

**THE POLICE & CRIME  
COMMISSIONER FOR  
LEICESTERSHIRE  
POLICE AND CRIME PANEL**

PAPER MARKED

Report of	<b>POLICE AND CRIME COMMISSIONER</b>
Date	<b>FRIDAY 23 SEPTEMBER 2016 – 1PM</b>
Subject	<b>HATE CRIME REPORT</b>
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**Purpose of Report**

1. To update the Police and Crime Panel on Leicestershire Police's work to tackle hate incidents and hate crimes.

**Recommendations**

2. To note the contents of this report.

**Background**

3. Leicestershire Police recognise that hate incidents and hate crimes do not simply injure the victim or damage their property but can and often do have an effect on whole families, the wider community and society as a whole.
4. Research indicates that hate incidents and hate crimes can cause greater psychological harm and other types of crime with a much greater and longer lasting effect.
5. Leicestershire Police are the lead agency for investigations of hate crimes. However, it is important to recognise that no single agency can effectively tackle hate incidents and hate crimes alone.

**Definitions**

6. Hate incidents and hate crimes are taken to mean any incident or crime where the perpetrators' hostility or prejudice against an identifiable group of people is a factor in determining who is victimised.
7. A **Hate Incident** is defined as: any non-crime incident which is perceived, by the victim or any other person, to be motivated by hostility or prejudice.
8. A **Hate Crime** is defined as: any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice.

9. Nationally there are five agreed monitored hate crime categories for England, Wales and Northern Ireland, these are:
- Disability
  - Race
  - Religion
  - Sexual orientation
  - Transgender
10. In addition to these categories Leicestershire Police has two additional categories of Alternative Subculture and Other.
11. Alternative Subculture is an umbrella term to describe a discernible group that is characterised by a strong sense of collective identity and a set of group specific values and tastes that typically centre on distinctive style/clothing, make-up, body art and music preferences. Groups placing themselves under the term “alternative” include Goths, Punks, Emos, Metallers and Hippies.
12. Where the victim has been targeted for any other identifiable reason, for example body size or shape, members of the Armed Forces or because of their political views their incident would be recorded using the ‘Other’ category.

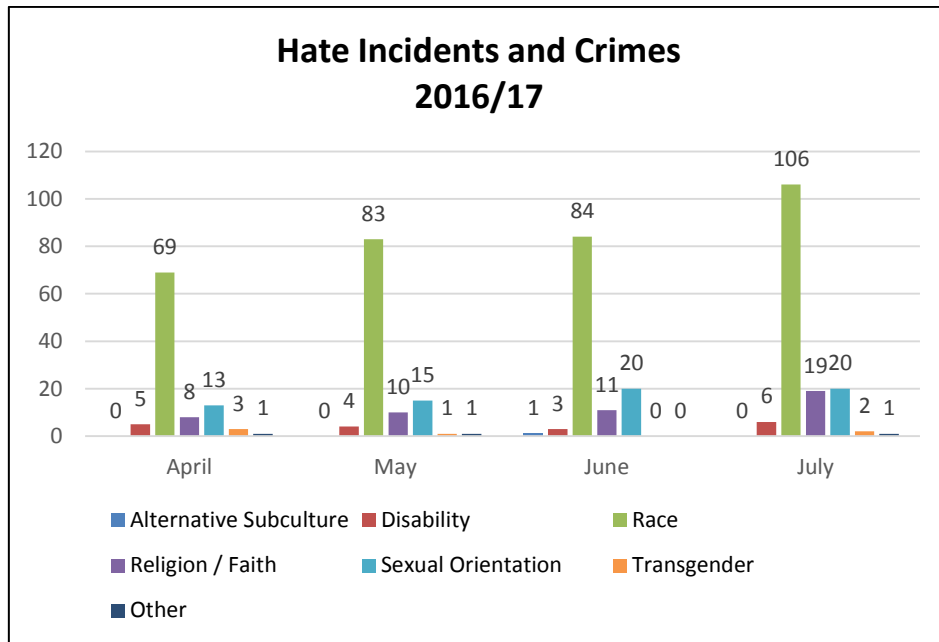
### **Performance**

13. The below shows the total number of hate incidents and hate crimes reported to Leicestershire Police in 2015/16 compared to 2014/15.

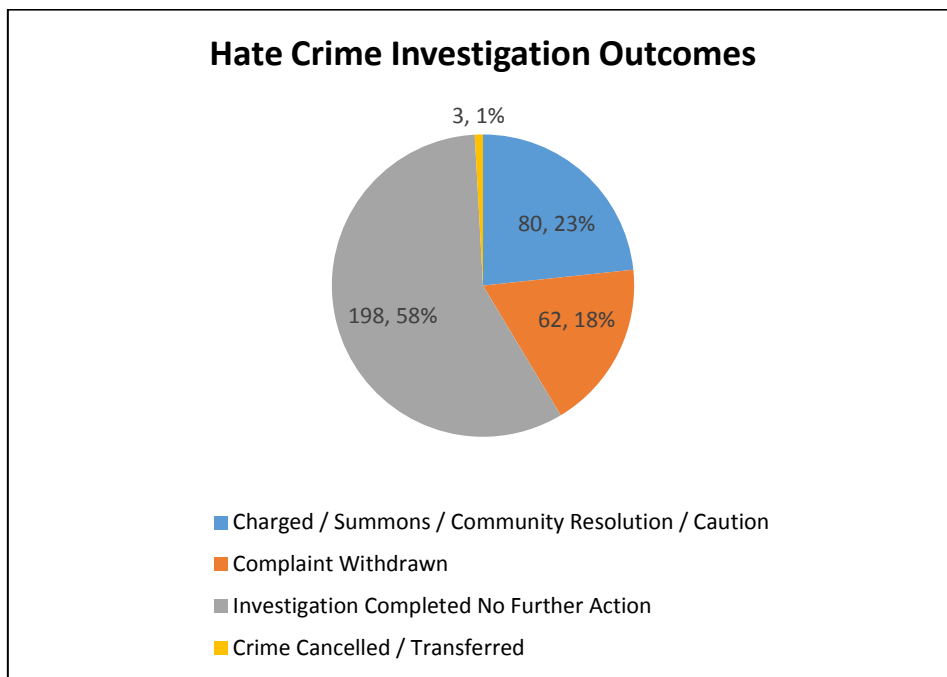
Category	2014/15	2015/16
Alternative subculture	Not recorded until 2015/16	1
Disability	90	115
Race	1047	887
Religion	105	161
Sexual orientation	123	130
Transgender	22	22
Other	21	4
<b>Total</b>	<b>1408</b>	<b>1320</b>

14. Police and Crime Panel members will note the reduction in the total number of reports in 2015/16 compared to those in 2014/15. Internal audits have identified some inconsistencies around data entry during the introduction of the NICHE crime system. A programme of work including, team briefings, intranet news articles and monthly audits to ensure all hate incidents and hate crime reports are correctly flagged, is now in place.

15. Between 1<sup>st</sup> April 2016 and the 31<sup>st</sup> July there were a total of 486 hate incidents and crimes report to Leicestershire Police. The table below shows the total number of hate incidents and hate crimes reported month by month for each category.



16. The table below shows the outcomes of the completed investigations for hate crimes reported between 1<sup>st</sup> April and 31<sup>st</sup> July 2016.



Please note that where an investigation is completed with no further action this can be for a number of reasons including: no suspect has been identified, a suspect has been identified but is under age or too ill to prosecute, it is not in the public interest to prosecute or there were evidential difficulties.

17. Hate Crime satisfaction remains stable and is currently at 81% which is above the overall Force satisfaction which is 77%.

### **Hate Incidents and Crimes Post EU Referendum**

18. Following the recent EU referendum vote there has been an increase in hate incidents and hate crimes reported across the UK.
19. Between the 16/06/16 and 11/08/2016 there were 14441 hate incidents and hate crimes reported by UK Police Forces, this is an overall increase of 3399 (31%) reports compared to the same period last year.
20. During the same time period, Leicestershire Police recorded 292 hate incidents and hate crimes which is an increase of 53 (22%) reports compared to the same period in 2015.
21. Neighbourhood officers have been engaging with local communities who may be feeling vulnerable following the referendum result to offer reassurance and to identify any emerging issues.
22. The Force Hate Crime Officer has been engaging with partners to develop longer term pieces of work including a review of all existing hate reporting centres and the development of new ones.

### **Leicestershire Police's Approach to Hate**

23. In order to capture and record key areas of work around Leicestershire Police's response to hate crime a hate crime delivery plan is produced annually. The delivery plan uses the 4P's of Prevent, Pursue (enforcement), Prepare (intelligence) and Protect (satisfaction & confidence) to separate the different work streams.
24. Below are examples of the actions under each of the headings within the delivery plan:

#### Prevent

- Continue to raise awareness of hate incidents and hate crimes through community engagement and partnership working, encourage all individuals and organisations to recognise, report and respond to any incident across LLR.
- Work with partners to develop responses and resources to incidents of hate on the Internet.
- Work with local authorities and transport providers to develop resources and responses to tackle hate incidents and crimes on public transport.

#### Pursue

- Increase the use of Victim Personal Statements in cases of hate crimes. Victim Personal Statements gives a victim the opportunity to describe the wider effects of the crime upon them including impact on their health and well-being, their recovery, their ability to continue with day-to-day activities and their sense of feeling safe. These statements help the courts to have a better understanding of the impact the crime has had on the victim's life.

- Work with the Crown Prosecution Service to increase the number of sentence uplift applications at court using Section 145 and Section 146 of the Criminal Justice Act (2003).

### Protect

- Ensure that hate incidents and crimes feature as part of Joint Action Groups (JAGs) / Partnership Meeting.
- Develop a community tension monitoring and information sharing mechanism with key partners across LLR.

### Prepare

- Continue to develop the Hate Crime Scrutiny Panel. Our panel members come from a range of different communities and outside agencies across Leicester Leicestershire and Rutland. The panel meets on a quarterly basis and review individual depersonalised hate incidents or hate crimes. The panel provides advice and assist in shaping and influencing the way Leicestershire police respond to and investigate hate incidents and crimes
- Develop a hate crime communication strategy in order to deliver consistent messages across a variety of different methods in order to meet the needs of our diverse communities.

25. The head of the Local Policing Directorate (LPD) has recently established the Force's Hate Crime Strategic Board. The aims of this board are:

- To enhance Leicestershire police response to hate crime
- To improve user experience and increase satisfaction
- To support and influence the development of effective partnership working and campaigns
- To ensure effective monitoring of performance and baseline
- To capture and review emerging good practice and evidence based policing for hate crime
- To work with the OPCC to develop an offender programme both voluntary and statutory using RJ and mediation to change perception and behaviour and provide closure for victims

26. The Force's hate crime procedure is currently being reviewed and this piece of work will be overseen by the Hate Crime Strategic Board.

27. Leicestershire Police has a continual programme of community engagement to raise the awareness of hate incidents and hate crimes within communities. Since April the Force Hate Crime Officer has attended various events and meetings including, Download Festival in partnership with the Sophie Lancaster Foundation, Choice Unlimited (one of the largest marketplace events promoting independent living to support disabled people their families and carers), the Catalyst Group, Learning Disability Partnership Boards as well as delivering training to staff at the six Children and Young People Centres across Leicester City.

28. The Force Hate Crime Officer is also responsible for delivering hate crime training to all new Police Officers, Police Community Support Officers (PCSO's) and Special Constables.

## Partnership Working

29. As stated at the beginning of this report no one single agency can effectively tackle hate incidents and hate crimes alone therefore partnership working is vital in responding to incidents of hate.
30. Recently Leicestershire Police has been a key partner in bringing Leicestershire County Council, the 7 District and Borough Councils, Leicester City Council and Rutland County Council together to produce the first Leicester Leicestershire and Rutland strategy statement for tackling hate and action plan.
31. The action plan mirrors the key themes within the Leicestershire Police and Crime Plan 2013 – 17 :
- Reducing offending and reoffending
  - Supporting victims and witnesses
  - Making communities and neighbourhood safer
  - Protecting the vulnerable
32. The strategic priorities for this plan have been identified as raising awareness, improving our response and reassuring and strengthening communities and the number of different actions have been recorded and each of these priorities.
33. Below are examples of some of the actions recorded under each priority:

### Raising awareness

- Review, update and relaunch the hate awareness e-learning package for Council staff
- Identify partners publications such as household newsletters where hate awareness adverts and features can be placed
- ensure that hate features part of the anti-bullying work across Leicester Leicestershire and Rutland within schools

### Improving our Response

- To better understand the outcomes to complaints of hate incidents and hate crimes
- Encourage greater take up of Victim First services

### Reassuring strengthening communities

- Promote the use of Keep Safe Places and Keep Safe Cards to all communities across Leicester Leicestershire and Rutland
- Promote community cohesion by holding events in local communities

34. In July, Leicestershire Police in partnership with Hinckley and Bosworth Borough Council, the Sophie Lancaster Foundation held 4 hate crime sessions over 2 days at the Groby College site involving students from both Brookvale High and Groby College.

35. Sophie Lancaster was a young Goth who was attacked and murdered by a group of five youths whilst walking home with her boyfriend in 2007. Following her death Sophie's mum Sylvia set up the Sophie Lancaster foundation and has worked across the UK in challenging stereotyping, prejudice and hostility.
36. Sylvia delivered to assemblies to the students at Brookvale High which included some details of Sophie's case, issues around stereotyping and prejudice and the importance of reporting bullying, hate incidents and hate crimes.
37. The students at Groby College were shown the award-winning Black Roses -The Killing of Sophie Lancaster film followed by a question and answer panel with Sylvia, Lord Bach and local police commander Insp. Eveleigh.
38. Over the two days approximately 800 students attended the sessions.

### **Hate Crime and Healthcare Partnership**

39. Leicestershire Police has been working with the local NHS services, Leicester Partnership NHS Trust, University Hospitals of Leicester, East Midlands Ambulance Service and the Clinical Commissioning Groups to improve their response to hate.
40. In October 2015 the Hate Crime and Healthcare Partnership launched a new e-learning package for all health staff on hate crime. The aim of the package is to enable staff to recognise hate incidents and hate crimes, to understand the impact these can have on a person's health and well-being and to support victims to report.
41. Staff working in the Emergency Department at the Leicester Royal infirmary receive a hate crime input delivered by the Force Hate Crime Officer on their monthly Safeguarding training.
42. Leicestershire Partnership NHS Trust have recently included hate incidents and hate crimes into their incident reporting system which enables staff to flag when they are made aware of a hate incident or hate crime taking place in an inpatient facility or whilst attending patients within the community.
43. Once a report is entered this activates a number of actions for managers to ensure that an appropriate response is given not only to tackle the incident but also to safeguard patients staff and visitors.
44. The Hate Crime and Healthcare Partnership are developing an action plan to drive this work forward.

### **Don't Hate Educate**

45. In November 2015 the U.K.'s Youth Parliament voted tackling racism and religious discrimination would be there national campaign. The aims of the campaign are to challenge negative attitudes around race and religion, work with others to educate their communities to tackle ignorance around race and religion and to promote integration in communities.
46. The Youth Parliament Members and Youth Council across Leicester, Leicestershire wanted to extend this campaign to cover all categories of hate and send a clear message that there was no place for hate in our communities.

47. A small working group including the Force Hate Crime Officer was set up and has been working on a number of different activities including the development of a resource directory of lessons, videos, presentations and activities that can be used in schools to tackle bullying and hate incidents.
48. The working group felt that a lack of knowledge about different religions and faiths was often the cause of the negative attitudes and comments people of faith often experience. The group have decided to organise a speed dating style event that brings together different faith representatives who would then have approximately five minutes talking about their faith before moving on to the next table.
49. Following on from this the group felt it would be good to video interview some local faith leaders talking about their faith and misconceptions people often have about certain faiths this would then be produced into a DVD for schools to use in the classroom.
50. In July, Blaby District Youth Council run a hate crime event at Blaby District Council. The event was attended by approximately 50 local Councillors, Parish Councillors, teachers, youth workers and council officers.
51. During the evening the Youth Council presented case studies on different hate crimes, showed videos on the importance of reporting hate crime and also play a game focusing on stereotyping. At the end of the evening the attendees were invited to make pledges on what they would do to challenge and help tackle hate crime.
52. Following this event the Force Hate Crime Officer has been contacted by Parish Councils expressing an interest in becoming a hate crime reporting centres.

### **Investment for Tackling Hate Crime**

Since Brexit, the Police and Crime Panel have been advised that the PCC has sought and received regular updates from the Force in respect of Hate Crime incidents and crimes. Furthermore, the PCC has sought information on the measures being taken to increase awareness, reporting and investigate these hidden areas. The Commissioner is working closely with the Chief Constable on this issue.

To reflect the challenges and to demonstrate the importance the Commissioner places on this important area, Lord Bach is delighted to advise the Panel that he intends to provide additional investment to this important area.

This investment will be informed by Leicestershire Police's Hate Crime delivery plan and the Leicester, Leicestershire and Rutland action plan for tackling hate crime. Lord Bach is currently considering proposals from these plans.

### **Implications**

**Financial:** Funding may need to be identified to deliver some of actions contained with hate action plans.

**Legal:** The Police and Crime Commissioner has a duty to hold the Chief Constable to account for the delivery of the Police and Crime Plan and also the provision of an effective policing service.

**Equality Impact Assessment:** The Hate Crime Policy and Procedure will be subject to a full Equality Impact Assessment prior to sign off and publication.



**Risks and Impact:** There is a risk to public confidence in Leicestershire Police and its partners if communities perceive hate incidents and hate crimes are not taken seriously.

**Link to Police and Crime Plan:** Strategic Priority 7 - To increase reporting of hate crimes and ensure a positive outcome for victims and witnesses of hate crime offences.

**List of Appendices**

None applicable to this report

**Persons to Contact**

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