

WEST LINDSEY DISTRICT COUNCIL

MINUTES of a Meeting of the Joint Staff Consultative Committee held in MS Teams on Thursday, 5 October 2023 commencing at 4.00 pm.

Members: Councillor Mrs Jackie Brockway (Chairman)
Councillor John Barrett
Councillor Moira Westley

Representatives of Union members: James Deacon (Vice-Chairman)

Representatives of Non-union staff: Matthew Lill

In attendance: Jeanette McGarry, Assistant Director People & Democratic Services
Andrew Warnes, Democratic and Civic Officer

Apologies: Councillor Matthew Boles

22 MEMBERS' DECLARATION OF INTEREST

There were no declarations of interest.

23 MINUTES

RESOLVED that the minutes of the meeting of the Joint Staff Consultative Committee held on Thursday, 7 September 2023 be approved as a correct record.

24 MATTERS ARISING SCHEDULE

The Chairman invited comments from Members regarding the registered Matters Arisings following the actions agreed at the previous meeting. The Assistant Director of People and Democratic Services explained that further update to the actions following the sickness absence report would be answered shortly. With no further comment, the Matters Arising schedule was **NOTED**.

25 BODY WORN VIDEO POLICY

The Chairman introduced the only report to be considered by the Committee, which was a review of the body worn video policy. These were

changes to the current policy that facilitated this review, which included the roles, responsibilities, and reporting arrangements, the booking out procedures, in addition to administrative changes related to the template and sectioning of the policy. The Chairman referenced that at the Chair's Briefing, many of the raised issues were dealt with by the Enterprising Communities Manager.

Debate ensued, and Members gave scrutiny to the provisions of the policy, and the administration in place. In response to a question about the functionality and usage, the cameras picked up audio, with 12 bookable cameras. Members expressed that usage figures and possible usage going forward could be noted in the updated report when discussed by the Corporate Policy and Resources Committee.

A lot of the discussion was on keeping the cameras on and always recording in regard to escalation concerns, with specific reference to the ten second historic clip being implemented when the record function was in use. Members expressed concerns for officers by not always having the cameras on. A Member referenced other nearby local authorities working practices in this manner which included longer historic recordings, and those other preventive actions, such as other cameras, should be as taken as far as reasonably possible. This also included potentially missing evidence by missing the first few moments of an incident, Members learned from the Vice Chairman that the storage space for the camera footage was sizeable, but it could not hold a lot of footage.

In a later exchange, Members raised that the body worn video policy could request to make it clear that the policy language and any usage was for officer safety, with any potential issue of privacy concerns being addressed at the very start of the interaction when the cameras were used. It was also commented that no average resident was likely to know the main policies and legislation underpinning the usage of body worn video cameras, including data protection, officer safety, and GDPR. Members also commented about the privacy concerns of an individual being recorded.

In response to a query about other aspects of keeping officers safe, it was detailed that risk assessments were in constant use, with Members commenting that the Authority could not protect everything every time, and that other aspects of safety such as body worn video cameras were used. Members discussed the usage of dynamic risk assessments in assessing dangerous situations, and more than one officer attending such a visit where a body worn camera could be used. Relatedly, Members learned that the risk register of known violent and aggressive individuals was shared with the relevant public bodies such as other Local Authorities, and the Police and Emergency Services.

Relatedly to the conversation, the Assistant Director of People and Democratic Services emphasised that no Member should go into the home and/or location of someone they do not know when on councillor business, with the recommendation of surgeries in public locations to be used. The

cases raised with the debate were used as warnings of risks that elected politicians faced in their engagement work with the public.

In the debate, Members felt that requesting that further information about their concerns with officers' safety, specifically on always keeping the cameras on, and explaining the policy to those being filmed, be made reported and addressed further. It was proposed and seconded that an additional recommendation be included in the resolution.

Having been proposed and seconded, upon taking the vote, it was

RESOLVED that:-

1. the amended Body Worn Video Policy be supported and **RECOMMENDED** to the Corporate Policy and Resources Committee for formal adoption; and
2. a suggested amended report includes comments from the Joint Staff Consultative Committee, which emphasised their requests to always have the cameras on and that the usage of the camera is to be explained when the first contact is made.

26 **WORK PLAN**

The Democratic and Civic Officer explained that the Committee would likely consider an Update of Complex, Difficult and Challenging Customer Procedure at the next committee meeting in November 2023.

Members also learned that the results from the September to October 2023 Staff Survey would be considered at the January 2024 meeting of the Committee.

The Chairman informed that for further reports and updates, requests from Members of the Committee would be considered for future Work plan items.

With no further comments from Members of the Committee, the Work Plan was **NOTED**.

27 **TO NOTE THE DATE OF THE NEXT MEETING**

The date and time of the next meeting of the Joint Staff Consultative Committee to be held at 4pm on Thursday, 23 November 2023, was **NOTED**.

The meeting closed at 4.28 pm.

Chairman