APPENDIX B

DRAFT Proposed Hate Template for Delivery Plan 2021-23

Key: Greyed out Colum are examples of actions Partners can adopt or change to meet local needs.

Raising Awareness:

Strategy Priority Raising Awareness	Aim Overall intension (what) is hoped to be achieved	Objective What steps will be taken to achieve the aim (How)	Action Specific action that will be taken	Lead	Time Frame	Status (RAG	Update
Promote definitions of hate incident and hate crime	People understand what hate crimes and hate incidents are Increase reporting Organisations are encouraged to record hate incidents and crimes	LLR campaign/communications plan produced – Police to share with partners Specific focus on local campaigns considering local communities Workforce training within each partner organisation	Example - social media campaigns (local brand to promote hate incidents and hate crime) Promote NHCAW using the refreshed Stamp it Out logo; to include digital posters, videos, tweets etc across LLR. Promote messages to key stakeholders e.g. community groups, partner agencies, VCS, schools & colleagues, internal staff.	Police / All	Oct 21		Police to share Comms packs

Strategy Priority Raising Awareness	Aim Overall intension (what) is hoped to be achieved	Objective What steps will be taken to achieve the aim (How)	Action Specific action that will be taken	Lead	Time Frame	Status (RAG	Update
Promote how and where to report hate incident and hate crime	People know where and how to report hate crimes and hate incidents Increase reporting	People can report hate crimes and incident in the community on-line, to their local council, Police or via local reporting centres.	Reporting Centres can sign post reports to appropriate agencies. Report hate on-line Report hate to local Councils (Community Safety Teams)				
To raise awareness about services and support available to victims	To increase confidence in reporting Ensure appropriate support for staff who are victims during the course of their lawful duty	Work with Victim First and other appropriate agencies locally and across LLR to support victims and witnesses e.g. VRN, community groups and voluntary sector Ensure policy and procedures are in place to support staff that are victims of hate by service users	Deliver specific campaigns on the support available with testimonials of successful cases in numerous languages, video blogs etc Make links with local community groups to ensure local support Publicise to staff procedures that staff should follow on how and where they can report hate incidents and crimes				

Improving our response; identifying, and responding to emerging issues:

Strategic Priority Improving our Response, Identifying and Responding to Emerging Issues	Aim Overall intension (what) is hoped to be achieved	Objective What steps will be taken to achieve the aim (How)	Action Specific action that will be taken	Lead	Time Frame	Status (RAG)	Update
To ensure positive outcomes for victims	Communities have confidence in agencies Increased reporting Resilient, integrated communities	Review process and data		Working Group to scope out			Take update to Hate Strategic meeting in Nov
Provide appropriate support for victims & witness	Victims and witnesses are confident to report hate crimes and incidents	Wrap around service for victim and witnesses via appropriate agencies at a local level.					
Collating community intelligence of concerns	Partners can allocate resources where required Partners can better support communities	Jags capture community tensions & link in with community impact assessments Elected members to be aware of hate and sign posting within their local areas					

Re-assuring, strengthening and educating communities:

Strategic Priority Re-assuring and Strengthening Communities and Educating Communities	Aim Overall intension (what) is hoped to be achieved	Objective What steps will be taken to achieve the aim (How)	Action Specific action that will be taken	Lead	Time Frame	Status (RAG	Update
Understanding local communities	Identifying and supporting vulnerable people Building positive relationships with different communities	Proactively promoting community inclusion and building confidence Increased reporting and local intelligence					
What is already in place around community cohesion and inclusion and how are communities and professionals educated Link between hate and prevent ideological – these should be directed appropriately	Continuous role out of education on this subject matter Ensure right referral pathway is used by professionals /internal staff	Promote different training packs for appropriate target audience Training to outline which referral pathways should be taken	Delivery Education packs into schools Annual Training Elected member training Staff training Include referral pathways within appropriate comms messages	Working Group to scope out			Take update to Hate Strategic meeting in Nov