



**Equality Impact Assessment**

| <b>Question</b>  | <b>Response</b>   |
|--|---|
| 1. Name of policy/funding activity/event being assessed  | Body Worn Video Policy  |
| 2. Summary of aims and objectives of the policy/funding activity/event   | The Body Worn Video policy is to ensure consistent and standardised usage of Body Worn Video (BWV) by all SKDC officers in accordance with relevant legislations.   |
| 3. Who is affected by the policy/funding activity/event?   | This use of this policy applies to functions carried out within regulatory services and some non-regulatory with public facing services. The policy sets out clear processes for officers to follow and identifies what members of the public can expect from the Council in terms of the use of body worn video. |
| 4. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below. | Lincolnshire Legal Services have been consulted.<br><br>Directors, Heads of Service and Managers at SKDC of services areas likely to use BWV, have also been consulted.<br><br>All feedback has been incorporated within the policy.  |
| 5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?  | The policy will be reviewed every three years. If there are any guidance or legislative changes between scheduled reviews, the policy will be reviewed.   |

| <b>Protected Characteristic</b> | <b>Is there a potential for positive or negative impact?</b> | <b>Please explain and give examples of any evidence/data used</b> | <b>Action to address negative impact e.g. adjustment to the policy</b> <i>(The Action Log below should be completed to provide further detail)</i> |
|---------------------------------|--|---|--|
| Age                             | No impact  | This protected characteristic is not affected by the policy.      | Neither the policy nor requirements within it are determined by this protected characteristic.   |
| Disability                      | No impact  | This protected characteristic is not affected by the policy.      | Neither the policy nor requirements within it are determined by this protected characteristic.   |
| Gender Reassignment             | No impact  | This protected characteristic is not affected by the policy.      | Neither the policy nor requirements within it are determined by this protected characteristic.   |
| Marriage and Civil Partnership  | No impact  | This protected characteristic is not affected by the policy.      | Neither the policy nor requirements within it are determined by this protected characteristic.   |



|   |           |  |  |
|---|-----------|--|--|
| Pregnancy and Maternity   | No impact | This protected characteristic is not affected by the policy.                       | Neither the policy nor requirements within it are determined by this protected characteristic. |
| Race  | No impact | This protected characteristic is not affected by the policy.                       | Neither the policy nor requirements within it are determined by this protected characteristic. |
| Religion or Belief  | No impact | This protected characteristic is not affected by the policy.                       | Neither the policy nor requirements within it are determined by this protected characteristic. |
| Sex   | No impact | This protected characteristic is not affected by the policy.                       | Neither the policy nor requirements within it are determined by this protected characteristic. |
| Sexual Orientation  | No impact | This protected characteristic is not affected by the policy.                       | Neither the policy nor requirements within it are determined by this protected characteristic. |
| <b>Other Factors requiring consideration</b>                                    |           |  |  |
| Socio-Economic Impacts  | No impact | This policy relates to officers wearing BWV will not have a socio-economic impact. | Neither the policy nor the requirements within it will have a socio-economic impact.           |
| Carers<br>(those who provide unpaid care to a family member, friend or partner) | No impact | This protected characteristic is not affected by the policy.                       | Neither the policy nor requirements within it are determined by this protected characteristic. |

**Consultation**

| Group/Organisation | Date | Response |
|--------------------|------|----------|
|                    |      |          |
|                    |      |          |
|                    |      |          |

**Proposed Mitigation: Action Log**

To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely. Add more rows as required.



| Negative Impact | Action | Timeline | Outcome | Status |
|-----------------|--------|----------|---------|--------|
|                 |        |          |         |        |

### Evaluation Decision

| Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.  |                             |   |
|---|-----------------------------|---|
| Question  | Explanation / justification |   |
| Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?  | None identified             |   |
| Final Decision  | Tick                        | Include any explanation/justification required  |
| 1. <b>No barriers</b> identified, therefore activity will <b>proceed</b>  | x                           | The policy does not discriminate or unfairly disadvantage people but is targeted only at cases where action is needed and is based on the guiding principles of consistency, transparency, proportionality, and accountability. |
| 2. <b>Stop</b> the policy or practice because the data shows bias towards one or more groups  |                             |   |
| 3. <b>Adapt or change</b> the policy in a way that will eliminate the bias  |                             |   |
| 4. <b>Barriers and impact identified</b> , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision |                             |   |

Did you consult with an Equality Ally prior to carrying out this assessment? Yes

### Sign off

|   |  |
|---|--|
| <b>Name and job title of person completing this EIA</b>             | Andrew Beaver<br>Community Safety Manager  |
| <b>Officer Responsible for implementing the policy/function etc</b> | Officer responsible for the Policy:<br>Ayeisha Kirkham<br>Head of Service- Public Protection |



|   |                 |
|---|-----------------|
| <b>Date Completed</b>                       | 23/1/2026       |
| <b>Line Manager</b>                         | Ayeisha Kirkham |
| <b>Date Agreed</b> <i>(by line manager)</i> | 23/1/2026       |
| <b>Date of Review</b> <i>(if required)</i>  | n/a             |

Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to [equalities@southkesteven.gov.uk](mailto:equalities@southkesteven.gov.uk).

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.