

Equality Impact Assessment of the Policy on Recording devices in University fleet vehicles

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Project Aim
<i>What does the project aim to achieve? (Please note the financial and / or non-financial outcomes and benefits)</i>
To extend the provision of recording devices to include in-vehicle devices, commonly known as dashcams

Project Title	Policy on Recording devices in University fleet vehicles
Project Lead	Richard Bennett, Director of Campus Services
Project Team	Security, Health and Safety (following an incident), Governance and Compliance Services (Policy review)

What impact does the project, policy or practice have on people that share a protected characteristic?
<i>Under the equality duty (set out in the Equality Act 2010), the University must have ‘due regard’ to the need to eliminate unlawful discrimination, harassment and victimisation as well as to advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. The protected characteristics covered by the equality duty are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The duty also covers marriage and civil partnerships, but only in respect of eliminating unlawful discrimination. The law requires that the University demonstrates it has had ‘due regard’ to the aims of the equality duty in its planning and decision-making processes. Although not classed as protected characteristics under the Equality Act 2010, due regard must also be made to the effects of planning and decision-making processes on carers. Due regard also needs to be given to the Welsh Language under the Welsh Language (Wales) Measure 2011.</i>

Public Sector Equality Duty Requirements	Detail of Impact (Positive / Neutral / Negative)	Evidence
Eliminating Discrimination <i>Is the project, policy or practice likely to treat anyone less favourably or disadvantage them because of their protected characteristics?</i> <i>Could the project, policy or practice lead to different outcomes for different protected groups?</i>	- Clarifies University position on dashcams to the same standard as other related policies – CCTV and bodyworn video - Previously dashcams were in use in certain areas but usage was not documented or monitored	Outlined in the policy principles

Advancing Equality of Opportunity • <i>Will the needs of staff and students with different protected characteristics be met?</i> • <i>Could the project, policy or practice lead to increased take-up / participation by protected groups?</i> • <i>Are there any opportunities to proactively advance equality for specific protected groups and / or between protected groups?</i>	• Giving greater transparency to the acceptable use of Dashcam policy and process will ensure all parties are treated equally and openness regarding the usage of both the device and subsequent footage • “Additional take up” is not likely or relevant	As per the principles of the new policy, staff driving University fleet or other similar vehicles will be aware that dashcam recording may be used
Promoting Good Relations • <i>Have steps been taken to tackle prejudice and promote understanding?</i> • <i>How have relevant individuals, groups or organisations been involved / consulted in developing and impact assessing the project?</i>	This new policy is designed to ensure consistency of approach to all similar devices which record video and audio of staff, students and visitors	
Based on the above assessment, what course of action is required?		
No major change required <i>The assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.</i>	Not identified any potential discrimination (will improved current working practices and enable better investigation should any concerns arise)	
Make adjustments to remove barriers or to better advance equality <i>Note the adjustments that will be made to remove barriers identified by the assessment or to better advance equality.</i>	N/A	
Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality <i>Note the steps that will be taken to reduce or mitigate the adverse impacts.</i>	N/A	
Stop and rethink	N/A	

<i>The assessment shows actual or potential unlawful discrimination. Note the action to be taken to stop and / or rethink the project.</i>	
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How will the actual impact of the project, policy or practice be monitored once it has been implemented?

The policy will be reviewed every 3 years or sooner if any issues are identified at the Compliance Task Group The department responsible for implementation of the policy will be Campus Services
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Publication

This Equality Impact Assessment will be published – from September and and available on the University’s website alongside the Policy document.
