



BODY WORN VIDEO (BWV) POLICY

Executive Summary

This policy has been written in line with the latest [NPCC Guidance on Body Worn Video](#). Any further update to the guidance will prompt a review of this policy, to ensure it remains up to date and continues to meet the needs of the force.

The NPCC Guidance on Body Worn Video is a generic document for use with any Body Worn Video (BWV) system. Further guidance on processes for the systems approved and used by WMP can be located in the [Body Worn Video Procedural Guidance v1.1](#).

The objectives of this policy are:

- To direct officers in the correct use of body worn cameras
- To provide guidance on the correct procedures for the force to administer body worn cameras and the video that is produced by them
- To provide specific guidance on:
 - Training
 - Operational use
 - Auditing of hardware and use

Authorised Professional Practice (APP)

This policy has been checked against APP and there is none in relation to the subject matter of this policy.

Scope

The Chief Constable has overall direction and control of WMP and is ultimately accountable for all policies and supporting documents of the organisation and its actions. Adherence to this force policy will be expected from all employees and representatives of WMP who use or access BWV footage.

Definitions/Acronyms

ACC	Assistant Chief Constable
APP	Approved Professional Practice by the College of Policing
BAU	Business as Usual
BWC	Body Worn Camera – This relates to the hardware
BWV	Body Worn Video – This relates to either the camera or the video produced by the camera
DEMS	Digital Evidence Management System
EGT	Evidence Gathering Teams
LPA	Local Policing Area
MCU	Major Crime Unit
MoPI	Management of Police Information
NPCC	National Police Chiefs Council
OL&D	Organisational Learning and Development
PACE	Police and Criminal Evidence Act
PCSO	Police Community Support Officer



PIC	Person in custody
PPE	Personal Protective Equipment
PPU	Public Protection Unit
PSU	Police Support Unit
RIPA	Regulation of Investigatory Power Act
SOP	Standard Operating Procedure
SPOC	Single Point of Contact
SysOps	Security Operating Procedure (a document signed by officers to agree terms of acceptable usage)
URN	Unique Reference Number
WMP	West Midlands Police

Policy Statements

1. OVERVIEW

- 1.1. Body Worn Video cameras must be used in line with this policy and associated procedural guidance/Standard Operating Procedures (SOPs).
- 1.2. Departments may have an additional guidance/SOP that is tailored to their specific needs which must be followed by their officers/staff.
- 1.3. Body worn camera systems that are not approved by WMP must not be used.
- 1.4. There is currently no specific primary legislation passed by Parliament that covers the use of BWV.
- 1.5. The use of cameras is covered by Common Law and is affected by other pieces of primary legislation – refer to Procedural Guidance/Legislation for full details.
- 1.6. This policy and procedural guidance are for the overt use of BWV only, therefore the provisions of [Regulation of Investigatory Powers Act 2000 \(RIPA\)](#) are not applicable.

2. APPROVED CAMERAS AND SOFTWARE

2.1 Cameras:

- Axon Body 4 (body camera) with head mounted point of view attachment if necessary
- Axon Body 3 (body camera)
- Axon Flex 2 (head camera)

2.2 Software:

- 2.2.1 Evidence.com is a cloud-based Digital Evidence Management System (DEMS) solution for body worn video and other forms of digital evidence.



- 2.2.2 Officers and staff will have an account on Evidence.com if they are in a role where it is required.
- 2.2.3 Evidence.com allows different levels of access. Each user of the system will be allocated an account type to correspond with their role.
- 2.2.4 Details of accounts and their respective permissions are detailed within the Admin section of Evidence.com. As officers change roles during their careers, the Force Structure Tool is used to ensure that their access permissions change to those that are appropriate to their role.
- 2.2.5 Axon Evidence Sync is used by approved admin users to service Tasers and some BWV cameras.
- 2.2.6 The below mobile apps are approved for use on force mobile devices only:
- Axon App
 - Axon Capture
 - Axon View
- 2.2.7 There is no other approved software for use with BWV.

3. BODY WORN VIDEO CAMERA ISSUE

- 3.1 BWV cameras are available to Police Officers, Police Community Officers (PCSOs) or Police Staff on either a personal or pool issue.
- 3.2 Personal Issue cameras will be AB4 or AB3, dependent upon role. Pool Cameras will be AB3.

CAMERA TYPE	DEPARTMENT/ROLE
PERSONAL ISSUE CAMERAS	• Officers in LPAs who deal with the public outside of police stations on a daily basis. Including Police Officers, Special Constables and PCSO's. • Local Offender Managers • Operations • Motorway Policing • Cannabis Disposal Team • Guardian Task Force • OL&D Student Assessors • Custody officers and staff
POOL ISSUE CAMERAS (identified for example as [REDACTED], [REDACTED])	• Investigators (MCU, PPU and Local CID) • Partnerships • Sex Offender Managers • Locate • Intelligence • All other officers who do not have a Personal Issue Camera
PERSONAL ISSUE HEAD CAMERAS	• Firearms
POOL HEAD CAMERAS	• Motorcycle officers



- 3.3 Pool cameras must not be used as personal issue cameras.
- 3.4 Officers must assign a pool BWV device on Evidence.com before using it.
- 3.5 If a pool BWV camera is used it being assigned on Evidence.com through urgent operational circumstances, it should be assigned prior to docking and downloading the camera.

4. CAMERA ISSUE

- 4.1 It is the responsibility of supervisors to ensure that their officers are equipped with cameras when needed.
- 4.2 Users will be issued a camera that is appropriate to their role.
- 4.3 If a user moves into a role that requires a camera and did not have a personal issue camera in their previous role, they will be issued with a camera, which should be surrendered when no longer required.
- 4.4 Local delivery staff will ensure that a user is not already in possession of a camera before issuing, and the camera will be assigned on Evidence.com by local delivery.
- 4.5 Special Constables and Student Officers undergoing training rotations, as well as some other roles, will be issued an Axon Body 3 Camera. All others will be issued with an Axon Body 4 Camera.
- 4.6 The force reserves the right to issue or withdraw any camera to any officer or member of staff according to operational requirements.
- 4.7 A BWV camera is not Personal Protective Equipment (PPE) in terms of health and safety, it is a means of capturing evidence. Officers and staff are still able to deploy without a camera, although this is not best practice.
- 4.8 Officers/staff should ensure that a camera is working correctly before leaving the station. This should, if practicable, include the following basic checks:
 - The unit is correctly assembled
 - The on/off button is functioning
 - The audio and visual indicators are working
 - There is sufficient battery capacity to cover the intended deployment

5. BODY WORN VIDEO RECORDINGS

- 5.1 Body cameras will be used to record mandatory incidents when a camera is available. In addition, body cameras may be used with the discretion of officers/staff where there is a lawful policing need. Departments and other policy documents are further able to mandate to staff where cameras will be used outside of this policy.



- 5.2 The spirit of [RIPA 2000](#) must be considered and followed, so that collateral intrusion is minimised and only those persons and areas that are required for evidential and intelligence purposes are captured.
- 5.3 Recordings should continue throughout an incident unless the issue of unreasonable collateral intrusion applies.
- 5.4 If unavoidable collateral intrusion applies, book-marking separate recordings or redaction may be appropriate to preserve the privacy of those concerned.
- 5.5 **BWV within hospitals, ambulances and during medical interventions**
- 5.5.1 Particular attention should be paid to the [NPCC Guidance around the use of BWV in hospitals, Royal College of Emergency Medicine Emergency Departments guidelines](#) and other medical settings.
- 5.5.2 The upmost effort should be made to ensure that any specific medical intervention/treatment from medical staff is not recorded. If an officer has attended a hospital/medical setting and deems it necessary to record within the confines of that facility for a policing purpose, and they can justify recording, then they should record; but must do so with caution.
- 5.5.3 Officers should be cognisant of the possible negative implications of recording. Recording could cause patients to not fully disclose their medical history or circumstances of their illness/injury out of fear of self-incrimination. For example, a patient involved in a road traffic collision, may withhold information about illicit substances consumed whilst being recorded. This could be detrimental to subsequent treatment.
- 5.5.4 A request from a responsible medical practitioner to stop a recording should be complied with unless there is a clear evidential need for recording to continue, e.g. ongoing criminal behaviour or use of force by officers.
- 5.5.5 Officers should document any requests to turn off recording devices on any associated [REDACTED] log and inform a supervisor as soon as practicable. It would be considered good practice to verbally acknowledge to the camera why the recording is stopping prior to turning it off.
- 5.5.6 Officers should be reassured by the pre-record facility on BWV and should activate any camera as soon as the necessity to start recording returns.
- 5.5.7 This policy understands that medical interventions may end up being captured on BWV, especially if the officer is present at a dynamic scene or is required to assist medical staff. Officers need to balance the capturing of information that may be relevant to an investigation with the insurance that the human rights and medical care of a subject is not compromised; especially in scenarios where this may cross over, such as at initial incident attendance or within ambulances. Officers should provide a detailed explanation to medical staff of the necessity to record.
- 5.5.8 If an officer conducts medical treatment, especially life-saving interventions, this should be recorded on BWV, to ensure full transparency in our actions. The value of having this footage



has proved invaluable in national learning, public inquiries and has shaped future police first aid training.

5.6 **Being Overt**

- 5.6.1 All use of cameras must be communicated to those being recorded and any bystanders as soon as is practicable.
- 5.6.2 Cameras will be overt and must have a sticker or sign that informs a casual observer that the camera is there. The visible yellow markings on the cameras will not be obscured.
- 5.6.3 Once recording has commenced, you must, if practicable, make an announcement (captured on the recording) that recording has commenced with the time, date, location and the reason for the recording.
- 5.6.4 The announcement must be made so that all persons who could potentially be recorded are aware that they are being recorded.
- 5.6.5 An announcement must also be made, if practicable, (captured on the recording) to indicate the ending of the recording.
- 5.6.6 Officers need to understand the difference between covert policing and non-uniform policing. If deployed in plain clothes (in a non-covert setting) officers will have all of the same obligations to abide by this policy as a uniformed officer would.

5.7 **Mandatory BWV Recording Scenarios**

- 5.7.1 The following are mandatory incidents to record:
 - All stop and searches
 - All arrests and the transport of detained persons
 - All uses of force (where practicable)
 - All domestic incidents (unless it can be justified by the officer that obtaining best evidence requires the camera to be turned off)
 - When deployed to a Mental Health Institution (see below)
 - All searches of premises
 - Any other situation mandated by Departmental or National guidance.
 - If recording could not be initiated before a spontaneous incident, recording must commence as soon as it is possible to do so to take advantage of the pre-record function, even if at that time the incident has concluded.

5.8 **BWV in Mental Health Institutions**

- 5.8.1 Officers will abide by the provisions of [Section 12 of the Mental Health Unit \(Use of Force\) Act 2018](#), which stipulates:



- If a police officer is going to a mental health unit on duty that involves assisting staff who work in that unit, the officer must take a body camera if reasonably practicable (subsection 1)
- While in a mental health unit on duty that involves assisting staff who work in that unit, a police officer who has a body camera there must wear it and keep it operating at all times when reasonably practicable. (subsection 2)
- Subsection 2 does not apply if there are special circumstances at the time that justify not wearing the camera or keeping it operating.

5.9 General Principles

- 5.9.1 In line with Data Protection & MoPI the following general guidelines will apply to BWV recordings.
- 5.9.2 When using BWV, officers/staff must ensure that 'fair processing principles' are complied with.
- 5.9.3 You must, where possible/practicable, announce to the subject(s) of an encounter and any bystanders that video and audio recording is taking place using BWV.
- 5.9.4 Recordings should commence at the start of any deployment to a mandatory recording incident and should continue uninterrupted until the incident is concluded.
- 5.9.5 BWV should remain recording when taking a Person In Custody (PIC) and should continue recording until the PIC is placed into a cell or otherwise directed by the custody officer. Officers should use the pre-record facility if confronted by a spontaneous incident in custody, notwithstanding that the area may be covered by CCTV.
- 5.9.6 In cases where an officer uses their discretion to record, recording should continue until the incident is concluded or the need for recording is no longer there.
- 5.9.7 Recordings should not be made of routine patrolling duties unless this is part of a specific operation.
- 5.9.8 Recordings should generally not be made of officers completing large amounts of paperwork, such as statements, unless there is a specific reason for doing so.
- 5.9.9 BWV will be used at designated Public Order Incidents or Football duties at direction of the Silver Commander.
- 5.9.10 Recordings are police information and may be classed as personal data. Access to them must be controlled and only persons having a genuine policing need to view specific incidents should see them.
- 5.9.11 All footage recorded by BWV will be retained in accordance with MOPI, WMP retention schedule and data protection guidelines.



5.9.12 Non-evidential recordings will be automatically deleted by the system after 31 days (as per NPCC guidelines), however at any time during this period the film can be marked as evidential and it will be retained according to the periods set within Evidence.com.

5.9.13 A record must be made of the destruction of any non-evidential recording, this is managed by the system software;

5.9.14 Prior to disposal, all reasonable steps must have been taken to ensure that the images are not required as evidence in any case under investigation, both internally and externally.

5.9.15 Subject access will be available until such time as the film is deleted, and is facilitated through Information Management. When a video is deleted, the record of its creation and existence remains in perpetuity.

5.10 **Recordings used for identification procedures**

5.10.1 Code of Practice D of Police and Criminal Evidence Act (PACE) relates to the identification of persons by police officers and includes the use of video identification.

5.10.2 If any BWV footage captured by the police is to be used to assist with the identification of suspects, then officers must ensure that the Code is followed.

5.11 **Live streaming**

5.11.1 Livestreaming (FUSUS) should only be used with the knowledge of the camera user except in an emergency, and for a genuine policing purpose. All use of this function is captured on the audit log for the camera.

5.12 **Public order**

5.12.1 Use of body worn cameras does not replace the role of specialist Evidence Gathering Teams (EGT).

5.12.2 Whether cameras are deployed or not, and in what manner, will be at the discretion of the Silver Commander. The Silver Commander will dictate how cameras are to be deployed in any pre planned public order operation.

5.12.3 Public Order Training can supply a dedicated Tactical Advisor to assist Silver Commanders in making these decisions.

5.12.4 The following must be considered when this decision is made (not exhaustive):

- The role of EGT is not replaced by the use of body cameras
- Officers cannot be ordered to record their entire duty (but can be ordered to record whilst at specific points in an operation or when specific circumstances arise)



- Deployment of cameras is likely to generate hours of unused material that will need to be reviewed as part of any investigation
- How this material is to be handled should be identified by the Silver Commander as part of their tactical plan
- Number of cameras deployed.
- Who in a serial/Police Support Unit (PSU) will be use BWV, suggested options include (but are not limited to):
 - Serial supervisors only
 - 1-2 officers per serial
 - All officers
 - PSU commanders
 - Front serial/rank only
 - A mixture of the above
- The view from a chest mounted camera may be obstructed where large crowds are close to officers or shields are used
- Head mounted cameras can be used when officers are wearing public order helmets
- Operating a head camera is harder due to how it is mounted and officers will likely have to leave the camera running non-stop whilst wearing a helmet.

5.12.5 It is the responsibility of the Silver Commander to ensure that the rational for the decisions on camera deployment are recorded.

5.12.6 In all other situations, the senior officer present will decide if and how BWV will be used.

5.12.7 Body worn video may be used to record verbal decisions and the use of the National Decision-Making Model by commanders at the scene, as well as briefings.

5.12.8 BWV must not be used to record debriefs as this may inhibit honest reflection.

5.12.9 Unless otherwise dictated in policy, department SOP or by instruction of the commanding officer, officers will still have the discretion to use their cameras if they feel it necessary.

5.12.10 All footage recorded must be marked up with the correct reference number (log number in the ID field on Evidence.com) for the operation or incident. It is the responsibility of the camera user to do this although any officer can do this if footage would otherwise be lost.

6. CAMERA DOWNLOAD & STORAGE

6.1 Device docking

6.1.1 All BWV devices must be stored in the charging docks ensuring that they are ready for use and all footage is downloaded.



- 6.1.2 Use of the dock will also ensure that the cameras firmware is up to date and the automatic clock is properly synchronised.
- 6.1.3 All recordings are deleted from the BWV device automatically by the programmed software when the BWV is docked and the images are downloaded.
- 6.1.4 The camera will 'flash' and show a number of colour combinations when docked and downloading. The colour combination will indicate the status of the camera and recordings thereon.
- 6.1.5 Each dock has a guide to these combinations printed on it.
- 6.1.6 The progress of the download can be seen via the download software on Evidence.com.
- 6.1.7 Any error indications mean the device should not be used and it must be taken out of service and reported to a Supervisor/Power User (see Faulty Camera Section).
- 6.1.8 If a pool BWV device is used without being assigned to an officer on Evidence.com through urgent operational circumstances, it must be so assigned prior to docking and downloading the camera. This will ensure that images are allocated to them and the integrity of the process and any evidential value of those images is preserved.
- 6.1.9 If this is not possible, any footage can be re-assigned by the BWV Process Support Officer.

6.2 Evidential recording

- 6.2.1 Each evidential recording must be identified on Evidence.com by the following:
 - [REDACTED] URN and date (in the ID field in the format of nnnn,dd/mm/yy e.g. 0123,01/01/25)
 - Exhibit number
 - Categorised as evidential (with the appropriate retention category)
- 6.2.2 Each recording that is not directly evidential but is in relation to:
 - An arrest
 - A crime number
 - A DV non-crime number must be identified on the system by [REDACTED] unique reference number (URN) and date (in the ID field) and marked as evidential (with the appropriate MOPI category).

6.3 Wi-Fi upload

- 6.3.1 The AB3 and AB4 have the capability to upload footage to Evidence.com wirelessly when they connect to the WMP wi-fi. When enabled, this allows a camera to upload footage as soon as the user comes into the range of the wi-fi.



7. MISSING OR FAULTY CAMERAS

7.1 Faulty cameras

- 7.1.1 Cameras that are not operating correctly need to be replaced.
- 7.1.2 Diagnosis of the fault is required to confirm if the error is due to the camera, the docking station or a user error in the camera's operation.
- 7.1.3 Refer to faulty equipment process.

7.2 Missing cameras

- 7.2.1 If you discover your camera to be missing you must make every effort to locate your camera. This may include checks on Evidence.com to identify whether the camera is currently in a dock.
- 7.2.2 If you are still unable to locate your camera, you must:
 - Report the missing camera to Information Management using the [security incident form](#).
 - Record the camera as missing on Evidence.com by assigning it to the 'Camera Missing' account
 - Inform the BWV Process Support Officer
 - Go to local delivery for allocation and issue of a replacement camera.
- 7.2.3 The BWV Process Support Officer will make sure the camera is marked as missing on the system and that the circumstances of the loss are properly investigated.

8. RETURNING CAMERAS

- 8.1 You must return your camera to Local Delivery if you:
 - Leave the force
 - Move into a role where a personal issue camera is not required
 - Move to a role where a different model of camera is given as personal issue (moving to or from firearms for example)
- 8.2 Supervisors are responsible to ensure that officers' camera is returned to Local Delivery for reassignment.



9. TRAINING

- 9.1 All camera users will receive training to ensure that they will use the cameras and system correctly.
- 9.2 It is the responsibility of all officers to ensure that they have had the appropriate training in order to correctly use the cameras and the software.
- 9.3 Initial training will be provided by Organisational Learning & Development.
- 9.4 Cascade trainers and local single points of contact (SPOCs) are available for refresher/additional training for officers who move departments, as is the BWV Process Support Officer.
- 9.5 Training resources are available on the Force Intranet and in the Help section of Evidence.com.
- 9.6 New starters and transferees
 - 9.6.1 Training will be provided during the initial training or induction.
 - 9.6.2 Evidence.com accounts will be set up at the point of joining WMP and are administered through [REDACTED] and the Force Structure Tool.

10. AUDIT

- 10.1 Body worn cameras are expensive pieces of equipment that have the capability of containing personal information.
- 10.2 It is the responsibility of WMP to account for each device and report on any missing cameras.
- 10.3 Force Audit**
 - 10.3.1 Force audits will be carried out at regular intervals by the BWV Process Support Officer.
- 10.4 Local Level Audit**
 - 10.4.1 Personal issue cameras should be audited by supervision every 6 months.
 - 10.4.2 Pool Cameras should be audited monthly by local BWV SPOCs.
 - 10.4.3 Audits will focus on the location and serviceability of devices.
 - 10.4.4 Evidence.com allows for the remote monitoring of cameras and can show, amongst other things:
 - Last upload time/date
 - Current assigned user
 - Last/current working dock the camera was placed into
 - Naming convention that will identify the correct location for Pool cameras



PERSONAL ISSUE	POOL ISSUE
• Notification will be sent out to all officers of the audit, asking them to ensure that they film a short clip and dock their cameras if they have not done so recently • A report is to be run on Evidence.com that will highlight the last date evidence was uploaded • Any camera that has not uploaded in the previous month will be investigated - Checks on Evidence.com to identify if the camera has been in a dock in the previous week - Checks with the officer to ensure that they are not abstracted or other reason that they have not carried out the requested upload. • Where cameras are still unaccounted for - Officers' supervisor will be required to make a physical check for the camera - Missing cameras are to be reported as lost if this appropriate, and the circumstances of the camera's loss will be investigated • Faulty cameras are to be replaced	• Physical count of all cameras in each station to be done by local BWV SPOC or their nominee. • Where cameras cannot be physically found a report will be run to check - Who the camera is currently assigned to - Last upload date - Last time camera was in a dock • Any camera that has not been in a dock for over a week - Checks made with Inspectors at station to locate and identify the camera - Last know user contacted and asked to say where camera is • Where a camera is being used as a personal issue camera - Officer spoken to and camera returned to pool use • Where camera is located in different station - Camera returned to correct station to be used as pool

11. GOVERNANCE

11.1 The use of BWV cameras and Evidence.com will be under the direction of Assistant Chief Constable (ACC) Change.

11.2 A BWV governance meeting will be held quarterly to consider:

- The on-going needs of the force in terms of equipment and system provision
- Developments locally, nationally and internationally in the use of BWV within policing
- Performance and operational issues – including relationships with interested partner agencies
- Any other relevant issues arising

11.3 Governance meetings will be attended by representatives from:

- Each LPA
- Operational force departments that use BWV or Evidence.com
- IT&D
- Information Management & Security
- Operational Learning & Development

11.4 LPAs and operational force departments that use BWV or Evidence.com will nominate a manager to act as their SPOC in relation to the management and governance of BWV. The SPOC may or may not be an existing power user.



Relevant Legislation / Policies / Procedural Guidance

- [Body Worn Video Procedural Guidance](#)
- [NPCC Guidance document on Body Worn Video](#)
- [Regulation of Investigatory Powers Act 2000 \(RIPA\)](#)
- [NPCC Guidance around the use of BWV in hospitals](#)
- [Royal College of Emergency Medicine BWV in the Emergency Department Guidelines](#)
- [Data Protection Act 2018](#)
- [Management of Police Information \(MOPI\)](#)
- [Information Commissioners Office Guidance](#)
- [Review Retention & Destruction](#)
- [Police and Criminal Evidence Act 1984 \(PACE\)](#)
- [Criminal Procedure and Investigations Act 1996](#)
- [The Freedom of Information Act 2000](#)
- [Human Rights Act 1998](#)

Equality Impact Assessment

WMP places trust in their employees to comply with force policies and to work in accordance with and in support of:

- [WMP Vision and Values](#)
- [Code of Ethics | College of Policing](#)
- [Voice of the Child](#)

	What impact has this policy had on the nine protected characteristics in relation to the three general duties? (If applicable)	How will this updated policy positively impact each of the nine protected characteristics in relation to the three general duties? If not, explain why it will not.
Age (including children and young persons)	Younger people are more likely to be involved with the Criminal Justice system, either as victims or offenders, and therefore more likely to be engaged by the police. For this reason, they are more likely to be recorded on Body Worn Video by police officers than the general population.	The proportionate use of body-worn video, underpinned by a clear and consistent policy framework, enhances evidential opportunities for officers while promoting transparency, accountability, and safeguarding for <u>all</u> members of the community. In addition, the use of BWV can support improved officer conduct, assist in the timely resolution of public complaints, reduce incidents of confrontation, and provide valuable material for training and reflective practice. The increased impact on younger people is proportionate to the issues faced as the use of BWV reflects wider policing activities.



Disability	There is a potential adverse impact on those with disabilities due to their disproportionate involvement with policing and the Criminal Justice System. This could take the form of mental ill-health, neuro-diversity or other physical disabilities, including hidden disabilities.	The proportionate use of body-worn video, underpinned by a clear and consistent policy framework enhances evidential opportunities for officers while promoting transparency, accountability, and safeguarding for <u>all</u> members of the community. In addition, the use of BWV can support improved officer conduct, assist in the timely resolution of public complaints, reduce incidents of confrontation, and provide valuable material for training and reflective practice. We do not currently collect data around this aspect, and it is currently not thought proportionate to do so. The policy, and this assessment, will be kept under review.
Gender Reassignment	The policy does not directly discriminate against individuals undergoing, having undergone, or intending to undergo gender reassignment. However, it is noted that this is a very sensitive aspect of people's lives, and the use of BWV may impact on the privacy of those concerned, either directly or through collateral intrusion.	The proportionate use of body-worn video, underpinned by a clear and consistent policy framework, is expected to enhance evidential opportunities for officers while promoting transparency, accountability, and safeguarding for <u>all</u> members of the community. In addition, the use of BWV can support improved officer conduct, assist in the timely resolution of public complaints, reduce incidents of confrontation, and provide valuable material for training and reflective practice. Access to BWV footage is carefully controlled and any material released into the public domain would be subject to redaction to anonymise those recorded who are not the subject of an incident.
Pregnancy & Maternity	The policy considers and protects the rights of individuals who are pregnant or on maternity leave. It is recognised that there may be issues around privacy for those undergoing treatment and therefore a potential risk of an adverse impact through recording and collateral intrusion.	The proportionate use of body-worn video, underpinned by a clear and consistent policy framework, is expected to enhance evidential opportunities for officers while promoting transparency, accountability, and safeguarding for <u>all</u> members of the community.



		In addition, the use of BWV can support improved officer conduct, assist in the timely resolution of public complaints, reduce incidents of confrontation, and provide valuable material for training and reflective practice. Access to BWV footage is carefully controlled and any material released into the public domain would be subject to redaction to anonymise those recorded who are not the subject of an incident. We do not currently collect data around this, and it is currently not thought proportionate to do so. The policy, and this assessment, will be kept under review.
Marriage & Civil Partnership	Some people may have sensitivities around their marriage or civil partnership, or lack thereof. Therefore, there may be a potential risk of an adverse impact through recording and collateral intrusion.	The proportionate use of body-worn video, underpinned by a clear and consistent policy framework, is expected to enhance evidential opportunities for officers while promoting transparency, accountability, and safeguarding for <u>all</u> members of the community. In addition, the use of BWV can support improved officer conduct, assist in the timely resolution of public complaints, reduce incidents of confrontation, and provide valuable material for training and reflective practice. Access to BWV footage is carefully controlled and any material released into the public domain would be subject to redaction to anonymise those recorded who are not the subject of an incident. We do not currently collect data around this, and it is currently not thought proportionate to do so. The policy, and this assessment, will be kept under review.
Race	The Office of National Statistics data indicates that people from diverse ethnic backgrounds are more likely to live in deprived areas than the general population.	The proportionate use of body-worn video, underpinned by a clear and consistent policy framework, enhances evidential opportunities for officers while promoting



	These areas have a higher crime rate, and therefore a higher level of policing activity. WMP has the second highest concentration of minority communities in the country behind the MPS – therefore members of such communities are more likely to be filmed on BWV – either as victims, witnesses or offenders – than the general population as a whole.	transparency, accountability, and safeguarding for <u>all</u> members of the community. In addition, the use of BWV can support improved officer conduct, assist in the timely resolution of public complaints, reduce incidents of confrontation, and provide valuable material for training and reflective practice. The use of BWV assists public scrutiny and helps foster trust and confidence in more diverse communities.
Religion or Belief	The policy respects and does not disadvantage individuals of any religion, faith, or belief system (including those with no belief). This assessment recognises the demographic and religious profile of the West Midlands community. There is a connection between the observance of certain religions and ethnicity. As such the same considerations for race would need to be considered here.	The proportionate use of body-worn video, underpinned by a clear and consistent policy framework enhances evidential opportunities for officers while promoting transparency, accountability, and safeguarding for <u>all</u> members of the community. In addition, the use of BWV can support improved officer conduct, assist in the timely resolution of public complaints, reduce incidents of confrontation, and provide valuable material for training and reflective practice. The use of BWV assists public scrutiny and helps foster trust and confidence in hard-to-reach communities.
Sex	The policy seeks to ensure fair and equal treatment for individuals of all sexes. However, ONS statistics indicate that the majority of people coming into contact with policing and the criminal justice system are male. This means that men and boys are more likely to be recorded on police BWV, and there is potentially an associated adverse impact as a result.	The proportionate use of body-worn video, underpinned by a clear and consistent policy framework, enhances evidential opportunities for officers while promoting transparency, accountability, and safeguarding for <u>all</u> members of the community. In addition, the use of BWV can support improved officer conduct, assist in the timely resolution of public complaints, reduce incidents of confrontation, and provide valuable material for training and reflective practice. The increased impact on men and boys is proportionate to the



		issues faced as the use of BWV reflects wider policing activities.
Sexual Orientation	The policy does not directly disadvantage or discriminate against individuals based on their sexual orientation. It is recognised that sexual orientation is a matter of privacy, particularly to those who may not be open about their sexuality. There is a potential adverse effect when police officers are performing tasks that expose elements of an individual's private life, that the individual has chosen not to share with others.	The proportionate use of body-worn video, underpinned by a clear and consistent policy framework, is expected to enhance evidential opportunities for officers while promoting transparency, accountability, and safeguarding for <u>all</u> members of the community. In addition, the use of BWV can support improved officer conduct, assist in the timely resolution of public complaints, reduce incidents of confrontation, and provide valuable material for training and reflective practice. Access to BWV footage is carefully controlled and any material released into the public domain would be subject to redaction to anonymise those recorded who are not the subject of an incident.

Publication Instructions

Suitable for publication to public.

Document Control

Strategic Lead: <i>[role and name]</i>	Chief Inspector [REDACTED] – Body Worn Video Lead
Policy Author(s): <i>[role and name]</i>	C/Insp [REDACTED] - Operations Chief Inspector [REDACTED] - BWV Process Officer
Effective Date:	09/02/2026
FET Lead: <i>[role and name]</i>	ACC Welsted
Version Number:	1.3
Review Date:	26/08/2027

Any enquiries in relation to this policy should be made directly with the Strategic Lead.

All policies are subject to a formal consultation process which encompasses Legal, Professional Standards, Faith Groups, Trade Unions, Independent Advisory Groups and wider force groups and any other relevant parties. A record of consultation can be found on the Policy Portal.

It is responsibility of the Strategic Lead to ensure that all links within the policy are correct and accessible.

**Amendment History:**

Version Number:	Effective Date:	Summary of Amendments:	Author:
1.0	24/04/2023	Minor changes made to policy and formatted to new template styling. Policy set back to v1.0 and new ref number given	[REDACTED]
1.1	26/08/2025	Review and amendments to be in line with current technology and NPCC policy.	[REDACTED]
1.2	30/09/2025	Point 5.11.1 Respond tab amended to FUSUS tab due to changes within AXON	[REDACTED]
1.3	09/02/2026	Minor Amend. Links to Royal College of Emergency Medicine BWV in Emergency Rooms Guidance added to point 5.5.1 and legislation section	[REDACTED]