

Thanet District Council (TDC) Equality Impact Assessment

Step one: test for relevance

1 Person responsible for this assessment

Name:	Eden Geddes		
Job title:	Enforcement & multi agency task force manager		
Phone:			
Service area:	Community Services	Date of assessment:	14 04 2023

2 Others involved in carrying out the analysis

Name:	
Name:	
Name:	

3. Description of strategy, policy, service, project, activity or decision

Title:	CCTV Installations & Repairs contract Equality Impact Assessment
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Is it new?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
A review of existing?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>

3.1 Aims and objectives

Consider: **what** you are doing? **why** you are doing it? **who** will benefit?

Thanet District Council is proposing to re-appoint the CCTV installations and planned/ preventative maintenance contract.

The purpose of this contract is to combine and regulate the councils installation and repair of digital image recording systems. For the purpose of this assessment “systems” relate to any form of data captured at a minimum of 24 frames per second which is the minimum speed needed to capture video while still maintaining realistic motion.

The purpose of this assessment is to review impacts upon those with protected characteristics or other strategic equalities considerations, in particular the safeguarding of children and vulnerable adults, mental well-being and community resilience, and disability.

3.2 What outcomes are expected? Who is expected to benefit?

The expected outcome is procurement of a contract for the provision of CCTV installations, repairs and preventative maintenance.

The application of CCTV benefits each individual within communities by providing a mechanism for safety applicable to all.

4 Who is affected?

4.1 Which groups or individuals does the strategy, policy, service, project, activity or decision affect? For example, the Council, employees (including temporary workers), other public authorities, contractors, partner organisations, wider community, others.

Result of contract: Staff, Internal departments, Police County council/ residents/ visitors.

4.2 Does the strategy, policy, service, project, activity or decision relate to a service area with known inequalities? (Give a brief description).

Thanet continues to rank as the most deprived local authority in Kent.

5 Equality Act 2010

How does the strategy, policy, service, project, activity or decision actively meet the public sector equality duties to:

Eliminate unlawful discrimination (including harassment, victimisation and other prohibited conduct)

The council has an Equality and Diversity Policy Statement in place which states:

TDC will gather information on equalities when making decisions. These are called equality impact assessments. This will make sure no one is missed out when decisions are made.

TDC will use its equality research when arranging and buying services. We will make sure the organisations that give services on our behalf do this in line with our Equality Policy.

TDC will gather knowledge and information on groups of people we provide services to. This will make sure everyone is treated equally and services are improved.

TDC will continue to be an inclusive employer. TDC employs a large and diverse workforce. We need to make sure all personnel are treated with respect. And our workforce represents the community.

TDC will involve everyone when it plans services. Through asking people about services and changes we will make sure everyone is treated fairly.

TDC will put the people they serve at the heart of their work. This is part of the Public Equality Duty. This aims to build a strong community where people are included and feel safe.

Who is responsible for doing this? Everyone at the Council has responsibility for making equality happen. This includes Council members, managers, staff and contractors.

Advance equality of opportunity (between people who share a protected characteristic and people who do not share it)

The subject of the award in relation to this procurement is an inclusive employer

Foster good relations (between people who share a protected characteristic and people who do not share it). Could it have an adverse impact on relations between different diverse groups?

There are no perceived equality impact implications from the procurement of this contract.

6 Priority

The following questions will help you to identify whether this 'service' is a high priority. Please answer all questions with particular reference to the protected characteristics; race, gender, gender reassignment, disability, religion or belief, sexual orientation, age, marriage and civil marriage/partnership and pregnancy and maternity.

Please provide a comment for each answer, providing evidence for your answer, regardless whether you have answered yes or no.

Questions	Yes	No
1. Are there any particular groups who may have trouble accessing the 'service'?		X
Comments: The access to CCTV services is equally applicable to all in the defined geographical location		
2. Does your information suggest that some groups of people are less satisfied than others with this 'service'?		X
Comments: Since the advent of CCTV services in district that have been no equality based complaints of concerns raised.		
3. Will this service have a significant impact on any of our residents?		X
Comments: The application of the contract is not envisaged to have a significant impact upon residents		
4. Do you have any evidence that discrimination, harassment and/or victimisation could occur as part of this service?		X
Comments: There is no evidence that the application of the contract would promote discrimination, harassment and/or victimisation		
5. Do you think the service will hinder communication and negatively impact relations between the organisation and its employees, residents, contractors or anyone else?		X
Comments: The application of the contract is commercial in nature and is not envisaged to hinder or impact upon relationships		
6. Does this service need to improve the way in which it is communicated to people who have literacy, numeracy or any other access needs?		X
Comments: The application of the contract will not impact upon any individual with access needs.		
7. Does consultation need to be carried out?		X
Comments: N/A		

In order to assess the priority of your '**service**' please complete the table below by adding up how many questions you answered yes to and following the appropriate action.

Priority	Number of questions answered 'yes'	Rating	Action
High	3 or more		Continue to section 2
Medium	1 to 2		Please provide evidence to any questions you answered 'yes' to in section 1. Test for relevance complete (sometimes a full assessment may be required).
Low	0	0	Test for relevance complete.

If, following the completion of the test for relevance, a full assessment is not required, go straight to the declaration. If a full assessment is required, go to Step two: full equality impact assessment.

Step two: full equality impact assessment

1 Could the strategy, policy, service, project, activity or decision have a **negative, positive or neutral** effect on groups or individuals?

Consider:

What you are doing?

Why you are doing it?

How you are doing it?

Who can access the service easily and who may not be able to access the service and **why**?

The full analysis explores ways to reduce or eliminate barriers and/or negative impacts.

Protected characteristics	N e g a t i v e	P o s i t i v e	N e u t r a l	Evidence/Reasoning (Consider any barriers which will have negative impact and/or good practices giving positive impact)
<p>Age</p> <p>Consider:</p> <ul style="list-style-type: none"> • The way younger and older people access services may be different • Use of technology • Child care/care of other dependant • Timings/flexibility, such as work patterns • Transport arrangements • Venue location 	X			Recommendations:
<p>Disability (Includes: physical, learning, sensory (deaf/blind), mental health)</p> <p>Consider:</p> <ul style="list-style-type: none"> • Communication methods • Accessibility – venue, location, transport • Range of support needed to participate • Hearing Loops/Interpreters • Disability awareness training for employees 		X		Recommendations:
<p>Race (Includes; gypsy, travelling, refugee and migrant communities)</p> <p>Consider:</p>		X		<p>Recommendations:</p> <p>The PSPO and supporting information aside from a written format has been delivered in the form of a pictogram to every resident/ landlord and business in</p>

<ul style="list-style-type: none"> • The size of the BME communities that your service/project affects. • Language(s) spoken/understood. • Culture, such as hygiene, clothing, physical activities, mixed gender activities. • What access support can you offer? 			<p>recognition of those who may not have an understanding of written English.</p>
<p>Religion, faith or belief</p> <p>Consider:</p> <ul style="list-style-type: none"> • The diversity within the communities that your service/project affect • Prayer times, meal times, food (some religions do not eat meat), cultural habit or belief, religious holidays such as Ramadan • Awareness training for employees 		X	<p>Recommendations:</p>
<p>Pregnancy and maternity</p> <p>Consider:</p> <ul style="list-style-type: none"> • Flexible hours of the service/project • Is there access to private area for breastfeeding mothers? 		X	<p>Recommendations:</p>
<p>Gender</p> <p>Consider:</p> <ul style="list-style-type: none"> • The impact on men and women • Child care/care of other dependant • Mixed/single gender groups/activities • Timing of services/projects 		X	<p>Recommendations:</p>
<p>Sexual orientation (Includes: lesbian, gay, bisexual)</p> <p>Consider:</p> <ul style="list-style-type: none"> • LGB people should feel safe to disclose their sexual orientation without fear of prejudice • Make it clear you recognised civil 		X	<p>Recommendations:</p>

marriage and partnerships <ul style="list-style-type: none"> • Awareness training for employees 				
Transgender Consider: <ul style="list-style-type: none"> • Trans people should be able to disclose their gender identity without fear of prejudice • Making it clear you have a Trans policy and process • Awareness training for employees 		X		Recommendations:
Marriage and civil marriage/partnership Consider: <ul style="list-style-type: none"> • All couples or partners, regardless of gender, should be able to access services 		X		Recommendations:

Outsourced services	
If your policy/process is partly or wholly provided by external organisations/agencies (such as Civica or Capita), please list any arrangements you plan to ensure that they promote equality and diversity. Include this in your improvement plan	Contract to be delivered via a third party but contract monitoring via the local authority.
Relations between different equality groups	
Does your assessment show that a strategy, policy or process may amount to potential adverse impact between different equality groups? If yes please explain how the improvement plan is going to tackle this issue	Policy and process risk indicates no adverse effect as to equalities. The procurement of the contract does not indicate negative equalities outcomes.
Consultation responses	
Summary of replies from individuals and stakeholders consulted including any previous complaints on equality and diversity issues about the strategy, policy or process	N/A

Summary of recommendations		
Actions	By Who	By When

Declaration

I am satisfied that a Test for Relevance has been carried out on the matter named in this Analysis and conclude that a full Equality Impact Assessment **is not required**.

Yes No

If you do not think that a full Equality Impact Assessment is required – please give your reasons:

The implementation of a Public Spaces Protection Order is related to a geographical area and the impact is equitable across all groups including those with protected characteristics, supporting policies, services and legislation that do not discriminate against anyone and that, where possible, promotes equality of opportunity.

I confirm that a full Equality Impact Assessment has been completed.

Yes No

Signature of Head of Service:	Date:

Recommendations agreed:	Yes <input type="checkbox"/> No <input type="checkbox"/>
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Signed: (Director):	EIA date: