

Impact Assessment Level 1: Initial screening assessment

Appendix 3

Subject of assessment:	Surveillance Policy 2025-26			
Coverage:	Overarching / crosscutting			
This is a decision relating to:	<input type="checkbox"/> Strategy	<input checked="" type="checkbox"/> Policy	<input type="checkbox"/> Service	<input type="checkbox"/> Function
	<input type="checkbox"/> Process/procedure	<input type="checkbox"/> Programme	<input type="checkbox"/> Project	<input type="checkbox"/> Review
	<input type="checkbox"/> Organisational change	<input type="checkbox"/> Other (please state)		
It is a:	New approach:	<input type="checkbox"/>	Revision of an existing approach:	<input checked="" type="checkbox"/>
It is driven by:	Legislation:	<input checked="" type="checkbox"/>	Local or corporate requirements:	<input checked="" type="checkbox"/>
Description:	<p>Key aims, objectives and activities The proposed policy provides a framework for the undertaking surveillance activities across the Council in compliance with all applicable laws by.</p> <p>Statutory drivers Human Rights Act 1998, Regulation of Investigatory Powers Act 2000, UK General Data Protection Regulation, Data Protection Act 2018, Protection of Freedoms Act 2012, Investigatory Powers Act 2016</p> <p>Differences from any previous approach This policy supersedes the previous policy for 2024/25, setting out the Council's policy in relation to CCTV, non-RIPA surveillance and employee surveillance, amongst other matters.</p> <p>Key stakeholders and intended beneficiaries (internal and external as appropriate) Elected members, employees of the Council, local communities and businesses, partners, regulators.</p> <p>Intended outcomes To ensure that the Council's approach to surveillance clearly articulated and communicated to all stakeholders, and that the Council continues to comply with its legal duties.</p>			
Live date:	December 2025			
Lifespan:	December 2025 – December 2026			
Date of next review:	Reviewed on an annual basis – December 2026			

Screening questions	Response			Evidence
	No	Yes	Uncertain	
Human Rights Could the decision impact negatively on individual Human Rights as enshrined in UK legislation?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No. The policy is specifically designed to ensure that human rights as identified in national legislation is not contravened when undertaking surveillance activities. Evidence used to inform this assessment includes analysis of legislation, statutory and draft statutory guidance and feedback from the IPCO inspection regime.
Equality Could the decision result in adverse differential impacts on groups or individuals with characteristics protected in UK equality law? Could the decision impact differently on other commonly disadvantaged groups?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No. The policy will ensure a systematic and evidence-based approach to surveillance undertaken in communities and in the workplace. As a result there are no concerns that the actions could have a disproportionate adverse impact on groups or individuals with characteristics protected in national legislation. Evidence used to inform this assessment includes analysis of legislation, statutory and draft statutory guidance and feedback from the IPCO inspection regime.
Community cohesion Could the decision impact negatively on relationships between different groups, communities of interest or neighbourhoods within the town?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No. The policy will ensure a systematic and evidence-based approach to surveillance undertaken in communities and in the workplace. Specific account will be taken in appropriate assessments of community sensitivities. As a result there are no concerns that the proposed plan could have an adverse impact on community cohesion. Evidence used to inform this assessment includes analysis of legislation, statutory and draft statutory guidance and feedback from the IPCO inspection regime.

Screening questions	Response			Evidence
	No	Yes	Uncertain	
Armed Forces Could the decision impact negatively on those who are currently members of the armed forces of former members in the areas of Council delivered healthcare, compulsory education and housing policies?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No. The policy will ensure a systematic and evidence-based approach to surveillance undertaken in communities and in the workplace. Specific account will be taken in appropriate assessments of community sensitivities. As a result there are no concerns that the proposed plan could have an adverse impact on community cohesion. Evidence used to inform this assessment includes analysis of legislation, statutory and draft statutory guidance and feedback from the IPCO inspection regime.
Care leavers Could the decision impact negatively on those who are care experienced?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No. The policy will ensure a systematic and evidence-based approach to surveillance undertaken in communities and in the workplace. Specific account will be taken in appropriate assessments of community sensitivities. As a result there are no concerns that the proposed plan could have an adverse impact on this group. Evidence used to inform this assessment includes analysis of legislation, statutory and draft statutory guidance and feedback from the IPCO inspection regime.
Reducing Poverty Could the decision impact negatively on the Council's ambitions to reduce poverty in the town?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No. The policy will ensure a systematic and evidence-based approach to surveillance undertaken in communities and in the workplace. Specific account will be taken in appropriate assessments of community sensitivities. As a result there are no concerns that the proposed plan could have an adverse impact on this group. Evidence used to inform this assessment includes analysis of legislation, statutory and draft statutory guidance and feedback from the IPCO inspection regime.

Assessment completed by:	Leanne Hamer Governance & Information Manager	Head of Service:	Ann-Marie Johnstone, Head of Policy, Governance and Information
Date:	17/11/2025	Date:	27/11/2025