



**METROPOLITAN  
POLICE**

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| <b>Freedom of Information Act Publication Scheme</b> |  |
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| <b>Publication Scheme Y/N</b>                        | Yes  |
| <b>Title</b>   | Use of Body Worn (BWV) within the MPS  |
| <b>Version</b>                                       | 1.0  |
| <b>Summary</b>                                       | The aim of this EIA is to cover the roll out of BWV across the MPS in order to assist with the prevention and detection of crime |
| <b>(B)OCU or Unit, Directorate</b>                   | Territorial Policing   |
| <b>Author</b>  |  |
| <b>Review Date</b>                                   | September 2020   |
| <b>Date Issued</b>                                   | February 2019  |

## EQUALITY IMPACT ASSESSMENT

The Equality Impact Assessment (EIA) Standard Operating Procedure (SOP) must be used when completing this form.

Need some help? If you are unsure of any of the questions, click the 'GUIDANCE' button which provides key information about each step.

You can also contact your Diversity and Citizen Focus Directorate (DCFD) Advisor for guidance and support.

| FOIA INFORMATION   |   |                    |            | GUIDANCE |     |
|--------------------|---|--------------------|------------|----------|-----|
| Protective Marking | Not Protectively Marked                     | Publication Scheme | Yes        |          |     |
| Title              | Use of Body Worn Video (BWV) within the MPS |                    |            |          |     |
| Branch / OCU       | TP  |                    |            |          |     |
| Date Created       | 31/01/2014                                  | Review Date        | 27/09/2020 | Version  | 1.0 |
| Author             | A/PS Stuart Murrell                         |                    |            |          |     |

## EQUALITY IMPACT ASSESSMENT

### STEPS 1 TO 7

| STEP 1. Aims and purpose of the proposal / policy   | GUIDANCE |
|---|----------|
| The aim of this EIA is to cover the roll out of BWV across the MPS in order to assist with the prevention and detection of crime. |          |

| STEP 2. Screening process for relevance to diversity and equality issues   |  |  |   | GUIDANCE                               |
|--|--|--|---|--|
| Each "protected characteristic" in Section 5 has guidance as to what implications / issues you may need to consider. |  |  |   |  |
| Does this proposal / policy have any relevance to:   |  | Internal, relevant to staff / or working practices | External, relevant to service delivery  | Not relevant to either                 |
| A  | Age  | <input type="checkbox"/> Yes                       | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No            |
| B  | Deaf and disabled / Disability                   | <input checked="" type="checkbox"/> Yes            | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No            |
| C  | Gender Reassignment                              | <input type="checkbox"/> Yes                       | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No            |
| D  | Marriage and Civil Partnership (employment only) | <input type="checkbox"/> Yes                       | <input type="checkbox"/> Yes            | <input checked="" type="checkbox"/> No |
| E  | Pregnancy and Maternity                          | <input type="checkbox"/> Yes                       | <input type="checkbox"/> Yes            | <input checked="" type="checkbox"/> No |
| F  | Race   | <input type="checkbox"/> Yes                       | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No            |
| G  | Religion or Belief                               | <input checked="" type="checkbox"/> Yes            | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No            |
| H  | Sex  | <input type="checkbox"/> Yes                       | <input type="checkbox"/> Yes            | <input checked="" type="checkbox"/> No |
| I  | Sexual Orientation                               | <input type="checkbox"/> Yes                       | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No            |
| J  | Other Issues                                     | <input checked="" type="checkbox"/> Yes            | <input type="checkbox"/> Yes            | <input type="checkbox"/> No            |

**STEP 3. If you have ticked yes to any protected characteristic box in Step 3, a full impact assessment is required.**

GUIDANCE

Full assessment required? (If Yes, a full EIA is required.)

 Yes

 No

**STEP 4. Examination of available information**

GUIDANCE

The Commissioner has authorised the use of Body Worn Video (BWV) within the MPS.

BWV has been used nationally by other constabulaties and other policing related agencies since 2006. Initially BWV was expensive, cumbersome and sometimes unreliable and required considerable staffing within a back office facility (BOF).

Advances in reliability, technology and reductions in overhead costs have now made BWV a realistic concept within the MPS.

The use of body worn video has the potential to improve significantly the quality of evidence provided by police officers, police community support officers (PCSOs) and public bodies within the criminal justice system in the drive to reduce crime and the fear of crime and increase the proportion of offences brought to justice. Police forces have utilised video evidence for several years through local CCTV, police vehicle systems and hand-held devices employed during specific operations.

Body-worn equipment will enable the MPS to make far greater use of video evidence due to its increased availability on the front line, as officers will be able to maintain the use of their hands and peripheral senses while recording an incident. 'A picture paints a thousand words', and a video recording from the scene of an incident will capture compelling evidence of the activities of suspects and will enable the raw emotion and action from the scene to be replayed in the courts in a manner that could never be captured in written statements. The courts can see and hear the incident through the eyes and ears of the officer at the scene, thereby gaining a real understanding of the actions of the accused and the challenges that face the MPS today.

Individuals under arrest have been more likely to plead guilty at an early stage in the justice process when confronted with the clear recorded evidence of their actions, saving significant time for all sectors. BWV has proved highly beneficial in supporting victims of domestic violence. For the first time, the attitude of the offender at the time of police attendance can be relayed to court, reinforcing the need for effective action and support. Increased use of BWV has also allowed officers to develop their personal skills, aiding the professional development of newly appointed staff and their more experienced colleagues who can review their performance at operational incidents in detail. It has also been used to negate malicious complaints.

Within the MPS there are 15 boroughs who have BWV these have generally been funded by local councils or partnership services. At present the lead Boroughs are Sutton (ZT), Lambeth (LX) and Westminster (CW). These last 3 Borough Operational Command Units (BOCUs) are the most established of the BWV equipped boroughs. Although these boroughs are showing tangible results and are acting within the correct legal framework there are consistency issues around training, storage, equipment used and operational considerations therefore demonstrating the need for a corporate policy

There have been several trials of BWV nationally and internationally. In 2009 there was Home office sponsored trial of BWV for 1 year in four BOCUs. The aim of the trial was to prove the concept of BWV within the MPS and to provide information for the validation of its use.

The main objectives of the trial were:

- To test the concept of BWV within the MPS
- To understand the benefits of BWV to the MPS
- To capture business change implications associated with its use and supporting business processes
- To understand how the use of BWV supports different operating environments and
- To understand if it improved the quality of primary evidence provided for court

Trial Sites

Cameras were deployed on four BOCUs. The two main sites were Bromley and Camden with 45 cameras deployed at each. With a further two sites Havering, having five and Transport OCU eight cameras.

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At all sites the cameras were deployed within a full range of policing environments including Response, Safer Transport, Safer Neighbourhood, Licensing, and Town Centre Teams.

The results of the trial provided promising results, however, lack of funding and equipment constraints rendered the trial team unable to provide the metric data required to carry out further examination of the BWV concept at the time. It is believed that this new trial will provide the data required to formulate an in depth analysis into BWV.

As a result of this trial the following options were identified:

### 1. OPTIONS

As a result of the trial it is clear there is a requirement for using BWV within the MPS. The options for future deployment are:

#### Option 1

Personal issue roll out funded centrally with MPS wide server to store and manage digital images. This would provide all operational officers with the tools to carry out their duties more effectively and provide a central storage facility that will comply with the Management of Police Information (MoPI) and other appropriate legislation. It will also enable an MPS wide search of images captured for authorised users. This option would be the most expensive and, serious consideration will need to be given to balancing the benefits of using BWV and the resources required to manage images ensuring all appropriate legislation is complied with.

#### Option 2

Personal issue roll out funded centrally with local BOCU arrangements for storing and managing digital images on a stand alone desk top or lap top. Whilst this would provide all operational officers with the tools to carry out their duties more effectively, a local arrangement for managing the images will not necessarily comply with MoPI and other appropriate legislation. There may be an element of risk around the safety of images stored, especially if numerous storage facilities are scattered around the BOCU. Officers could manage the footage themselves or there may be a cost of providing resources to manage the images.

#### Option 3

A catalogue item with a choice of cameras with local BOCU arrangements for storing and managing digital images on a stand alone desk top or laptop. This will enable BOCUs to purchase from local budget or partnerships funding, and enable use of BWV in concentrated areas. Local arrangements for managing the images will not necessarily comply with MoPI and other appropriate legislation. There may also be an element of risk around the safety of images stored, especially if numerous storage facilities are scattered around the BOCU. Officers could manage the footage themselves or there may be a cost of providing resources to manage the images.

#### Option 4

A catalogue item for an all in one BWV solution (to include a choice of cameras, and an MPS bespoke Back Office facility). This would enable BOCUs to purchase both cameras and a Back Office solution out of local budget or partnership funding. This will allow for a corporate Back Office facility that is compliant with MoPI and other appropriate legislation. It will require consideration as to who will manage the images as there will be cost implications for resources.

#### Option 5

No further BWV deployment. However, the trial has demonstrated that there are benefits to using BWV within the MPS.

This report has now been superseded as the benefits of BWV are well now known and can be highlighted within various studies (see below) as part of this process the MPS will carry out a trial on 8 OCU's utilising approximately 450 BWV units this trial will be based around a corporate package.

The following trials and consultations have been carried out:

Home Office pilot 2005

MPS Home Office Equipment Trial Commenced 2007 reported 2009

Hampshire Police: Operation Hyperion Commenced March 2012 reporting March 2014

Staffordshire Police: BWV roll-out Commenced September 2013 reporting September 2014

Rialto California RCT: Operation Candid Camera Commenced April 2012 reported April 2013

Police Executive Research Forum, Washington DC, USA: Report after world forum on BWV October 2013

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St George County PD, Maryland, USA January 2014 Live testing of all BWV equipment  
Albuquerque PD, New Mexico, USA: Roll out of 900 Cameras in June 2013 current live operations review

The following Boroughs have been identified by the College of Policing (CoP) as Tranche 1 pilot sites. The selection of these sites was analytically driven, based on some general assumptions; up to 450 available cameras; team sizes average 23 officers; 2 teams are required per borough to be allocated cameras.

Exclusion Criteria: Boroughs currently use BWV cameras; boroughs with consistently low complaint rate; boroughs whose inclusion would otherwise adversely affect the analysis due to the relatively large shift team sizes or number of officers on personal shift patterns.

Inclusion Criteria: boroughs with a relatively high rate of stop and search; boroughs with a relatively high crime rate.

Number of response officers and the level of public confidence in the police were also considered.

Hillingdon  
Barnet  
Ealing  
Camden  
Lewisham  
Havering  
Bexley  
Bromley  
Croydon

**If there is anything you are unsure of in this first section you can visit the Diversity and Citizen Focus Directorate (DCFD) intranet site for further information and advice, or contact one of the DCFD Diversity and Citizen Focus Advisors by clicking below.**

## STEP 5. Full Impact Assessment Process

| STEP 5a. Consultation Log  |   |  | GUIDANCE   |
|--|---|--|--|
| Where are the consultation records stored? (e.g. General Registry, S-Drives etc) |   |  |  |
| BWV S-Drive  |   |  |  |
| Name of Business Group / Unit, Association, Stakeholder (External)               | Why are you approaching / not approaching them?   | Date and method of planned consultation      | Outcome of consultation  |
| Home Office  | BWV Policy is based on Home Office (HO) guidance  | Ongoing                                      | Continuing liaison with HO via BWV national users group  |
| College of Policing (CoP)  | BWV trail is based on metric findings leading to a randomised controlled trial (RCT) based on CoP findings  | Ongoing                                      | As of 28/2/2014 CoP have identified trial OCUs and presented to the relevant OCUs borough single points of contact (SPOCs) |
| Hampshire Police   | Hampshire Police have an established BWV module already in use. They have shared best practice and hosted fact finding visits by the MPS senior leadership team (SLT) and BWV Policy team | Ongoing since June 2012                      | Liaison continues with Hants Police via Insp. Goodier (Staff Officer to Chief Constable Marsh, National BWV lead).         |
| Brent (QK) Taser   | Visited by BWV Policy unit to examine how the Taser variant of BWV is being used  | 2/2/2014                                     | Complete   |
| Tower Hamlets (HT) Taser   | Visited by BWV Policy unit to examine how the Taser variant of BWV is being used  | 6/2/2014                                     | Complete   |
| SAMURAI (Staff Associations Meeting Up Regularly and Interacting)                | Email sent to METTUS Secretariat on 19/2/2014 by Insp Clark. Email sent to SAMURAI on 21/3/2013 by R. Jones, Diversity & Citizen Focus Directorate (DCFD)                                 | 19/2/2013/21/3/2013<br><br>4th April 14 @ESB | Complete   |

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|   | <p>Meeting with Association of Muslim Police</p> <p>Email recieved from Secretary of Jewish Police Association citing "No Objections" to the current policy.</p>   | 27th March 2014  |  |
| Independent Advisory Groups (IAGs)  | IAG Liaison to be carried out at local level.  | 6th May 2014   | Complete   |
| <p>Tranche 1 .</p> <p>Hillingdon<br/>Barnet<br/>Ealing<br/>Camden<br/>Lewisham<br/>Havering<br/>Bexley<br/>Bromley<br/>Croydon<br/>Brent</p> <p>Camden BOCU went live with equipment. Full press engagement including SKY/BBC/LBC</p> <p>Presentation to Brixton IAG</p> <p>Presentation at Brixton Community meeting</p> <p>Dip Sample of 5090 v BWV footage at ZD</p> | <p>These are pilot boroughs identified by CoP and have been instructed to complete their own BOCU related Community Impact Assessments (CIAs)</p> <p>Full press engagement required by HO and BWV guidance</p> <p>MPS Stop &amp; Search forum</p> <p>At request of Local Bocu</p> <p>As above</p> <p>Investigation into the concept of</p> | <p>Borough SLT SPOCs attended briefing at New Scotland Yard (NSY) on 27/2/2014. Issued with instructions to carry out CIA</p> <p>Borough Champions attending NSY for breifing on 12/3/2014</p> <p>8th May 2014</p> <p>3/7/2013</p> <p>26/01/2015</p> <p>18/02/2015</p> | <p>Complete</p> <p>Directorate of Media and Communications (DMC) and Territorial Policing (TP) media teams continue to deal with Press matters</p> <p>Ongoing. A/PS Murrell/Supt Hutchinson attending MPS Stop and Search forum to brief about possibility of allowing IAGs to view Stop and Search on BWV in order to assist transparency</p> <p>Request for early engagement on full rollout</p> <p>As above</p> |

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|  | showing stop and search footage to lay observers / IAGs.   | 19/02/2015                           | Ongoing  |
| Tranch 2<br>SC&O19 (Armed Policing)<br>SC&O22 (Public Order)   | These are Tranche 2 boroughs identified by CoP and have been instructed to complete their own BOCU related CIAs  | Awaits                               |  |
| Presentation to The Lewisham Stop and Search monitoring group  | Direct request from the Stop & Search (S&S) monitoring group to be given a presentation on BWV   | 29/04/2015 @ PL                      | S&S monitoring group are interested in being involved in consultation process for IAGs viewing footage as part of S&S scrutiny panels. Requested copy of public guidance document to be sent to the chair for dissemination to the panel |
| ROLL OUT   |  |                                      |  |
| Mayor's office announces roll out of BWV across the MPS  | announcement made on direct.gov.uk website - picked up by london and national press  | 03/06/15 press release               | ongoing  |
| Press release on BWV roll out to NHS internal communications   | engagement with NHS front line staff to inform them of roll out of BWV and how it may effect them  | 22/06/2015 - press release           | complete   |
| Presentation to MPS Community Safety Unit (CSU) service delivery team and CSU Detective Inspectors (DIs) | in order to promote working with BWV by secondary investigating officers in Domestic Abuse cases   | 25/06/15 @NSY - CSU DI meeting       | continuing work with CSU in regard to secondary investigators training and development   |
| presentation to external partner agencies and forces   | to explain plans for roll out of BWV across MPS and how this will effect partners and outside forces including how will will manage and share data with them | 24/07/2015 @ NSY                     | complete   |
| MPS Modern Technology Fair   | BWV team stall at MPS technology fair explaining use of and plans for future of BWV. Request to present BWV to them  | 20/07/15 Newlands Park<br>04/08/2015 | Complete<br><br>actions<br>1) Identify threat and risk around Freedom of   |

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| <p>Meeting with Ethics committee</p> <p>meeting with DPS preventions team</p> <p>meeting with staff officer to Commander Chishty</p> <p>meeting with Chief Inspector Brookes Royalty &amp; Specialist Protection (RaSP)</p> <p>meeting with Information Rights Unit</p> <p>Meeting with representative of Information Commissioner's Office</p> <p>Pilot borough briefings on roll out</p> <p>XH C Hillingdon Tues 22/09/15</p> <p>XH D Hillingdon Thur 03/09/15</p> <p>XB B Ealing Wed 08/09/15</p> <p>XB D Ealing Tues 25/08/15</p> <p>EK A Camden Thur 01/10/15</p> <p>EK C Camden Fri 04/09/15</p> <p>SX C Collindale Wed 02/09/15</p> <p>SX D Collindale Wed 23/09/15</p> <p>PL C Lewisham Wed 16/09/15</p> <p>PL D Lewisham Tues 22/09/15</p> | <p>DPS preventions team looking to embed BWV into presentations they give and in particular to all recruits</p> <p>meeting held in regard to actions from ethics panel meeting - need to identify and create action plans at central and borough level to engage with hard to reach groups/communities</p> <p>meet to discuss implications of BWV and royalty/VIPs</p> <p>meet to discuss implications of BWV and subject access requests</p> <p>meet to discuss issues surrounding malicious subject access requests.</p> <p>briefing to the pilot borough to ensure they are both informed and included in the projects plans as we move from pilot to roll out</p> | <p>13/08/15 initial meeting</p> <p>14/08/2015 initial meeting</p> <p>18/08/15 - initial meeting</p> <p>19/08/15 initial meeting</p> <p>20/08/15 initial meeting</p> | <p>Information Act (FOIA) / Subject Access requests - this is work ongoing which will involve linking in with National Police Chiefs Council (NPCC), Public Order Training Tactics and Equipment Working Group (TTWEG) and Information Commissioner's Office (ICO)/ Surveillance Camera Commissioner (SCC)</p> <p>2) Robust engagement modelling</p> <p>3) Vulnerable Victims/Vulnerable subjects - need to bottom out this one properly</p> <p>ongoing</p> <p>ongoing liason with engagement team</p> <p>Outcome: RaSP to have local policy in place regarding posts that BWV will be deployed</p> <p>Outcome: Information Rights take lead on pushing for change to Data Protection Act (DPA) and liaising with Information Commissioner's Office (ICO).</p> <p>Outcome: Strengthened Privacy Impact Assessment</p> <p>completed</p> |
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| ZD D Croydon  | Thur 10/09/15 |   |                            |  |
| ZD E Croydon  | Wed 26/08/15  |   |                            |  |
| RY B Bexley   | Fri 18/09/15  |   |                            |  |
| RY C Bexley   | Wed 23/09/15  |   |                            |  |
| PY B Bromley  | Fri 11/09/15  |   |                            |  |
| PY E Bromley  | Wed 09/09/15  |   |                            |  |
| QK C Brent  | Tues 06/10/15 |   |                            |  |
| briefing to Croydon (ZD) magistrates court Police Liason Officer (PLO)    |               | ZD Magistrates is a clickshare equipped court and is to become Domestic Abuse (DA) specialist court briefing to PLO in regard to working with BWV in DA cases                                     | 10/09/15                   |  |
| MPS Staff Associations  |               |   |                            |  |
| Insp Birrell, PS Spence, PS Farrar, PS Moxham, SCO22 (Public Order)       |               | meet to discuss any concerns regarding BWV and MPS staff  | 16/09/15 - initial meeting | completed  |
| Chief Inspector Davies, Parliamentary and Diplomatic Protection (PaDP)    |               | meet to discuss how BWV is deployed during AID and public order events.   | 16/09/15 - initial meeting | Outcome: No concerns raised.   |
| meeting with TP - Capability and Support, Mental Health and Policing team |               | meet to discuss implications of BWV and MPs/parliamentary buildings.  | 17/09/15 - initial meeting | Outcome: Trials of use of BWV with CADRE to take place along with testing at MPSTC.                |
|   |               | meeting to discuss working with the team to engage with NHS mental health trusts across London and to present to the chief executives of those trusts and also heads of London's places of safety | 17/09/15 - initial meeting | Outcome: CI Davies to speak to his staff regarding which type of camera suits them for their role. |
| meeting with Chief Inspector Baxter SO18 (Aviation Policing)              |               |   |                            | ongoing  |
| meeting with TPHQ Safer Neighbourhood Engagement team                     |               | meet to discuss implications of BWV and the airport   | 24/09/15 - initial meeting |  |
| meeting with MPS Police Federation &                                      |               | discuss engagement with ward panels and schools   | 17/09/15 initial meeting   |  |

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| MPS Superintendants Association  | meet to discuss any concerns regarding BWV and police officers.  | 19/10/15 - initial meeting | Outcome: SO18 already using BWV from 'legacy' devices. No concerns raised         |
| meeting with Mayor's Officer for Policing and Crime (MOPAC)                    |  |                            | ongoing   |
| presentation to CSU DIs  | discuss joint communication strategies for roll out  | 23/10/15 initial meeting   |   |
|  | update on plans for roll out and to engage with and get buy in from secondary investigators  | 27/10/15 meeting           | Outcome: Clarity in relation to when officers can view footage after an incident. |
| presentation to Specialist Crime Review Group (SCRG)                           | request my them to attend training day to provide input on BWV   | 17/11/15 presentation      | ongoing   |
| presentation to MPS Race IAG   |  |                            | complete  |
|  | presentation to offer information and awareness raising on the roll out of BWV   | 23/11/15 presentation      | complete  |
| presentation to London Lead AMHPs - approved mental health professionals forum | awareness raising and focus session to discuss concerns specific to mental health and to gather views on best engagement activities / awareness raising to make both front line staff and clients aware of BWV | 26/11/15 presentation      | complete  |
|  |  |                            | ongoing   |
| Focus group with Students from Haverstock school                               | focus group session to gather views of BWV and best methods of engagement and awareness raising  | 17/11/15 - focus session   |   |
| presentation to west London Specialist Domestic Violence Court group (SDVC)    | on request from the group to provide information on plans for roll out and information on the use of the cameras   | 01/12/15 - presentation    | complete  |
| presentation on communications strategy to London ethics panel                 | to update the group on comms plans and to receive feedback   | 01/12/15 presentation      | complete  |

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| briefing from One Met Model team                                | and input from them in order to assist the engagement process<br><br>on request from the BWV to ensure that there is communication and a good understanding of the plans of One Met Model (OMM) that may affect the roll out or vice versa | 02/12/2015 - briefing     | complete  |
| Focus group with student from Limes college pupil referral unit | focus group session to gather views of BWV and best methods of engagement and awareness raising  | 03/12/15 - focus session  | ongoing   |
| meeting with Victim Support Service (VSS) team leaders          | meeting to discuss the best ways to raise awareness of BWV with Domestic Abuse (DA) victims via Independent Domestic Violence Advisors (IDVAs)   | 11/12/15 - meeting        | complete  |
| meeting re SNB engagement                                       | meeting with MOPAC to discuss the potential for awareness raising through Safer neighbourhood boards   | 15/12/15 - meeting        | ongoing - arrangements made to give presentations to all MOPAC funded IDVAs at 4 area team meetings |
| presentation to IDVAs from ADVANCE                              | presentation on on BWV to frontline DA workers in order to raise awareness and engagement with DA victims  | 06/01/2016 - presentation | ongoing   |
| presentation to IDVAs from VSS                                  | presentation on BWV to frontline DA workers in order to raise awareness and engagement with DA victims   | 11/01/16                  | complete  |
| press interview - Independent newspaper                         | Supt Hutchinson interview with the independent newspaper for an article on BWV use   | 12/01/16 - interview      | complete  |
| presentation to the MPS stop and                                | on request from the chair to present on BWV to independent   | 13/01/16 - presentation   |   |

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|--|---|---------------------------|----------|
| search group   | stop and search group leads   |                           |          |
| Presentation to London Muslim communities forum quarterly meeting            | presentation to introduce BWV and raise awareness of the roll out of BWV  | 14/01/16 - presentation   | complete |
| Presentation to IDVAs from VSS   | presentation to frontline DA workers in order to raise awareness and engagement with DA victims                 | 15/01/16 - presentation   | complete |
| meeting with MPS marketing/social media/DMC/internal comms                   | Plan corporate communication strategy for public awareness of roll out  | 27/01/16 - meeting        | complete |
| presentation to IDVAs from VSS   | Presentation to frontline DA workers in order to raise awareness and engagement with DA victims                 | 27/01/16 - presentation   | ongoing  |
| meeting with London Transport Community Safety Partnership BWV working group | update on MPS roll out of BWV and look at joint working practices and compatible systems for sharing of footage | 12/02/16 - meeting        | complete |
| Presentation to the Woodford Green Mosque                                    | On request of the Iman to present to the congregation during Friday prayers                                     | 11/03/2016 - presentation | complete |
| Presentation to central London local justice area magistrates                | To raise awareness of BWV and to obtain feedback on use of BWV within court trials from Magistrates             | 06/04/2015 - presentation | complete |
| Presentation to the law society  | To raise awareness on the roll out and use of BWV by the MPS  | 07/04/2016 _ presentation | complete |
|  |   |                           | complete |

|  |  |  |  |
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**STEP 5b. EIA Action Plan**

From your consultation activities and available information explain within the appropriate Action Plan template the potential positive and / or negative impact of the proposal / policy, internally on members of your workforce and externally on your communities / service delivery:

|   |                 |                           |                 |
|---|-----------------|---------------------------|-----------------|
| <b>Age</b>  | <b>GUIDANCE</b> | <b>Race</b>               | <b>GUIDANCE</b> |
| <b>Deaf and disabled / Disability</b>                   | <b>GUIDANCE</b> | <b>Religion or Belief</b> | <b>GUIDANCE</b> |
| <b>Gender Reassignment</b>                              | <b>GUIDANCE</b> | <b>Sex</b>                | <b>GUIDANCE</b> |
| <b>Marriage and Civil Partnership (employment only)</b> | <b>GUIDANCE</b> | <b>Sexual Orientation</b> | <b>GUIDANCE</b> |
| <b>Pregnancy and Maternity</b>                          | <b>GUIDANCE</b> | <b>Other Issues</b>       | <b>GUIDANCE</b> |

| <b>STEP 5c. Action Plan Template Workforce Impacts (Internal)</b>  |   |                                  |                | <b>GUIDANCE</b>  |
|--|---|----------------------------------|----------------|--|
| Potential positive / negative issues / impacts   | Activity  | Role Holder                      | Action By Date | Progress/Timescale/ Monitoring   |
| Religion and Belief - Negative<br>Depending on equipment purchased, considerations may need to be given to the wearing of religious headwear at the same time as the camera (fit). | Ensure within technical spec for BWV that the ability to wear on shoulder/chest is available. | Digital Policing                 |                | Complete. Use in line with current regulations                                 |
| Other - Negative: Training for those returning from career break, long term sick   | Specific Training/policy/awareness raising sessions   | Corporate Development / Training |                | Complete. Trainers now trained on borough in order to deal with training needs |
| Maternity - Negative:  | Specific Training/policy/awareness raising sessions   |                                  |                |  |
| Deaf and Disabled/Disability   | Any existing issues should already be covered by current reasonable adjustments               | DCFD                             |                | N/A  |
| Sex - Negative.Meeting Held with SAMURAI   | Currently engaging with Louise Worsfold   | Digital Policing                 |                | Complete.BWV to be   |

**NOT PROTECTIVELY MARKED**

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| on 15th May. Issues around disclosure of Transgender Identity | and Stephenie Robinson at MPS and National level |  |  | used a per current guidelines surrounding Transgender issues |
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| <b>STEP 5d. EIA Action Plan Template Service Delivery Impacts (External)</b>   |  |               |                | <b>GUIDANCE</b>                                    |
|--|--|---------------|----------------|--|
| Potential positive / negative issues / impacts   | Activity   | Role Holder   | Action By Date | Progress/Timescale/ Monitoring                     |
| Race - Negative. Concern there will be a disproportionate amount of footage of Black and Minority Ethnic (BME) people based on stop and search figures | Liaise with Stop & Search Teams  | DCFD          |                | Monitoring. BWV project engaging with MPS S&S team |
| Religion and Belief - Negative. There are issues around the filming of certain BME groups based on both Religion and Belief                            | Liaison with IAGs<br>There is already guidance within the BWV policy which allows officers to turn off the camera / record audio only when dealing with sensitive sexual investigations. This could be extended to certain BME groups.<br><br>This will need expanding on within BWV training. | DCFD/Training | 29/05/2014     | Completed. Now in training package                 |
| Sexual Orientation - Negative. Consideration will need to be given to the sensitivities of BWV around Specialist Clubs and Public Sexual Environments  | Liaison with IAGs<br>There is already guidance within the BWV policy which allows officers to turn off the camera/ record audio only when dealing with sensitive sexual investigations. This could be extended to certain BME groups<br><br>This will need expanding on within BWV training    | DCFD/Training |                | Completed. Now in training package                 |

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| Age - Concern there will be a disproportionate amount of footage of younger people based on stop and search figures  | Liaise with Stop & Search Teams   | Performance/ Stop and Search Team |            | Monitoring. BWV project engaging with MPS S&S team   |
| Deaf and Disability/Disabled -   | Guidance issued in BWV policy and liaison with Digital Policing regarding a form of notification on the BWV unit. Once a specific BWV has been identified a visual warning on the camera will be examined   | Policy Unit/Digital policing      |            | All cameras now have yellow CCTV stickers on them  |
| Deaf and Disability/Disabled - Negative. How will officers inform a mentally impaired person that they are being audio & visually recorded.  | Liaison required with MH partners   | DCFD/Training                     |            | All cameras now have yellow CCTV stickers on them  |
| Gender Reassignment - Negative. Will there be any issues around persons having undergone / undergoing gender reassignment.   | Officers dealing with issues relating to these persons should do so within current MPS guidelines.  | Policy Unit                       |            | N/A  |
| Community Engagement on Pilot BOCUs - Positive. Shown is an actions checklist for pilot BOCUs to carry out in order to gauge the impact on their geographically relevant communities. This is shown on the Partnership Checklists sent to all pilot boroughs. This will enable community concerns to be addressed at the earliest opportunity. | <p>Support SLT lead in engagement with Basic Command Unit (BCU) strategic partners and community</p> <ul style="list-style-type: none"> <li>•Work with lead champion and SLT lead to deliver on BCU engagement plan</li> <li>•Be aware of key press lines from engagement plan</li> <li>•Prepare and send template letters to BCU partners as agreed with lead champion/SLT lead</li> <li>•Present key lines to and engage with local community - eg Key Individual Networks (KINs), Ward Panels, Schools and other groups</li> <li>•Ensure community feedback and concerns are highlighted on BCU community impact assessment through lead champion or SLT lead</li> </ul> | BOCU SLT's                        | 29/04/2014 | As of 13/5/14 CIAs returned by:<br>Camden<br>Hillingdon<br>Lewisham<br>Bromley<br>Bexley<br>Croydon<br>Brent<br>Barnet<br>Hillingdon<br>Havering |

**NOT PROTECTIVELY MARKED**

|            |  |                 |            |          |
|------------|--|-----------------|------------|----------|
|            | <ul style="list-style-type: none"> <li>•Ensure appropriate engagement with community groups, considering diversity issues such as age, faith, race, disability gender and sexual orientation.</li> <li>•Be aware of MPS EIA in respect of BWV use</li> </ul> |                 |            |          |
| 2/9/2014   | Email sent to Pilot Borough SPOCs to update and return BOCU CIAs   | Pilot BWV SPOCS | 05/09/2014 | Complete |
| 18/11/2014 | No new issues raised at this point   |                 |            |          |
| 8/1/15     | EIA Updated  |                 |            |          |

**STEP 6. Ensure monitoring and review arrangements are put in place**

**GUIDANCE**

How will the implementation of the proposal / policy be monitored and by whom?

This proposal will be monitored by the BWV Policy unit with any further considerations/issues being raised via policy group meetings and then addressed within this EIA.

Schedule for monitoring of BWV policy to be set by MPS BWV owner DAC Newcombe.

**All Public Authorities such as the Metropolitan Police Service (MPS) have to comply with section 149 of the Equality Act 2010 more commonly known as the General Duty.**

**The Duty requires us to:**

- **Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.**
- **Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.**
- **Foster good relations between people who share a relevant protected characteristic and those who do not share it.**

**One of the ways we can demonstrate that we are complying with the General Duty is to document how decisions are reached and resulting activities including monitoring and review arrangements. In the MPS, the way we evidence this is by completing EIAs.**

What is the timetable for monitoring, with dates?

At present there no set time table

**STEP 7. Public availability of reports / result. What are the arrangements of publishing, where and by whom?**

**GUIDANCE**

The Policy Statement and EIA will be published on the MPS Publication Scheme.