



# **Drones (Unmanned Aerial Systems)** **Policy & Procedure**

## **Equality Impact Assessment**

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## **What is an EIA?**

An EIA is an evidence-based assessment of how a Policy, Procedure or Activity will positively support Gwent Police’s general equality duties, as well as identify any potential negative disproportionate impact on people or groups of people.

The EIA will also outline any steps to redress this.

For ease of reference, within this document the term ‘Policy, Procedure or Activity’ will be used, but must be taken to mean any functions, activities or decisions that may affect external communities or internal personnel.

**1.0 Identification Section**

<b>Policy/Procedure Title:</b>	<b>Drones (Unmanned Aerial Systems)</b>
<b>Reference:</b>	<b>220/10 issue 1</b>
<b>Chief Officer Lead:</b>	<b>Assistant Chief Constable</b>
<b>Service Area Owner:</b>	<b>Detective Chief Superintendent, Protective Services</b>
<b>Department Responsible:</b>	<b>Operational Support (Forensic Collision Investigation Unit)</b>
<b>Implementation Date:</b>	<b>28 March 2016</b>
<b>Review Date:</b>	<b>01 March 2017</b>

## **2.0 Purpose**

### **2.1 Aims**

**What are the aims of the Policy, Procedure or Activity and how do they fit with the wider aims of the organisation?**

Gwent Police is committed to making the best use of its resources to capture best evidence, by taking full advantage of new technology and the use of Drones in all appropriate circumstances. The aims of this Policy & Procedure are to achieve the below in compliance with the aims of the Police and Crime Plan.

- Enhance opportunities for capturing best evidence.
- Increase early guilty pleas, reducing officer case preparation and Court time.
- Assist Police Officers and Police Staff to control anti-social behaviour.
- Promote public reassurance.
- Reduce protracted complaint investigations by providing impartial, accurate evidence.
- Give greater insight into service delivery and identifying good practice.
- Ensure images are captured and stored in accordance with the HODIP. Ensure CSI are tasked to take “follow up” images in specified circumstances.
- Ensure that images not identified for a policing purpose are deleted at the earliest opportunity, 31 days maximum.
- Ensure a full audit trail.
- Maintain confidence of Criminal Justice System (CJS).
- Ensure images are available for use by the CJS in the agreed format.

### **2.2 Motivators**

**What are the motivators or driving forces in the development of this Policy, Procedure or Activity?**

The introduction of the Drone (Unmanned Aerial System) is driven by the desire to:

- Increase Public Safety (Missing and or Vulnerable persons)

**File classification: OFFICIAL**

- Enhance opportunities for capturing best evidence.
- Making best use of resources and providing value for money.
- Increase early guilty pleas.
- Reduce officer's case preparation and court time.
- Assist Police officers and Police staff to control anti-social behaviour.
- Promote public reassurance.
- Assist Police officers and Police staff in the pursuance of an offender who maybe at large.

## **2.3 Equality Duties**

### **2.3.1 How does this Policy, Procedure or Activity help to eliminate discrimination, harassment and victimisation?**

- The introduction of the Drone increases both the transparency of Gwent Police and individual Officer/Staff accountability. The recording of encounters and contact with the wider public will decrease the likelihood of Officers/Staff acting in a manner which may constitute a breach of the human rights act thus reducing harassment, discrimination or victimisation.
- As a policing tool, Drones are particularly effective at gathering evidence when a person may be subjected to harassment, victimisation or discrimination, for example, incidents of racially aggravated public order offences following on from demonstrations or marches.

### **2.3.2 How does this Policy, Procedure or Activity help to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it?**

- The Policy & Procedure and associated training will be accessible to all Officers/Staff utilising the Drone and will include information on ensuring people with Protected Characteristics are treated fairly and without prejudice during the use of the Drone.

### **2.3.3 How does this Policy, Procedure or Activity help to foster good relations between persons who share a relevant protected characteristic and persons who do not share it?**

- It is hoped that the use of the Drone will increase public confidence in Gwent Police; more generally, as it is a demonstration of a commitment to transparency as differing communities come into contact with Officers/Staff who are utilising the Drone.

### **3.0 Assessment**

#### **3.1 Age**

**Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?**

- There is no evidence to suggest that the Procedure will have a negative disproportionate impact on people because of their age.

#### **3.2 Disability**

**Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?**

- As well as mainstream media, the publicising of the use of the Drone should utilise mechanisms specifically accessible to disabled people (forums, social media, social groups, carers etc.).
- People with sensory disabilities who are unable to recognise that officers are using Drones at an incident will be informed of that fact by either the Pilot or Observer.

#### **3.3 Gender Reassignment**

**Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?**

- There is a possibility that information regarding a person's gender identity may be captured whilst using a Drone. The Procedure gives clear guidelines on avoiding 'collateral intrusion' and methods to edit sensitive footage out of a recording where it is not relevant to any investigation/criminal proceedings will be covered in accompanying training.
- The Drone training will also include discussion regarding sensitive personal information and how this can be appropriately handled.
- If information regarding a person's gender identity is disclosed on a recording made on by a Drone and it is not required for use as evidence, the footage will be deleted within 31 days in accordance with national guidelines.

### **3.4 Marriage and Civil Partnership**

**Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?**

- There is no evidence to suggest that the Procedure will have a negative disproportionate impact on people because of their marital or civil partnership status.

### **3.5 Pregnancy and Maternity**

**Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?**

- There is no evidence to suggest that the Procedure will have a negative disproportionate impact on people because of their marital or civil partnership status.

### **3.6 Race**

**Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?**

- There is no evidence to suggest that the Procedure will have a negative disproportionate impact on people because of their Race.

### **3.7 Religion or Belief**

**Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?**

- The Procedure gives information about how to respond to a request not to film, which may be given when filming near a place of worship. Further discussion should be included within the Drone training, including views sought from members of Faith communities.

### **3.8 Sex**

**Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?**

- There is no evidence to suggest that the Scheme will have a negative disproportionate impact on people because of their sex.

**3.9 Sexual Orientation**

**Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?**

- There is a possibility that information regarding a person's sexual orientation may be captured during a recording made by the Drone. The Procedure gives clear guidelines on avoiding 'collateral intrusion' and methods to edit sensitive footage out of a recording where it is not relevant to any investigation/criminal proceedings will be covered in accompanying training.
- If information regarding a person's sexual orientation is disclosed on a recording made by the Drone and it is not required for use as evidence, the footage will be deleted within 31 days in accordance with national guidelines.
- The Drone training will include discussion regarding sensitive personal information and how this can be appropriately handled.

**3.10 Welsh Language**

**Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?**

- The Policy/Procedure does not have a negative disproportionate impact on people who share this protected characteristic.
- Gwent Police is able to provide a translated copy of the Policy/Procedure to any individual requiring it.



## **4.0 Actions and Outcomes**

### **4.1 Action Plan**

#### **4.1.1**

**(i) Impact identified:**

- Limited marketing to specific communities that traditionally have lower levels of confidence in the Police or may not access mainstream media.

**(ii) Action:**

- Additional marketing of the Drone through NPT engagement links, Community Cohesion Team and local public meetings.

**(iii) Rationale:**

- To ensure people that share low confidence levels in the police are aware and engaged.

**(iv) Completion date:**

- March 2016

**(v) Review date:**

- January 2017

4.1.2

**(i) Impact identified:**

- The inability to recognise that officers are using Drones for people with sensory disabilities.

**(ii) Action:**

- To include awareness of this issue in Drone training/Policy/Procedure.

**(iii) Rationale:**

- To respond to concerns raised by disabled people.

**(iv) Completion date:**

- March 2016

**(v) Review date:**

- January 2017

4.1.3

**(i) Impact identified:**

- Drone training will include discussion regarding sensitive personal information and how this can be appropriately handled, for example, disclosure of transgender identity or sexual orientation.

**(ii) Action:**

- Inclusion in Drone training/Policy/Procedure.

**(iii) Rationale:**

- To respond to concerns which could be raised during community consultation.

**(iv) Completion date:**

- March 2016

**(v) Review date:**

- January 2017

4.1.4

**(i) Impact identified:**

- Circumstances where due to faith, Drone filming could impact on peoples' faiths.

**(ii) Action:**

- Guidance and discussion to be included in Drone training based on feedback from Faith communities.

**(iii) Rationale:**

- To ensure public confidence is retained and individuals are treated with respect and dignity.

**(iv) Completion date:**

- March 2016

**(v) Review date:**

- January 2017

#### 4.2 Outcomes

- **Change to Policy, Procedure or Activity required?**

Yes, minor changes

- **Major change needed to the Policy, Procedure or Activity?**

No

- **The Policy, Procedure or Activity has been adjusted to mitigate adverse impact**

No

- **The Policy, Procedure or Activity continues despite potential for impact**

Yes

- **The Policy, Procedure or Activity has been removed due to actual or potential unlawful discrimination**

N/A - no one person or group will be unlawfully discriminated against

#### 4.3 Review

**This assessment and the Policy, Procedure or Activity will be reviewed by 01 March 2017.**