

**BANGOR UNIVERSITY
EQUALITY IMPACT ASSESSMENT**

The process of Equality Impact Assessment (EIA) should be embedded into new policy development, policy review, strategic and operational decisions¹ in order that inequalities and discrimination are eliminated or addressed at the earliest opportunity.

This checklist forms part of the university’s approach to equality impact assessment and should be used to assess the impact of the policy on groups with protected characteristics as outlined by the Equality Act 2010.

EQUALITY GROUPS:

Age	Disability	Gender Re-assignment	Pregnancy and maternity	Welsh Language
Race	Religion and belief	Sex	Sexual orientation	Contract Type
Marriage and civil partnership				

Note –It is good practice to consider issues relating to Welsh Language and Contract type although these areas are covered by legislation other than the Equality Act 2010.

Policy Name or Title: -

Body Worn Video Policy

¹ Although the word POLICY is used throughout this template it should be changed to STRATEGY / OPERATIONAL DECISION as appropriate

About the Policy:	
What is the purpose of the Policy?	This policy sets out the rationale for, and the acceptable use of body worn video equipment by members of staff at Bangor University.
Who is responsible for the Policy?	Deputy Secretary and Head of Governance Services
How does the Policy link to the University's strategic priorities?	Our Values: integrity, respect
Which Groups are stakeholders in the Policy?	Staff, students and possibly external visitors to the campus
Will the Policy be applied uniformly to all areas of the University?	Yes
Please state which groups the Policy applies to.	Everyone

Have the following been considered? (requirement of the Public Sector Equality Duty)	
Could any elements of the Policy be directly or indirectly discriminatory?	Body Worn Video does not record continuously but recording is initiated by the operator following their dynamic evaluation of a situation. It provides a visible deterrent from physical assault for staff for their protection, rather than reflecting on those being recorded.
Could the Policy be used to promote diversity and equal opportunities?	Body Worn Video ensures that staff who wear it uphold the highest professional standards when dealing with challenging situations.
Could the Policy be used to promote good relations?	Being transparent with our use of Body Worn Video promotes good relationships with staff and students.

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Monitoring	
What quantitative or qualitative data is available to advise the Policy?	University records and ongoing monitoring of Body Worn Video usage and recordings, kept under defined retention periods.

Consultation	
What Groups have been consulted in drafting the Policy?	Compliance Task Group
How has consultation taken place?	Regular meetings of the key stakeholders occur during the year, and records kept.
How has consultation informed the development of the Policy?	Consultation with key stakeholders has occurred to increase accessibility and governance of the policy to users. The policy has a set review cycle whereby developments will be captured.

Implementation	
How will the Policy be implemented?	The policy will be available online at www.bangor.ac.uk and also in print upon request.
Who will be responsible for the implementation of the Policy?	Director of Campus Services and the Security and Response Manager.

Monitoring	
How will the Policy be monitored to ensure that it is achieving its aims?	<p>The policy and staff training will be refreshed as necessary when there are relevant changes to legislation, best practice, and guidance.</p> <p>Access to recordings will also be restricted to authorised senior staff and will only shared in line with the Body Worn Video Policy:</p> <ul style="list-style-type: none"> • Deputy Secretary and Head of Governance Services • Director of Campus Services • Head of Facilities and Operations • Security Manager
Who will be responsible for monitoring the Policy?	Compliance Task Group
How will the Policy be monitored to ensure that it does not disadvantage particular groups?	Any equality issues that arise will be considered at the time and any reasonable adjustments shall be made.
When will the Policy be reviewed to see if it is achieving its aims and objectives?	This policy is on a 3 year review cycle however is tested each time that it is used.

Resource implications	
Training – are there any training requirements associated with the development, implementation or monitoring of this Policy?	<p>All relevant members of staff will receive external training in the use of the devices. This training will include practical use of equipment, operational guidance and best practice, when to commence and cease recording and the legal implications of using such equipment.</p> <p>In addition, members of staff will be provided with data protection training prior to starting to use the Body Worn Video device.</p>

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What are the other resource implications of implementing the Policy (including time and workload)?	
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RECOMMENDATIONS AND REVIEW DATE
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3 years

IMPACT ASSESSMENT SIGNATURE AND DATE

Gwenan Hine	30 November 2021
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