

## APPENDIX C

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### EQUALITY IMPACT ASSESSMENT

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<b>Name of Service Area / Project</b>	Legal
<b>Lead Officer and contact details</b>	Stephanie Gray - tel: 01883 732000 <a href="mailto:sgray@tandridge.gov.uk">sgray@tandridge.gov.uk</a>
<b>Officer(s) conducting assessment (if different from above)</b>	Kirstie Leighton
<b>Date of assessment</b>	28 <sup>th</sup> February 2023

#### 1. Name of Policy, Strategy, Function or Project being assessed

Annual RIPA (Regulation of Investigatory Powers Act 2000) Report

#### 2. Reason for assessment (What are you trying to do? e.g. new, updated or revised policy)

Annual update and proposed amendments to the Council's current RIPA Policy & Guidance.

#### 3. Description of the Policy, Strategy, Function or Project being assessed?

RIPA governs the use of covert surveillance by public bodies. RIPA sets out the ways in which the Council can lawfully carry out investigations where it wants to employ surveillance techniques, ensuring that the right balance is achieved between public interest and individual human rights. RIPA requires the Council to have in place procedures to ensure that when required, surveillance is necessary, proportionate and properly authorised.  
The Council is required to have a RIPA Policy and it must be reviewed annually.

**4. Who are the main stakeholders/beneficiaries and detail any consultation held. (E.g. staff, tenants, residents, voluntary and community groups, service users, faith organisations, other council departments, other public sector and business partners)**

All Council staff, partner agencies (Sussex Police etc), tenants, occupiers, residents and business partners.

**5. Please complete the following table considering the impact of the proposed policy/project/ strategy on all equality groups (including the Protected Characteristics defined within the Equality Act 2010).**

(What information data do you have regarding service users/ staff/ residents? What further information do you need? What cross-cutting issues do you need to consider?)

	Actual or Potential Negative Impact		Reasons/Comments or Gaps in Knowledge
	High	Low	
<p><b>Race</b> In line with the Public-Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.*</p>		X	* Please see comments

<p><b>Sex</b>  In line with the Public-Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not. *</p>		X	
<p><b>Marriage and Civil Partnership</b>  * As above</p>		X	
<p><b>Sexual orientation</b>  *As above</p>		X	
<p><b>Gender Reassignment</b>  *As above</p>		X	
<p><b>Pregnancy and Maternity</b>  *As above</p>		X	
<p><b>Religion or belief</b>  *As above</p>		X	

<b>Disability</b> *As above		X	
<b>Age</b> *As above		X	
<b>Child Poverty and other socio-economic impacts</b> *As above		X	

### EIA IMPROVEMENT PLAN

The Improvement Plan needs to outline the actions that you propose to mitigate each identified actual or potential negative impact on any equality group.

Actions from this Improvement Plan should be included as part of the final report and implementation taken forward as a part of that process.

ISSUE IDENTIFIED	ACTION(S) TO BE TAKEN	LEAD OFFICER	TIMESCALE	COMMENTS

A non-editable copy of the form must be uploaded to the relevant project, policy, strategy location on SharePoint and may be published on the TDC website.

**Equalities Officer Comments**

**Equalities Officer Authorisation**

**Name:**

**Date:**

**EMT Member Authorisation**

**Name:**

**Date:**