

DIVERSITY IMPACT ASSESSMENT (please complete electronically)

Title of policy/procedure: CCTV in Custody Suites
Policy author/assessor: Inspector Roy Atwell
Department: Headquarters Criminal Justice
Date of assessment: 08/03/07

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

This policy gives information concerning the use of CCTV equipment to monitor and record activity within custody areas and cells.

[See Notes](#)

1.2 Which individuals and organisations are likely to have an interest in or likely to be affected by the policy or function?

All persons coming into the police custody environment whether as officers, members of police staff, visitors, professional attendees, as well as the force {Professional Standards Department, Independent Police Complaints Commission, Custody Visitors, and the Home Office.

[See Notes](#)

Age

Issues concerning the handling of persons with mobility or age-related issues may arise, as well as issues concerning the detention, treatment and monitoring of juvenile detainees.

Disability

CCTV systems will capture dealings with detainees who have disabilities, as well as precautions and risk assessments in relation to detainees who are contagious or infectious so that they can be treated appropriately within the Custody environment.

Faith or Religion Cells are identified at each Custody Suite which are suitable for praying for certain faiths, and prayer books, mats and other religious material is available. CCTV should not adversely interfere with the ability of a detainee to pray in an environment that is appropriate for that purpose.

Gender (including transgender)

Issues may arise in relation to same-sex searching, and also trans-gender issues, and CCTV is able to record and monitor how

<p>detainees are dealt with from the authorisation of detention through to subsequent release or transfer of the detainee.</p>
<p>Race Issues may arise in relation to ethnicity in terms of language issues, meals, and other issues – CCTV within Custody will again capture how these issues are dealt with although the issues fall outside the scope of this policy.</p>
<p>Sexual Orientation Issues may arise in relation to orientation and CCTV is able to capture how sensitively and effectively these issues are dealt with and monitored.</p>
<p style="text-align: center;">Evidence</p>
<p>2.1 What quantitative information is available about the subject matter of the policy/function and its effect on each diversity target group? None available See Notes</p>
<p>Age</p>
<p>Disability</p>
<p>Faith or Religion</p>
<p>Gender (including transgender)</p>
<p>Race</p>
<p>Sexual Orientation</p>
<p>2.2 What qualitative information is available about the subject matter of the policy/function and its effect on each diversity target group? Consultation has yielded some anecdotal evidence which has led to comments on the policy and proposed changes – only positive comments received. See Notes</p>
<p>Age</p>
<p>Disability</p>

Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
2.3 What are the gaps in the available data? Quantitative and qualitative data unavailable so that presently unable to identify gaps in data. See Notes
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
2.4 Have you considered doing new research? If not, state why not. Considered, but not presently viable due to lack of resources/budgets. See Notes
Age
Disability
Faith or Religion
Gender (including transgender)

Race
Sexual Orientation
Assess the likely impact – negative impact
<p>3.1 From the information available, and your knowledge and experience of the policy or function, could it (if properly followed) have a negative impact on any one of the diversity target groups? State how.</p> <p><u>On the balance of probabilities, this policy is unlikely to have a negative impact on any of the strands of diversity.</u> See Notes</p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<p>3.2 If the answer to 3.1 is yes, is there any negative impact which is intended or justified under law? <u>N/A</u> Explain.</p> <p>See Notes</p>
Age
Disability
Faith or Religion

Gender (including transgender)
Race
Sexual Orientation
3.3 If the answer to 3.1 is yes, explain any negative impact which you feel is justifiable in order to achieve the overall policy/function aims. <u>N/A</u> Give examples. See Notes
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
3.4 Are there other factors that might explain the negative impact? <u>N/A</u>
Age
Disability
Faith or Religion
Gender (including transgender)

Race
Sexual Orientation
Assess the likely impact – positive impact
<p>4.1 Could the policy or function have a positive impact on any of the diversity target groups, by promoting equality or improving relations between those groups and other employees or service users outside each group?</p> <p><u>Yes</u> Say how.</p> <p><u>The role of Custody CCTV provides important safeguards for detainees and for personnel involved in the detention process whilst enhancing public confidence in this area of police activity. It encourages compliance with statutory provisions including the Codes of Practice and can evidence the making of dynamic risk assessments by the Custody Officer. It is well accepted that CCTV in police cells can be a useful tool to assist in the monitoring of vulnerable detainees and thereby reducing the likelihood of self-harm. Any invasion of the right to privacy is balanced appropriately and sensitively with the need for police to effectively discharge their duty of care to persons in Custody who may be at increased risk of harm. In terms of general principles, the system will help provide safeguards for police, detainees and all others interested in the detention process. It is intended that this will be achieved by:</u></p> <ul style="list-style-type: none"><u>(a) Providing a reliable record of the initial reception, booking-in and detention of the arrested person.</u><u>(b) Recording the condition and demeanour of the prisoner.</u><u>(c) Reducing incidents of violent or disorderly behaviour by detainees in the custody suite.</u><u>(d) Discouraging malicious complaints and allegations.</u><u>(e) Enhancing the security and safety of custody staff, detainees and others.</u><u>(f) Where appropriate, the visual monitoring of detainees in cells equipped with CCTV.</u> <p><u>See Notes</u></p>
Age

Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<p>4.2 If there is no evidence that the policy or function promotes equality or improves relations between diversity target groups and other people, what amendments could be made to achieve this?</p> <p><u>N/A</u> If there are no such amendments, please say so.</p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
Amendments to policy
<p>5.1 Which diversity target groups were identified as being negatively affected by the policy or function?</p> <p><u>N/A</u> Summarise the negative impact for each group (you may do so by reference to your answers at 3.1 above if appropriate)</p>
Age
Disability

Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
5.2 Have you removed or reduced the possibility of negative impact by making changes to the policy or function? <u>N/A</u> Explain what changes were made.
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
5.3 If changes were considered but not made, explain why this was the case. <u>N/A</u>
Age
Disability
Faith or Religion
Gender (including transgender)

Race
Sexual Orientation
<p>5.4 If the possibility of negative impact remains despite amendments, explain why implementing the policy is justifiable to meet the wider policy aims.</p> <p><u>N/A</u></p> <p>What alternative options have you considered for delivering the policy or function's aims?</p> <p>See Notes</p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation

IMPACT LEVEL – (CONSULTATION)

	Scoring	Age	Disability	Faith or Religion	Gender (and transgender)	Race	Sexual Orientation
Does the policy or function affect TVP staff?(i.e. officers or staff)	Yes = 1 No = 0	1	1	1	1	1	1
Does the policy or function affect the public served by TVP?	Yes = 1 No = 0	1	1	1	1	1	1
Does the policy or function involve the use of a statutory power?	Yes = 1 No = 0	1	1	1	1	1	1
Does the policy, when properly followed, allow for the exercise of discretion by the person implementing it?	Yes = 1 No = 0	1	1	1	1	1	1
Do you perceive the function to be politically or socially sensitive?	Yes = 2 No = 0	0	0	0	0	0	0
Insert your answer to Question 3.1 above (Yes/No)	Yes = 2 No = 0	0	0	0	0	0	0

Insert your answer to Question 3.2 above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0	0	0	0	0	0	0
Insert your answer to Question 5.2 above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0	0	0	0	0	0	0
Insert your answer to Question 4.1 above (Yes/No)	Yes = -1 No = 0	-1	-1	-1	-1	-1	-1
Add your scores for each column	Total score	4	4	4	4	4	4
Impact Level:	1-3 = Low 4-5 = Medium 6-8 = High	3	3	3	3	3	3