

OVERARCHING THREE YEAR PLAN

Leicester, Leicestershire and Rutland Hate Action Plan 2018-21

Strategic Priority 1: Raising Awareness

Core Objectives:

- Raise awareness of what a hate incident and hate crime is and how to report to it & links to the Prevent agenda
- Promote the work on Hate to all communities and partner agencies to increase reporting

Links to Police & Crime Plan: Supporting Victims and witnesses, making communities safer and protecting the vulnerable

Aim Intension or desired outcome	Objective What steps will be taken to achieve the desired outcome	Action	Owner	Time Frame	Status-RAG	Update
1.1 To empower and support local sports and community groups to deliver local actions and raise awareness on hate.	Establish a network of community champions to help promote the work on hate at a local level. Make links with Local sports organisations to raise awareness about hate incidents.	Local authorities to approach existing networks within sports/leisure, health and wellbeing services to access links to community champions at local grass root level across Leicester Leicestershire and Rutland (LLR).	Leicester City Council Leicestershire County Council, District and Borough Councils and Rutland County Council – LLR authorities	Q2/3		
1.2 Use consistent messages to support the work on hate across the partnership.	Disseminate communications to promote clear and easy to understand messages around hate in order to encourage reporting.	Develop a training package i.e. train the trainer on hate awareness for local champions, so that community champions promote and support hate awareness locally.	Task & Finish Group via the LLR Hate & Prevent Delivery Group	Q2/3		
1.3 Ensure the delivery of hate awareness messages in schools workshop programmes are consistent and appropriate.	Review current workshop packages used in primary schools - Diversity Workshop Key Stage 2 and secondary schools Anti-Social behaviour (ASB) & Hate Awareness Key Stage 3+.	New training packages for primary and secondary schools to be presented to Head Teachers meetings in partnership with Teaching Alliances across the county.	Task & Finish Group – LLR authorities	Action Achieved		Diversity Workshop package KS2 – currently being refreshed

Aim Intension or desired outcome	Objective What steps will be taken to achieve the desired outcome	Action	Owner	Time Frame	Status-RAG	Update
1.4 Training packages on community resilience and radicalisation for schools to reference links to hate crime, hate incidents and bullying.	Office Police Crime Commissionaire funding identified to deliver intervention packages on community resilience radicalisation within priority schools across the city and county.	A priority list of schools identified in the city and county. Three intervention packages offered. Delivery in Autumn (Sept- Oct) term 2018.	Alisa Coull – Leicester City Council & Anita Chavda Leicestershire County Council	Sept/Oct 2018		Emails sent out to both city and county schools
1.5 Promote easy to understand messages to on hate awareness in social media and to ensure consistency is maintained across all partners.	Comms group LLR wide to create a bank of messages.	Refresh the 2016 LLR Communication plan to reference this plan, develop a bank of promotional messages that can be used throughout the year by all partners.	Comms Groups – Task & Finish Group	Q2/3 see Appendix B/C		
1.6 Empowering local stakeholders within the community to promote reporting of hate and sharing good news stories.	Encourage local communities groups to promote positive messages and encourage reporting. Police have a new Digital Police Community Support Officer (PCSO) Role, providing on line engagement, advice and support. Use this route to establish better links with Community Safety Partnerships locally to help promote positive messages.	Comms Groups to promote positive news stories to all by tweets and re tweets, face book, and other social media routes where appropriate. Local police (PCSO) and local community safety teams to work together and share and disseminate key messages within localities	LLR authorities Police and all Local authorities – Community Safety Teams	Q3/4 see Appendix B/C		
1.7 LLR authorities to raise awareness on what hate crime and incidents are to their workforce via induction training and to link it to prevent, under safeguarding and equalities duties.	Ensure hate awareness is linked to prevent under safeguarding and equalities in all partners induction training packs.	Embed hate and prevent awareness information within organisational training packs under Equalities/Safeguarding duties.	LLR authorities	Q2 see Appendix B		
1.8 To ensure all reporting centres are effective and fit for purpose and that training needs are met for staff	Re-fresh links with all local reporting centres and increase promotional information and establish an evaluation process to measure take up. Undertake a feasibility exercise to	Local authorities to contact their local reporting centres to check they are fit for purpose.	LLR authorities	Q2/3 see Appendix C		

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	<p>measure effectiveness and to check if reporting centres are appropriate and fit for purpose.</p> <p>Ensure reporting centre staff understands and are equipped to respond to hate incident concerns that are raised at their centre.</p>	<p>Establish a lead champion who can be trained up, to provide training within their centre.</p> <p>Set up a Task & Finish group to establish training / engagement material to assist reporting centres to take up a more active role within their community.</p> <p>Develop a set of questions for reporting centre Champion, so that checks can be made twice yearly.</p> <p>Set up a support process for reporting centres with quarterly checks made in person or phone by their local council or PCSO, to ensure a flow of communication is maintained</p>	<p>LLR authorities</p> <p>Agenda item for next meeting 16.8.18</p> <p>LLR authorities & Leicestershire Police</p>	<p>Q2/3 see Appendix C</p> <p>Q3 see Appendix C</p> <p>Q3 see Appendix C</p>		

Strategic Priority 2: Improving our Response

Core Objectives:

- Increase reporting of hate incidents and crime and ensure positive outcomes for victims
- Provide support for victims & witness
- Work towards ensuring active involvement of all relevant partners

Links to Police and Crime Plan – Reducing Offending & Re-offending, Supporting Victims and Witnesses, Making communities safer and protecting vulnerable

SPB Theme – Supporting Victims & Witness

Aim Intension or desired outcome	Objective What steps will be taken to achieve the desired outcome	Action	Owner	By when – time frame	Status - RAG	Update
2.1 Hate incidents are currently case managed via Sentinel (ASB case management system). All medium to high hate incidents to be taken to Joint Action Groups (JAGs) to ensure a consistent approach across all partners.	Continue to take all hate incidents to JAGs.	Joint AGs to have Hate Incidents and prevent as a standing item Amend JAG terms of references	All LLR authority - Joint Action groups (JAGs). TBC	Ongoing TBC		
2.2 Victim's voice is considered and to ensure they know what happens next after they make a report. To help reassure people what our response looks like.	Improve communication and raise awareness around victim services and what support is available. Ensure all hate incident cases logged on sentinel are automatically referred to Victim First. Establish a consistent approach to reporting of hate incidents	Victim First to establish links with all local authorities in promoting their services and establishing local campaign messages. Vantage to set up a trigger for hate incident that will then be automatically referred to VF. Establish a minimum standard approach on hate and link it to sentinel.	Victim First & all LLR local authorities Anita Chavda Sally Johnson & Vantage LLR authorities	Q2/3 see Appendix B/C Action completed Q2		
2.3 The Police Perpetrator programme to look at out of court disposals	Raise awareness of officers and staff on available special measures to support victims at court. Enable courts to understand the impact of hate on victims and communities to enable	Promote the use of Special Measure to assist and support victims throughout the Criminal Justice process. Encourage greater use of Victim Personal Statements and Community Impact Statements	Leicestershire Police	Launch date TB set		

Strategic Priority 3: Re-assuring and Strengthening Communities

Core Objectives:

1. Understanding your local communities
2. Protecting vulnerable people
3. Proactively promoting community cohesion and building confidence

Links with Police and Crime Plan: Supporting Victims and witnesses, making communities safer and protecting the vulnerable

SPB Theme - Making communities and neighbourhood safer and protecting the vulnerable

Aim Intension or desired outcome	Objective What steps will be taken to achieve the desired outcome	Action	Owner	By when – time frame	Status - RAG	Update
3.1 To make links with public transport providers to promote safety and encourage reporting of hate incidents on: Buses, trains & taxis.	<p>Ensure public transport bodies are aware of hate awareness messages and encourage them to promote these amongst their staff and service users.</p> <p>Liaise with key providers to identify possible hate awareness packages for staff and publicity material targeted for users.</p> <p>Develop a reward scheme similar to the Purple Flag award system in Melton.</p>	<p>To re-visit publicity information produced on safety for people with learning disability and to expand this to include wider audience.</p> <p>All local authorities to make contact with their licensing teams to ascertain current rules that apply on equalities.</p> <p>Melton Borough Council to Share information on their Purple Flag scheme</p>	<p>Leicestershire Police & LLR authorities</p> <p>Task & Finish Group to be set up</p>	Agenda item for Q2 meeting		
3.2 Promote community cohesion by proactively building confidence and capacity within the community.	All local authorities to establish better profiling of who makes up their community including key stakeholders to enable better engagement.	Use mapping to monitor and raise awareness, when responding to community tensions. This also will help feed into Counter Terrorism Local Profiling (CTLP).	LLR authorities	Q2/3 see Appendix B/C)		

Aim Intension or desired outcome	Objective What steps will be taken to achieve the desired outcome	Action	Owner	By when – time frame	Status - RAG	Update
3.3 Empower local small/medium business to become more joined up in our response to tackling hate.	All local authorities to make links with up to 5 largest local employers via their local business forums.	Establish a charter mark for business to sign up to.	LLR authorities	Q1/2 (Appendix B)		
3.4 Local NHS Services to work in partnership with LLR partners in helping to tackle hate, promote awareness and building community cohesion.	Local NHS services to develop responses to hate incidents and hate crimes and support victims	Continue to work with the Hate Crime and Healthcare Partnership to delivery Hate Crime and Healthcare Action Plan.	Hate Crime and Healthcare Partnership Lead Officer Leon Herbert	Meeting held quarterly		
3.5 All local prevent action plans to reference links to hate crime and hate incidents, to help build stronger and cohesive communities and to monitor community tensions.	Local prevent plans to take into consideration hate related matters when responding to prevent.	Work with LLR prevent leads to ensure links between prevent and hate are captured within actions plans. Leicestershire County Council to reinstate its Corporate Prevent Group.	LLR Prevent Leads & all LLR Community Safety Teams Anita Chavda & Sally Johnson	All local prevent plans require updating Meeting August 2018		