

## Slough Borough Council

<b>Report To:</b>	Cabinet
<b>Date:</b>	27 <sup>th</sup> February 2023
<b>Subject:</b>	CCTV Services
<b>Lead Member:</b>	Cllr Balvinder Bains
<b>Chief Officer:</b>	Richard West
<b>Contact Officer:</b>	Ketan Gandhi AD Community and Public Protection  Garry Tallett GM Community Safety, Housing Regulation & Enforcement
<b>Ward(s):</b>	All
<b>Key Decision:</b>	YES
<b>Exempt:</b>	NO
<b>Decision Subject To Call In:</b>	YES
<b>Appendices:</b>	<b>Appendix A</b> – Equalities Impact Assessment <b>Appendix B</b> – Letter from Thames Valley Police <b>Appendix C</b> – Letter from the Police Crime Commissioner

### 1. Summary and Recommendations

- 1.1 This report requests approval for the discontinuation of our dedicated CCTV team and the transfer of responsibility for public facing CCTV from Slough Borough Council to Thames Valley Police (TVP) with effect from 1 January 2024. This will avoid annualised costs of £630k and bring an annualised budget saving of £105k. Redundancy (if any) and decommissioning costs will be met from a restructuring provision set up through the capitalisation direction. One-off costs to fund the service between 1 April 2023 and 31 December 2023 will be provided for from other one-off budgets/in year savings to enable the ongoing saving to be secured.
- 1.2 The discontinuation of our dedicated CCTV team will mean that incidental services currently provided by the CCTV team will be returned to become the responsibility of the originating SBC service or be discontinued altogether. This report sets out the issues involved and the alternative arrangements which will be put in place on or before 31 December 2023.

## Recommendations:

Cabinet is recommended to: -

- a. Approve the cessation of responsibility for all public facing CCTV from 1 January 2024.
- b. Note that a further report will be presented in the Autumn to Overview and Scrutiny Committee and to Cabinet to review SBCs role in our joint commitment with Thames Valley Police to community safety from 1 January 2024 onwards. This will not involve any financial commitment by the Council to CCTV.

### Reason:

Public facing CCTV is a valued service currently provided by the Council as part of our joint commitment with Thames Valley Police to community safety. The Council's financial situation is such that it needs to review all services to determine whether they are cost effective and whether there are other options, including partnership options to achieve the same aims. Thames Valley Police wish to have a single public facing CCTV service across the whole of the Thames Valley and already provide CCTV in several local authority areas within the Thames Valley area. Appendix 3 sets out that TVP will look to take responsibility for public facing CCTV in Slough from 1 January 2024 and that, in the meantime, their strong preference is that SBC continue to provide 24/7 monitoring of CCTV in public spaces.

### Commissioner Review

*Commissioners note that these proposals are included in the budget savings proposed for the next financial year so the programme will need to be delivered or compensating savings identified.*

## 2. Report

### Introductory paragraph

- 2.1 SBC currently provide and operate a CCTV camera estate across the public realm, the transport network and Council buildings. Provision of public facing CCTV contributes to the Council's wider duties in relation to prevention of crime and disorder, however there is no specific duty to provide a CCTV service. TVP have been consulted on the proposal and have responded in a letter appended at Appendix B – Letter from Thames Valley Police and a letter appended at Appendix C – Letter from the Police Crime Commissioner.
- 2.2 The council's Corporate Plan includes the following priorities which are supported by the decisions described in this report: -
  - **A council that lives within our means, balances the budget, and delivers best value for taxpayers and service users** – the proposal in this report enables a continuation of the valued public facing CCTV service through collaboration with Thames Valley Police while making significant cost savings.

## 2.3 Options considered: -

Option	Description
<b>A</b>	<p>Slough Borough Councils responsibility for public facing CCTV would stop on 1 April 2023. All SBC public facing CCTV equipment, the SBC CCTV control room equipment and access to the SBC CCTV control room will be given to Thames Valley Police for the interim period in which they want to continue to use them, if any, and contracts to maintain equipment and data lines will be novated to Thames Valley Police where they wish this to be the case.</p> <p><b>This will bring SBC budget savings of £105k/annum in 2023/24 and avoids net expenditure of £632k less £105k budget savings = £527k.</b> (see Section 3.1). It brings one off costs of £30k decommissioning costs + worst case redundancy provision of £255k = £285k</p> <p><b>This option is not recommended.</b> Our strong partnership with the Police and other agencies in collaborating to improve public safety in Slough would be undermined by a decision to stop providing 24/7 monitoring of public facing CCTV in Slough before TVP have established an alternative system for providing this; TVP need until 1 January 2024.</p>
<b>B</b>	<p>Slough Borough Council to continue to provide 24/7 live monitoring of public facing CCTV footage until 31 December 2023. Thames Valley Police would provide an alternative system from 1 January 2024.</p> <p><b>This will also bring SBC budget savings of £105k/annum in 2023/24 BUT will bring a one-off cost of £473k to provide a CCTV control room until 31 December 2023 + £30k decommissioning costs + worst case redundancy provision of £255k = £758k.</b> Redundancy (if any) and decommissioning costs will be met from a restructuring provision set up through the capitalisation direction. The £473k one-off costs to fund the service between 1 April 2023 and 31 December 2023 will be provided for from other one-off budgets/in year savings to enable the ongoing saving to be secured.</p> <p><b>This option is recommended.</b> It provides TVP with sufficient time to mobilise an alternative 24/7 monitoring arrangement for CCTV in Sloughs public places. It would also provide a longer period over which to put in place and test the robustness of alternative Careline arrangements to support vulnerable adults.</p>

## Background

2.4 The Crime & Disorder Act 1998 (CDA98) requires each local authority to exercise its functions to prevent crime and disorder. As part of this, the Council has chosen to operate a 24/7 live monitoring and recorded footage public facing CCTV service at locations across the borough which aims to: -

- Reduce fear of crime, anti-social behaviour, and aggression.
- Reduce violent or aggressive behaviour.
- Detect crime and provide evidential material for court proceedings.
- Protect property and assets.

- Encourage greater use of the borough's public spaces.
- Monitor scene of accidents and liaise with the Emergency Services.
- Monitor fire incidents and liaise with the Emergency Services

2.5 Public facing CCTV cameras are defined as cameras in the public space in which the public have an expectation to be monitored by some form of surveillance equipment with a low expectation of privacy. Monitored for the purpose of reassurance, public safety and the prevention and detection of crime: -

This would include: -

- Town centre & public Highway
- Parks & open spaces
- Non private dwellings, housing estates, public rights of way, entrance exit points, lifts and lift lobby's

This would not include: -

- Traffic enforcement cameras

Cameras in the following environments would continue to be managed by the Council as recorded footage cameras for Council purposes with footage shared with the Police on request: -

- Council owned buildings
- Internal council building cameras
- Bollard operating cameras
- ANPR camera at SBCs Chalvey Household Waste and Recycling Centre
- Cameras mounted on SBC vehicles including Refuse Collection Vehicles
- Re-deployable cameras owned by SBC

2.6 Some local authority areas have no public facing CCTV footage. Other areas have a mixture of recorded footage and live monitoring sometimes provided by the Police and sometimes by the Council: -

Local authority Area	Is public space CCTV monitoring provided?	Who Provides it?	Hours of live monitoring	Is recorded footage available	Number of CCTV staff posts
West Berkshire	No	N/A	None	No	None
Wokingham	No	N/A	None	No	None
Bracknell Forest	No	N/A	None	No	None
Reading	Yes	Police (TVP)	c12 hrs/day	Yes	4
Milton Keynes	Yes	Police (TVP)	c8hrs M-F	Yes	2
Cherwell	Yes	Police (TVP)	c12 hrs/day	Yes	4.5
West Oxfordshire	Yes	Police (TVP)	c12 hrs/day	Yes	4
Oxford	Yes	Police (TVP)	c12 hrs/day	Yes	4
Bucks – Aylesbury	Yes	Police (TVP)	c12 hrs/day	Yes	4
Bucks - Wycombe	Yes	Council	c12 hrs/day	Yes	4
South Oxfordshire	Yes	Council	c12 hrs/day	Yes	4
Vale of White Horse	Yes	Council	c12 hrs/day	Yes	4
RBWM	Yes	Council	24 hrs/day	Yes	9

2.7 Our 24/7 CCTV team currently provide several incidental services which could be provided by others should the CCTV team be discontinued. The table below sets out the services currently provided by the CCTV team and identifies how they would be provided in the future (also see section 3.7 Workforce Implications). Paragraph 2.8 provides additional information relating to Careline: -

<b>Dedicated CCTV team current work</b>	<b>Future means of provision</b>
24/7 live monitoring of public facing CCTV footage to aid the Police for both 'live' incidents and evidence gathering	Thames Valley Police to provide new equipment in Slough and carry out this work as part of their service across the Thames Valley operating out of their control centre, currently Milton Keynes.
Retrieval of recorded footage taken by CCTV cameras at Council premises and from vehicle cameras used by the DSO	This will return to become part of the duties of the Building Management Team and/or, where relevant, the DSO Operational Management Team and the Housing Management Team. Software will need to be added to computers used by relevant officers to view recorded CCTV footage. Training and audit will be provided to ensure compliance with data protection legislation
Answering calls to Careline from analogue pendant holders	All users to be provided with a digital pendant alarm which will be triaged by another organisation "Appello"
Answering calls to the ASB hotline	Calls will be directed to a dedicated mobile phone number which will be answered by a Duty Officer 24/7. There will be no additional staff cost to the Council as this activity will be absorbed within existing officer resources.
Answering calls from customers stuck in Herschel MSCP and Hatfield MSCP	Calls will be directed to the Council's Parking Contractor, currently Saba.
Point of contact for the Council's Emergency Planning Team	Where Emergency Planning is a multiple agency activity including the Police, Fire and Health Authorities then the CCTV service provided by Thames Valley Police will replace the Council's CCTV service in aiding the management of emergency response to incidents as they arise. Council only emergencies may receive support from the Police CCTV but if this is not forthcoming then other means of communication would need to be relied upon in the same way as for those locations where there is no CCTV footage (most of the borough does not have CCTV coverage)
24/7 monitoring of Fire Alarms, Intruder Alarms and Lift Alarms for	This will return to become part of the duties of the Building Management Team and/or, where

<b>Dedicated CCTV team current work</b>	<b>Future means of provision</b>
SBC Buildings including some housing stock	relevant, the DSO Operational Management Team and the Housing Management Team
Reporting of Fly tipping & graffiti	This is a duplication of other means of reporting these occurrences and will be discontinued
Holding of keys for various sites for out of hours access	This will return to become part of the duties of the Building Management Team and/or, where relevant, the DSO Operational Management Team and the Housing Management Team

2.8 **Careline** - Adult Social Care offer pendant alarms, through a contract with Berkshire Community Equipment Service (BCES), to residents to access help and support in an emergency as a 24-hour service. Original pendant alarms are analogue alarms and contacts from these are currently triaged by SBC's 24/7 CCTV team. Since October 2022 any new requests for a pendant alarm have been provided with a digital alarm which are triaged by another organisation "Appello". Both triage services provide access to the Responder service that is contracted by Adult Social Care in cases where a resident does not have a named contact that can support. It is planned to do a full digital switchover which will see all residents with an analogue pendant alarm issued with a digital alarm as soon as possible allowing the analogue system to be discontinued. This is being project managed so that there is no dependency on SBC's CCTV team beyond 1 January 2024. Demobilisation activities include advising callers that the service is being discontinued along with arranging for them to receive a digital pendant. We will make direct contact with those customers for whom we have records. It is critical that we don't allow the opportunity for a vulnerable person who relies on an analogue device to be "missed" and not provided with a digital analogue device before the analogue system stops on 1 January 2024. An exhaustive review of all phone numbers contacted by our Careline system will be triaged with our other data sources to identify any gaps. These numbers will then be contacted to determine whether these people need to be provided with a digital pendant / alternative arrangement to serve their needs beyond 31 December 2023.

### 3. Implications of the Recommendation

#### 3.1 Financial implications

3.1.1 The table below illustrates that we will make an annualised budget saving of £105k considering savings in recharge budgets and making provision to provide and maintain CCTV cameras and equipment for viewing footage at Council buildings, Depots, and on-board cameras.

<b>Budget Savings</b>	
Budgeted Net Spend	71,100
Available Recharge budgets	63,400
Cost for internal CCTV	-30,000
Savings to offer	<b>104,500</b>

- 3.1.2 The gross costs of continuing to provide public facing CCTV would be £632k. By discontinuing the service these costs will be avoided and will result in a budget saving of £105k.
- 3.1.3 Technology moves very quickly and it is felt likely that TVP will erect new cameras rather than keep existing cameras. However, some of the equipment is new and may be retained and use of existing poles will be encouraged. Where this is the case then fair value should be achieved and/or the cost to remove and dispose of equipment and poles will be avoided. The one-off cost to remove and dispose of SBC public facing CCTV cameras and poles where not needed and the control room equipment at Claycots School, including making good, is estimated to be £30k.
- 3.1.4 If all CCTV staff are made redundant then the one-off cost would be £255k. Also see, 3.7 Workforce Implications below.
- 3.1.5 The one-off cost of £473k to provide a CCTV control room until 31 December 2023 + £30k decommissioning costs + worst case redundancy provision of £255k = £758k. Redundancy (if any) and decommissioning costs will be met from a restructuring provision set up through the capitalisation direction. The £473k one-off costs to fund the service between 1 April 2023 and 31 December 2023 will be provided for from other one-off budgets/in year savings to enable the ongoing saving to be secured.

## 3.2 Legal implications

- 3.2.1 Section 6 of the Crime and Disorder Act 1998 requires public bodies in a local authority area to formulate and implement a strategy for the reduction of crime and disorder in the area (including anti-social and other behaviour that adversely affects the local environment), a strategy for combatting the misuse of drugs, alcohol and other substances in the area and a strategy for the reduction of re-offending in the area. Section 17 of the Crime and Disorder Act 1998 places a duty of local authorities when making decisions on the exercise of its functions to have due regard to the likely effect of the exercise of those functions and the need to do all that it reasonably can to prevent crime and disorder in its area, and misuse of drugs, alcohol and other substances in its area and re-offending in its area.
- 3.2.2 The Police, Crime, Sentencing and Courts Act 2022 contains a new serious violence duty which applies to a range of public bodies. The duty requires services to work together to share information and to target their interventions, where possible through existing partnership structures, to prevent and reduce serious violence within their local communities. The Government has also announced an intention to amend the Crime and Disorder Act 1998 to make serious violence an explicit priority for Community Safety Partnerships. The legislation is only partially in force and draft guidance has been issued. The draft guidance confirms that there should be a multi-agency partnership approach to collaboration, safeguarding children, undertaking strategic needs assessments and information sharing. The draft guidance contains sections on each public body, including local authorities, emphasizing the key roles they play in sharing data, conducting preventative work, leading public health commissioning, and supporting early intervention initiatives.

3.2.3 The above statutory frameworks show the critical role that the Council plays as part of a wider community safety partnership, however it is not the principal body responsible for investigation and detection of crime and as TVP cover a much wider area and are already managing CCTV systems for other local areas, it is best placed to become the lead authority. If there is a delay in implementing the transfer, TVP will have the ability to pay the Council to continue to monitor the system until the transfer can take place.

3.2.4 On an initial review, it is unlikely that staff will transfer to TVP and therefore there may be some redundancy costs if staff cannot be redeployed in other areas. This will be considered further as part of project implementation, see section 3.7 Workforce Implications below.

### 3.3 Risk management implications

The following key risks have been identified and will be included in the CCTV demobilisation project risk register: -

<b>Risk</b>	<b>Rating</b>	<b>Mitigation</b>	<b>Residual risk</b>
CCTV control room equipment was purchased in 2012 and is end of life with a high risk of failure	High	Decommission at the earliest opportunity	Low
Approximately 50% of public facing cameras are end of life with a high risk of failure	High	Decommission at the earliest opportunity	Low
TUPE - Based on the recharging regime for CCTV services, staff will not transfer to TVP under TUPE and therefore there may be some redundancy costs if staff cannot be redeployed in other areas.	Medium	A TUPE transfer without the proper information can result in losses at a tribunal so this is an avoidable risk. See 3.7 Workforce Implications - further work will take place over the forthcoming weeks and months to thoroughly evidence how staff time has been, is currently and, over the remaining months, will be spent. We will also review the volume of work which will need to be absorbed by other SBC officers as part of their duties with the transfer of internal CCTV work back to the services. These exercises will inform a final decision on whether TUPE applies. If needed, appropriate redundancy consultation must take place with each affected individual, including provision of sufficient time to allow	Low



Risk	Rating	Mitigation	Residual risk
		opportunity for redeployment to other services.	
The Crime & Disorder Act 1998 (CDA98) requires each authority to exercise its functions to prevent crime and disorder.	Medium	Slough has a robust and effective Safer Slough Partnership in place to fulfil this function. It is recommended that a further report be brought to cabinet in October 2023 to review SBCs role in our joint commitment with Thames Valley Police to community safety from 1 January 2024 onwards	Low
The public may perceive that the public facing CCTV provision is being reduced / stopped.	High	A Communication plan to allay any public concern will be developed.	Low
Failure to transfer all careline users from analogue devices to digital devices by 31 December 2023	High	This is being project managed to ensure that it is achieved, see para 2.8	Low
Failure by TVP to meet the deadline of 1 January 2024 to have established an alternative CCTV provision	Low	This is being projected managed in collaboration between TVP and SBC and is well underway. In the unlikely event that there is delay then SBC would be prepared to continue to provide a service on behalf of TVP providing that TVP met all costs	Low

### 3.4 Environmental implications

3.4.1 There are no environmental implications.

### 3.5 Equality implications

3.5.1 In accordance with the equality duty, an equalities impact assessment has been undertaken, and is provided as **Appendix A**.

### 3.6 Procurement implications

3.6.1 The CCTV service has a series of contracts for maintenance of equipment and with communications companies for provision of data and telephone lines. These will need to be terminated or novated to Thames Valley Police if they wish.

3.6.2 Where equipment is to remain for monitoring of Council buildings, depots, and on-board vehicle cameras then a planned procurement programme for maintenance and replacement will need to be provided for.

### 3.7 Workforce implications

3.7.1 Initial meetings, with respect to the discontinuation of our CCTV Control Room, took place with staff, management and the Unions on 9 November 2022 and the 22 December 2022. Based on the recharging regime for CCTV services it is felt unlikely that staff will transfer to TVP and therefore there may be some redundancy costs if staff cannot be redeployed in other areas. However, it is essential that this is demonstrated, or shown not to be the case, by detailed review and analysis of what time is spent on each of the activities carried out by the team, both in the past, the present and in the future through to 31 December 2023, including: -

- Careline – responding to requests from vulnerable adults for assistance.
- Requests to review recorded footage by the police.
- Requests to review recorded footage by internal Council departments.
- Requests to respond to Car Parking issues – raising of barriers etc
- Requests to support Emergency Planning
- Responding to issues relating to fire, security and lift alarms
- Viewing of live footage of public places
- Viewing of live footage of Council premises

Data gathering and interviews with staff members will take place over the forthcoming weeks and months.

3.7.2 Fortnightly demobilisation meetings, with attendees from each of the departments affected including People Adults (Careline), Housing, Building Management and the DSO, started on the 26 January 2022. On an initial review, it is felt unlikely that CCTV staff will transfer to these departments. CCTV work was previously carried directly by the services before it was centralised in 2017 and staff still exist in these services who previously managed and are familiar with this work. However, it is essential that the actual volume of work now required is thoroughly understood so that a fully informed final decision can be taken. Detailed review and analysis of how work can be absorbed into the role of existing officers in these departments or not will be carried out over the forthcoming weeks and months.

### 3.8 Property implications

3.8.1 CCTV monitoring of Council buildings will continue but will be predominantly recorded footage only. There is the opportunity to view live footage, where camera systems allow this, providing that there is merit in doing so and providing that it can be absorbed into the duties of existing officers. An example would be remotely monitoring the delivery of items at the Chalvey Depot by the DSO operational team rather than being physically present.


## 4. **Background Papers**

- None

## Appendix A – Equalities Impact Assessment

### EQUALITY IMPACT ASSESSMENT TEMPLATE

#### SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:	
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#### SECTION 1:

<b>Title</b>	<b>PL-2324-46 - Stop SBC funded CCTV Monitoring of public spaces</b>
What are you analysing? <ul style="list-style-type: none"> <li>What is the policy/project/activity/strategy looking to achieve?</li> <li>Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>What results are intended?</li> </ul>	<p>Public facing CCTV will continue to be provided but it will become the responsibility of Thames Valley Police with effect from 1 April 2023. There may be an interim period where TVP pay for SBC to continue to provide public facing CCTV until they are ready to mobilise their new system.</p> <p>The service will continue so there is no impact on residents. CCTV is likely to support certain groups more than others for instance younger people may be at more risk of knife crime or gang crime, women and girls may be at more risk of violent crime and certain ethnicities may be more at risk of crime in a public place</p> <p>There may be a TUPE transfer of staff depending on the nature of the new service provided by TVP. If not, then CCTV staff will be at risk of redundancy and the SBC HR policies will be followed to bring about redeployment wherever possible.</p>
Details of the lead person completing the screening/EIA	<p>(i) Full Name: Ketan Gandhi / Garry Tallett</p> <p>(ii) Position:</p> <p style="padding-left: 40px;">Ketan Gandhi - AD Place Regulation</p> <p style="padding-left: 40px;">Garry Tallet - Group Manager – Community Safety, Housing Regulation &amp; Enforcement</p> <p>(iii) Unit: Place &amp; Community Directorate</p> <p>(iii) Contact Details: ketan.gandhi@slough.gov.uk</p>
Date sent to Finance	6/10/2022
Version number and date of update	V4 – 05/01/2023

*You will need to update your EIA as you move through the decision-making process. Record the version number here and the date you updated the EIA. Keep all versions so you have evidence that you have considered equality throughout the process. However only the most updated version will be saved in the Equalities SharePoint folder.*

**SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?**

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<p><b>2.1</b></p>	<p><b>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</b></p> <ul style="list-style-type: none"> <li><i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> <li><i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i></li> </ul>																													
	<table border="1"> <thead> <tr> <th data-bbox="408 701 775 846">Equality Characteristic</th> <th data-bbox="780 701 1091 846">Current or expected make up of service users</th> <th data-bbox="1096 701 1407 846">Over-represented or Under-represented relative to overall size in local population?</th> </tr> </thead> <tbody> <tr> <td data-bbox="408 846 775 1025">Gender</td> <td data-bbox="780 846 1091 1025">There are no specific service users – CCTV monitors whomever passes through the areas of coverage</td> <td data-bbox="1096 846 1407 1025">Slough population 49% female 51% male</td> </tr> <tr> <td data-bbox="408 1025 775 1133">Ethnicity</td> <td data-bbox="780 1025 1091 1133"></td> <td data-bbox="1096 1025 1407 1133">Slough population BAME 54%</td> </tr> <tr> <td data-bbox="408 1133 775 1240">Disability</td> <td data-bbox="780 1133 1091 1240"></td> <td data-bbox="1096 1133 1407 1240">9.9% of adult Slough residents report they live with a disability</td> </tr> <tr> <td data-bbox="408 1240 775 1496">Sexual orientation</td> <td data-bbox="780 1240 1091 1496"></td> <td data-bbox="1096 1240 1407 1496">Slough population Heterosexual: 95.2% Homosexual: 0.6% Bisexual: 0.6% Other: 0.4% Don't know/refuse: 3.1%</td> </tr> <tr> <td data-bbox="408 1496 775 1603">Age</td> <td data-bbox="780 1496 1091 1603"></td> <td data-bbox="1096 1496 1407 1603">Slough population 24% under 15 77% over 15</td> </tr> <tr> <td data-bbox="408 1603 775 1890">Religion or belief</td> <td data-bbox="780 1603 1091 1890"></td> <td data-bbox="1096 1603 1407 1890">Slough population Buddhist 0.5% Christian 41.2% Hindu 6.2% Jewish 0.1% Muslim 23.3% Other religion 0.3% Sikh 10.6%</td> </tr> <tr> <td data-bbox="408 1890 775 1984">Gender Identity</td> <td data-bbox="780 1890 1091 1984"></td> <td data-bbox="1096 1890 1407 1984">Unknown</td> </tr> <tr> <td data-bbox="408 1984 775 2067">Pregnancy/Maternity</td> <td data-bbox="780 1984 1091 2067"></td> <td data-bbox="1096 1984 1407 2067">Unknown</td> </tr> </tbody> </table>			Equality Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?	Gender	There are no specific service users – CCTV monitors whomever passes through the areas of coverage	Slough population 49% female 51% male	Ethnicity		Slough population BAME 54%	Disability		9.9% of adult Slough residents report they live with a disability	Sexual orientation		Slough population Heterosexual: 95.2% Homosexual: 0.6% Bisexual: 0.6% Other: 0.4% Don't know/refuse: 3.1%	Age		Slough population 24% under 15 77% over 15	Religion or belief		Slough population Buddhist 0.5% Christian 41.2% Hindu 6.2% Jewish 0.1% Muslim 23.3% Other religion 0.3% Sikh 10.6%	Gender Identity		Unknown	Pregnancy/Maternity		Unknown
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	Marriage/Civil Partnership		Unknown
<p><b>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</b></p>	<p>Given that there will be a change in provider from SBC to TVP, there may be a perception amongst some of the protected characteristic groups that crime and being at risk may increase. This in current times may be particularly pertinent to women and girls and young people generally. A communications campaign will set out what we are doing and why and provide assurance that a public facing CCTV service will continue to be provided by the Police directly rather than via Slough Borough Council.</p> <p>Thames Valley Police remain of the view that CCTV coverage of public spaces within Slough is an essential tool in the prevention and detection of crime in the Borough. Information provided by Thames Valley Police indicates that whilst CCTV is a deterrent for crime to take place and provides public reassurance of safety in all areas, the evidence indicates that CCTV is most effective in car parks, housing complexes and residential areas. It is less effective in preventing crime in town or city centres.</p> <p>Live CCTV coverage can have a part to play in deploying police to prevent crime from occurring. Recorded CCTV footage is used as evidence to support the investigation of crime which has been committed and to help bring perpetrators to justice.</p>		
<p><b>2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.</b></p>	<p>CCTV monitors whomever passes through the areas of coverage, no analysis is carried out as to which groups pass through the areas of coverage.</p>		
<p><b>2.4</b></p>	<p><b>Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?</b></p>		

	None	Positive	Negative	Not sure
Men or women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled <sup>1</sup> people (consider different types of physical, learning or mental disabilities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>2.5</b>	<b>Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal</b>
	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>2.6</b>	<b>Provide brief reasons on how you have come to this decision?</b>
	<p>Public facing CCTV will continue to be provided but it will become the responsibility of Thames Valley Police with effect from 1 April 2023. There may be an interim period where TVP pay for SBC to continue to provide public facing CCTV until they are ready to mobilise their new system.</p> <p>Other CCTV monitoring is for Council buildings, depots, and on-board vehicle cameras. This will continue, with no material changes, but will be provided by individual Council services rather than through a central CCTV team.</p>

**If the answer in 2.5 above is “No” then sections 3 and 4 are not required to be completed.**

<sup>1</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

### SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men							
	Women							
Race	White							
	Mixed/Multiple ethnic groups							
	Asian/Asian British							
	Black/African/Caribbean/ Black British							
	Gypsies / travellers							
	Other ethnic group							
Disability	Physical							
	Sensory							
	Learning Difficulties							
	Learning Disabilities							
	Mental Health							

Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
<b>Sexual Orientation</b>	Lesbian, gay men, bisexual							
<b>Age</b>	Older people (50+)							
	Younger people (16 - 25)							
	Children (under 16 )							
<b>Gender Reassignment</b>								
<b>Impact due to pregnancy/maternity</b>								
<b>Groups with particular faiths and beliefs</b>								
<b>People on low incomes</b>								



**SECTION 4: ACTION PLAN**

**4.1** Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

*Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.*

**NB. Add any additional rows, if required.**

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
<i>Enter additional rows if required</i>						

**THIS SECTION TO BE COMPLETED BY THE RELEVANT SERVICE MANAGER**

**FULL NAME:** Ketan Gandhi.....

**SERVICE AREA:** Place Regulation.....

**EMAIL:** ketan.gandhi@slough.gov.uk.....

**DATE (DD/MM/YYYY):** 6/01/2023.....