relevant statement to show your conclusion.		
Decision	Definition	Conclusion - Mark 'X' below
No major change	Our analysis demonstrates that the policy is robust. The evidence shows no potential for discrimination and we have taken all opportunities to advance equality and foster good relations, subject to continuing monitoring and review. The analysis does not suggest any major changes to the planned restructure - CCTV should help reduce the fear of crime and support greater transparency and fairness within the criminal justice system that will benefit residents with identified equalities characteristics, who are often disproportionately affected by crime and the fear of crime. The one action identified will be to create an Easy read version of SCC code of practice and disseminate via the Disability forum so that residents who identify as having a disability can understand the policies and processes the council must operate within.	x
Adjust the proposed change	We will take steps to lessen the impact of the proposed change should it adversely impact the Council's ability to meet any of the Public Sector Duties set out under section 4 above, remove barriers or better promote equality. We are going to take action to ensure these opportunities are realised. If you reach this conclusion, you must outline the actions you will take in Action Plan in section 5 of the Equality Analysis form	

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Continue the proposed change	We will adopt or continue with the change, despite potential for adverse impact or opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the change. However, we are not planning to implement them as we are satisfied that our project will not lead to unlawful discrimination and there are justifiable reasons to continue as planned. If you reach this conclusion, you should clearly set out the justifications for doing this and it must be in line with the duty to have due regard and how you reached this decision.	
Stop or amend the proposed change	Our change would have adverse effects on one or more protected groups that are not justified and cannot be mitigated. Our proposed change must be stopped or amended.	
Will this decision be considered at a scheduled meeting? e.g. Contracts and Commissioning Board (CCB) / Cabinet		Meeting title: CCB and Cabinet Date: 21 st October 2019 (Cabinet)

7. Sign-Off

Officers that must approve this decision		
Equalities Lead	Name: Yvonne Okiyo Position: Equalities Manager	Date: 29.08.19
Director	Name: Sarah Hayward Position: Director Violence Reduction Network	Date: 11 September 2019