

**Report of the Chief Constable to the Chair and Members
of the Operational Policing Panel
24th November 2011**

**Executive & Presenting Officer: Mr Sean White, Assistant Chief Constable
(Crime & Operations)**

Status: For information

Hate Crime Update

1. Purpose

- 1.1 To provide the Members with an overview of our current response to incidents of hate crime.

2. Recommendations

- 2.1 That Members note the contents of this report.

3. Reasons

- 3.1 A hate incident is any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate.
- 3.2 A hate crime is any hate incident, which constitutes a criminal offence, perceived by the victim or any other person, as being motivated by prejudice or hate.
- 3.3 These definitions include the definitions of racist, religiously aggravated, faith, age, sexual orientation, disability, and transphobic incidents, and any other hate crime.

- 3.4 There is a wide spectrum of hate crime which runs from abuse and harassment, through to violent extremism.
- 3.5 The Cleveland Police action plan response to hate crime includes reviews of evidence from the following reviews and reports:
- Equality & Human Rights Commission (EHRC) 'Hidden in Plain Sight' report into Disability Hate Crime
 - The Pilkington report into repeated anti-social behaviour, motivated by disability hate crime, in Leicestershire
 - Mencap's 'Don't Stand By' report (Office for Public Management (OPM)) exploring how police services across England tackle hate crime against people with a learning disability.
- 3.6 The aim of the action plan 'is to give people the confidence to report, empower them to report, ensure that people know how to report and ensure that the means to report are accessible.' A secondary aim is to provide greater understanding and address race disproportionality in the criminal justice system.
- 3.7 The internet hate crime action plan is supporting this framework by making it easier to report such abuse and by improving the effectiveness of responses to it. The True Vision system is used to report hate crime and responses are collated across the four districts and overall across the Force area.
- 3.8 Regionally, the Hate Incident/Crime Group is one of five task groups convened to deliver the North East Community Cohesion Learning Network's Action Plan. The other four task groups focus on Community Tension Monitoring, Migration, Cohesion and Schools, and Cohesion and Faiths.
- 3.9 Regionally and across the Force, the Crown Prosecution Service (CPS) Area Hate Crime Scrutiny Panel is a mechanism for ensuring transparency and accountability in decision making in the area of racist and religious crime. The panel aims to contribute to raising the trust and confidence of our key stakeholders and communities. This will be achieved by raising the awareness and understanding of the decision-making processes of the CPS through the scrutiny of randomly select finalised case files, and acting on learning points that emerge from that scrutiny
- 3.10 Annual incident data summary for 2010 2011
The current levels of hate incidents across the Force for the financial year 2010/11 (with 2009/10 comparisons) are detailed overleaf:

	2009/10	2010/11	Change
Race	494	581	87
Transphobic	26	7	-19
Disability (including Mental Health)	27	21	-6
Religion / Faith	16	15	-1
Sexual Orientation	98	60	-38
Total	661	684	23

- 3.11 The increase in race related hate incidents for last year may be attributed to work continuing throughout the districts to encourage victims to report incidents where they previously lacked the confidence to do so. Reporting mechanisms are improving and both increasingly diverse populations and world events may also be leading to increased activity. However, the decrease in other areas of hate crime reporting may demonstrate that police and partner agency activity is impacting on behaviour.
- 3.12 In reality, the low levels of numbers would in all likelihood make analysis statistically invalid. However, in viewing the report from October 2009, hate crime reporting is showing a gradual increase over time. It is likely that this is in part due to work undertaken to improve hate crime reporting.
- 3.13 Previous years have demonstrated that individuals with specific issues can skew hate incident reporting and Problem Orientated Policing (POP) methods have been employed in individual cases to examine issues relating to individual repeat callers to proactively help deal with arising issues, where positive action is taken. This will continue to be monitored by POP Co-ordinators.
- 3.14 The Diversity Unit has prepared Equality Standards for Policing with the NPIA and are currently working on implementation of the new standards which incorporate hate crime.
- 3.15 The Inspector, Communities & Partnerships Unit, has engaged with the CPS as a member of a forcewide Race Hate Crime Scrutiny Panel and a Regional Homophobic/Transphobic Hate Crime Scrutiny Panel. Each panel is assisted by an independent Solicitor and is made up of local community representatives, support groups and other professionals. The panels examine hate crimes from both an investigatory and criminal justice perspective.
- 3.16 The Community Engagement Officer working within the PREVENT strategy continues to be involved in a number of initiatives within the local community. Safeguarding, particularly with young people, continues to be a focus of the PREVENT strategy and work is ongoing within schools, colleges and universities in the force area to promote awareness of issues around those at risk and vulnerable to violent extremism.

- 3.17 Cleveland Police are also fully supportive of an NSPCC initiative to safeguard children of asylum seekers and refugees through a programme of education and training delivered in a community setting. Partners include the North East Refugee Service, Teesside University and other local asylum support networks.
- 3.18 Neighbourhood Police Teams (NPT) throughout the Force regularly use an IMAP tool which shows all incidents on a geographical map and can be broken down into ward areas. Any repeat locations/incidents where hate crime has occurred can be identified and follow up action taken. Work to identify and assist repeat victims is being piloted in Stockton District which will assist with hate crime incident monitoring.
- 3.19 Cleveland Police officers are also mindful of any vulnerability factors relating to the repeat caller, particularly if they are identified as a repeat victim of anti-social behaviour and/or crime. Where necessary, victims identified as vulnerable are referred to any relevant partner agency including mental health services, hate crime groups and repeat Victims Case Group. New POP/Neighbourhood Watch (NHW) co-ordinators in post from November 2011 will have a remit to proactively identify repeat callers for action.
- 3.20 The Communities & Partnerships Team has reviewed existing guidance and developed mental health policy and procedures, incorporating the Mental Capacity Act and implementation of multi-agency agreements. An officer is seconded to Tess Esk Wear Valley NHS Trust, working within James Cook University Hospital mental health establishment at Roseberry Park, funded until 2014.
- 3.21 NPT/Behavioural Attendance and Truancy Teams and minority officers deliver a wide range of training and information sessions to schools, external agencies and community groups as an avenue to prevent and eliminate disability related harassment, keeping safe and the importance of reporting hate crime.
- 3.22 The four districts have systems in place to scrutinise every hate incident. This ensures that repeat and vulnerable victims are identified at an early stage. Internal communications across the Force ensures that relevant Liaison Officers share information to ensure joined up practises. The Mental Health Liaison Officers have also delivered mental health awareness briefings across the force area and e-learning continues to be rolled out to all staff.
- 3.23 The Control Room has set up a SMS text messaging service for those with hearing impairments to report crime.
- 3.24 The Strategic Independent Advisory Group, supported by District IAG's scrutinise Cleveland Police response to hate crime. Work continues to ensure that membership of these groups is representative of all related minority groups and that activity is focused and valuable.

- 3.25 Cleveland Police are currently assisting with a Hate Crime Audit, part of the Tees-wide Safeguarding Vulnerable Adults Board Business plan, to establish a true picture of Hate Crime across the Tees area.

4. Middlesbrough District

4.1 Annual incident data summary for 2010/2011

The current levels of hate incidents across Middlesbrough District for the financial year 2010/11 (with 2009/10 comparisons) are detailed below:

	2009/10	2010/11	Change
Race	248	283	35
Transphobic	13	1	-12
Disability (including Mental Health)	1	11	10
Religion / Faith	1	8	7
Sexual Orientation	14	25	11
TOTAL	277	328	51

- 4.2 Middlesbrough District has been engaging with the private sector, particularly migrant workers and has assisted with training in relation to UK law and hate crime.
- 4.3 District hate crime processes include 'saved searches' whereby scanning for key words identifies potential hate incidents, collation of all hate incidents and the presentation to a monthly Hate Crime Case Group attended by partners.
- 4.4 The Partnerships Liaison Officer recently delivered a presentation to a large audience of teaching professionals at a Targeted Mental Health in Schools (TAMHS) conference, on hate incidents and crime and the importance on reporting such incidents.
- 4.5 The Schools Liaison Officer continues to deliver presentations to all ages, and includes hate in those presentations.

5. Stockton District

5.1 Annual incident data summary for 2010/2011

The current levels of hate incidents across Stockton District for the financial year 2010/11 (with 2009/10 comparisons) are detailed overleaf:

	2009/10	2010/11	Change
Race	110	141	31
Transphobic	7	2	-5
Disability (including Mental Health)	16	2	-14
Religion / Faith	11	4	-7
Sexual Orientation	36	12	-24
TOTAL	180	161	-19

5.2 The Hate Crime Forum remains well established in Stockton with the Hate Crime Reporting Group now meeting every third month. Membership has expanded to include all major housing providers, (Tri-Star, Endeavour and Tees Valley Housing) as well as the Local Authority Community Cohesion Unit, Local Authority Anti-Social Behaviour Team and Victim Support. This ensures that any reports to any agencies are captured and dealt with appropriately on a multi-agency basis.

5.3 The Safer Schools Partnership Model is running in Billingham, which aims to improve the profile of young people and involving them in shaping local service. This has had a fair amount of success but investment into the scheme is not presently planned to expand further. This may be reviewed in future.

6. Redcar & Cleveland District

6.1 Annual incident data summary for 2010/2011

The current levels of hate incidents across Redcar & Cleveland District for the financial year 2010/11 (with 2009/10 comparisons) are detailed below:

	2009/10	2010/11	Change
Race	71	83	12
Transphobic	5	1	-4
Disability (including Mental Health)	6	3	-3
Religion / Faith	4	2	-2
Sexual Orientation	28	9	-19
TOTAL	114	97	-16

6.2 Redcar & Cleveland police are working with the District IAG to increase representation from all communities. The group is now moving into a phase of reviewing and directing policy. They will be asked to look at documentation at one meeting and then discuss it at the following meeting. The first documentation to be discussed will be Coast and Country's Hate Incidents Policy and Hate Incidents/Harassment Policy Summary of Changes document.

6.3 The local Neighbourhood Policing teams for the South Bank area have forged excellent relationships with both the Pakistani and Bangladeshi Mosques and conduct regular visits.

- 6.4 The Hate Crime Reduction Group and the Hate Crime Thematic Group have merged into a single Hate Crime Group reporting into the Community Safety Partnership (CSP). This is a more targeted group that examines individual cases and looks at actions to assist those cases whilst also developing an Action Plan to address longer term issues.
- 6.5 Redcar and Cleveland are in the process of addressing under-reporting especially in relation to disability hate crime. Close links are being formed between the CSP and the Disability Council based at Upsall Hall. Input was made recently to an event sponsored by Coast and Country Housing and attended by Mencap in relation to disability hate crime. Hate leaflets have been obtained and placed in prominent locations to aid reporting. A disability friendly document is also being developed with help from the Disability Council.
- 6.6 All Police Officers and PCSOs are to receive further training in relation to disability hate crime which will be delivered by the Community Safety Department to response and NPT.

7. Hartlepool District

7.1 Annual incident data summary for 2010/2011

The current levels of hate incidents across Hartlepool District for the financial year 2010/11 (with 2009/10 comparisons) are detailed below:

	2009/10	2010/11	Change
Race	65	73	8
Transphobic	1	1	0
Disability (including Mental Health)	4	4	0
Religion / Faith	0	1	1
Sexual Orientation	20	14	-6
TOTAL	90	93	3

- 7.2 Hartlepool continues to promote the IAG through the Hartlepool Voluntary Development Agency. Numerous public communication opportunities have been taken including leaflet drops and items in community magazines encouraging people to join the IAG, particularly from minority groups.
- 7.3 The IAG event in July based on domestic violence was a success and well attended and because of this a lot of interest has been shown by residents from the minority groups in the IAG, but that has not yet been shown at the meetings.
- 7.4 The Community Consultation and Engagement Officer continues to work with Safer Hartlepool Partnership in an endeavour to increase representatives from minority communities.

- 7.5 A weekly drop in is in place at the Salaam Centre attended by the Community Consultation and Engagement Officer. There is a vibrant BME community which includes an expanding Polish Community attending the Salaam Centre.
- 7.6 A fortnightly drop in centre has also been established at Hart Gables for the LGBT community.
- 7.7 Links have recently been made with the deaf community and a monthly drop in session is set up at Hartlepool library for the deaf community.
- 7.8 The Learning Disability Partnership Board event entitled 'Stopping Hate Crime Together' took place in Hartlepool in September 2011 at the Centre for Independent Living, facilitated by 'Inclusion North' which focused upon making the Tees wide Strategy on hate crime make sense and happen for Hartlepool. Attendees included self advocates, families, CDRP, CPS Victim Support, Mencap, Safeguarding, housing, and police. Overall, the event was considered a success.

8. Implications

8.1 Financial

The Force continues to work with partners to promote Hate Crime reporting within the existing finance agreements and arrangements.

8.2 Diversity and Equal Opportunities

The Force has recently reinvigorated the internal and external Diversity and Equality Framework and has re-launched the Diversity and Equality Action Group, led by Steria partners. The Corporate Policy Governance Framework includes rigorous consultation with key stakeholders. The Staff Equality Forum (chairs from each of the staff networks) continues to be involved in the consultation process.

8.3 Human Rights Act

There are no Human Rights Act implications arising from this report.

8.4 Sustainability

The issue of Hate Crime/Incidents forms part of our current policing priorities and are issues that call for continued attention.

8.5 Risk

Due to its very nature and impact it is important that Cleveland Police is responsive to community and individual concerns.

9. Conclusions

- 9.1 Hate crime and incidents are still an area of concern for our communities, with potential under-reporting being proactively addressed. Continued activity with our partners as described in this paper is required to instil confidence in our communities to report such incidents in the knowledge that they will be effectively dealt with.

Jacqui Cheer
Temporary Chief Constable