

| OFFICE OF POLICE & CRIME COMMISSIONER | |
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| LEAD CHIEF OFFICER: | Chief Constable Pam Kelly |
| TITLE: | Hate Crime (and Disability Related Harassment) |
| DATE: | 24 th November 2020 |
| TIMING: | Bi-Annual Report |
| PURPOSE: | For monitoring purposes |
| 1. | <u>RECOMMENDATION</u> |
| 1.1 | That the Chief Officer Team note this report in relation to Hate Crime (and Disability Related Harassment) |
| 2. | <u>INTRODUCTION & BACKGROUND</u> |
| 2.1 | The National Police Chief's Council definition of a hate crime/incident is: 'A criminal offence/non-crime incident which is perceived by the victim or any other person to be motivated by hostility or prejudice based on actual or perceived disability, race, religion / belief, sexual orientation and Gender Identity.' |
| 2.3 | Gwent Police has an established Hate Crime Meeting which has the following objectives: <ul style="list-style-type: none"> • To deliver the hate crime objectives as set out in Gwent Police and Office of the Police and Crime Commissioner Joint Strategic Equality Plan • To deliver objectives as set out in the Hate Crime Action Plan • To monitor and analyse hate crime data and identify any related patterns and/or trends • To ensure that regional and national developments around hate crime and cohesion are discussed and progressed within Gwent • To ensure local matters relating to hate crime and cohesion are addressed • To share information with key partners around victim services and support <p>In addition to the above internal meeting - which previously sat under the People and Diversity Board within the Force's governance structure and now sits under the Operational Performance Board. We have recently established an external hate crime meeting which will have oversight of high risk and repeat victim offender cases are discussed in a multi-agency format. Partners will include the</p> |

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| | <p>local authorities' cohesion teams, Third sector equality partners, Victim support hate crime team and housing providers.</p> <p>This will improve our monitoring of the Victim's Journey throughout the criminal justice system.</p> |
| 2.4 | <p>In October 2020, Gwent Police agreed a joint Strategic Equality Plan in partnership with the Office of the Police and Crime Commissioner, which continues to place hate crime as a priority for both organisations. This new plan is effective from 2020 until 2024</p> <p>Agreed priorities include:</p> <ol style="list-style-type: none"> 1. Ensure reporting mechanisms are in place that are accessible to people that share Protected Characteristics 2. Work to identify hate crime perpetrators 3. Ensure a consistent approach to case management of hate crime victims across the Force 4. Improve knowledge and awareness of communities and police personnel of how hate crime impacts on people that share Protected Characteristics 5. Increase awareness of 'mate crime' and cyber-crime and remedies available to assist those who are victims <p>In addition, the Police and Crime Commissioner's Policing Plan identifies Community Cohesion as a priority and will further influence work around the hate crime agenda.</p> <p>Specific progress against these ongoing priorities and was included in the Force's Annual Equality Report, 2019/20.</p> |
| 3.0 | <p><u>ISSUES FOR CONSIDERATION</u></p> |
| 3.1 | <p>Announcement of funding to tackle hate crime</p> <p>Last financial year (2019/20) Welsh Government funded a one-off grant to organisations who work with Black Asian minority ethnic and minority faith communities to help tackle hate crime, mitigate the impact of Brexit, and provide reassurances following the European Union withdrawal scheduled for December 2020, unfortunately, due to the Covid 19 pandemic, there has been a very limited programme delivered by these organisations, however awareness initiatives being delivered Online.</p> <p>These grants had been allocated to several organisations across Wales. These organisations include Race Equality First, Ethnic Youth Support Team Wales, Women Connect First, and Wales Refugee Council, however the primary area of focus for the grant was raising awareness in schools. Our Diversity and Inclusion department are currently pro-actively working with these organisations to</p> |

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| | <p>maximise their effect and to ensure that hate crime is challenged in their remit area with Gwent.</p> |
| 3.2 | <p>Places of Worship funding scheme</p> <p>The UK Government announced in June 2020 a funding boost for the Places of Worship funding scheme, which applies to England and Wales.</p> <p>The security equipment being covered by this funding scheme includes:</p> <ul style="list-style-type: none"> • CCTV (fixed cameras, not pan-tilt cameras) • fencing and/or railings (no more than 2.1m high) • manually operated pedestrian and vehicle gates • automated vehicle gates • security doors and locks <p>The Diversity and Inclusion team were very active in the previous financial year and assisted 3 Islamic Mosques and 2 Churches in Gwent to apply for the funding.</p> <p>However, the 2020 Fund requires that places of worship must find 20% of the cost of the project, which has deterred nearly all from applying this year.</p> <p>The Diversity and Inclusion team are working with all places of worship in the Force area to assist with applications to the Welsh Government Communities Facilities fund as a substitute to the above UK fund.</p> |
| 3.3 | <p>Hate Crime and Criminal Justice Board</p> <p>Gwent Police through the Diversity & Inclusion team play an active part in this national board, which meets on a quarterly basis. Colleagues from the Office of the Police and Crime Commissioner also attend this meeting. Good practise is learned from other forces. Gwent Police is highly respected in terms of its support to victims and seen as a leader in this field.</p> |
| 4.0 | <p><u>LOCAL PROGRESS</u></p> |
| 4.1 | <p>Recorded Hate Crimes</p> <p><u>Current and Future Demand</u></p> <p>We believe that the force has a good response to hate crime. Data shows that 1.7% of all crime in Gwent is hate related.</p> |

Table 1. Hate Crimes by Strand

| Hate Strand | 2017-18 | 2018-19 | 2019-20 | Apr – Sept 2020 |
|-------------|---------|---------|---------|-----------------|
| Racial | 555 | 623 | 551 | 380 |
| Homophobic | 173 | 210 | 205 | 110 |
| Disability | 141 | 185 | 200 | 77 |
| Religious | 23 | 19 | 15 | 12 |
| Transphobic | 12 | 24 | 20 | 12 |
| Total | 904 | 1061 | 991 | 591 |

It shows that in the 2020-21 (first six months) there is a trend that both racial and religiously motivated hate crime numbers may surpass the previous year's total, based on current predictions. This may show more confidence in victims reporting hate crime, but given the turbulent nature of the Covid pandemic, it is very difficult to predict outcome for end of March 2021. However, these figures will be monitored closely.

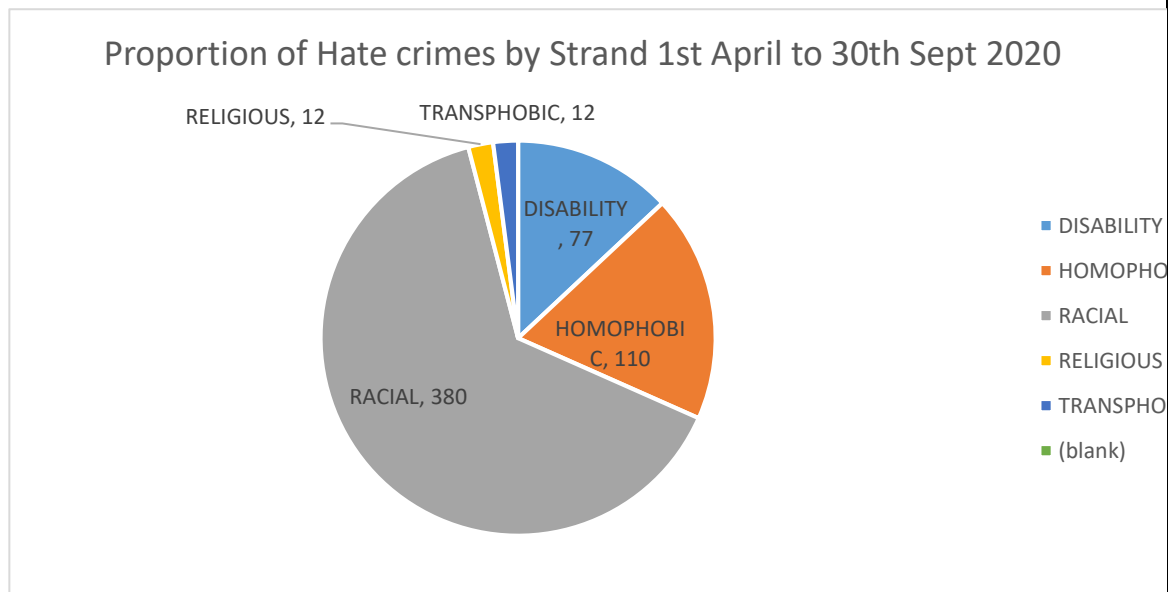


Figure 1. Proportion of Hate Crimes by Strand

Consistent with previous years, race related crimes account for most hate crimes (56%, n=551). There were 623 racially motivated hate crime occurrences recorded in 2018-19, a rise of 12% from 2017-18 (n=555). In 2019-20, these crimes declined by 12% to 551, more consistent with 2017-18.

In the first half of 2020-21 race hate crimes are 54.3% of the total crimes recorded to date. In Q1 and Q2 of this current year 77 disability hate crimes have been

recorded which is 13.03% of all hate crimes recorded. This may ultimately be down on last year's totals at the end of the year. We are mindful to ensure that reporting of disability related incidents are reported by increased confidence building with our partners and victims.

Table 2. Hate Committed Online

| Hate Strand | 2017-18 | 2018-19 | 2019-20 | 1 st Apr 30 Sept |
|--------------|-----------|-----------|-----------|--------------------------------|
| Racial | 11 | 26 | 24 | 19 |
| Homophobic | 6 | 14 | 19 | 4 |
| Disability | 1 | 6 | 4 | 4 |
| Religious | 0 | 2 | 0 | 2 |
| Transphobic | 1 | 4 | 2 | 1 |
| Total | 19 | 52 | 49 | 30 |

The number of crimes committed online with an element of hate increased from 19 in 2017-18 to 52 in 2018-19. This increase may be partly due to victims feeling empowered to report hate incidents and the improvement in recording of these. Figures in 2019-20 have remained in line with the previous year, with a slight decrease of 3 crimes to 49.

The data shown for the first half year 2020/21 may reflect the global pandemic and the amount of prejudicial comments targeted at certain diverse communities who were alleged to have been the “source nation” of the outbreak. However, again this could also be a positive where victim’s feel confidence to report.

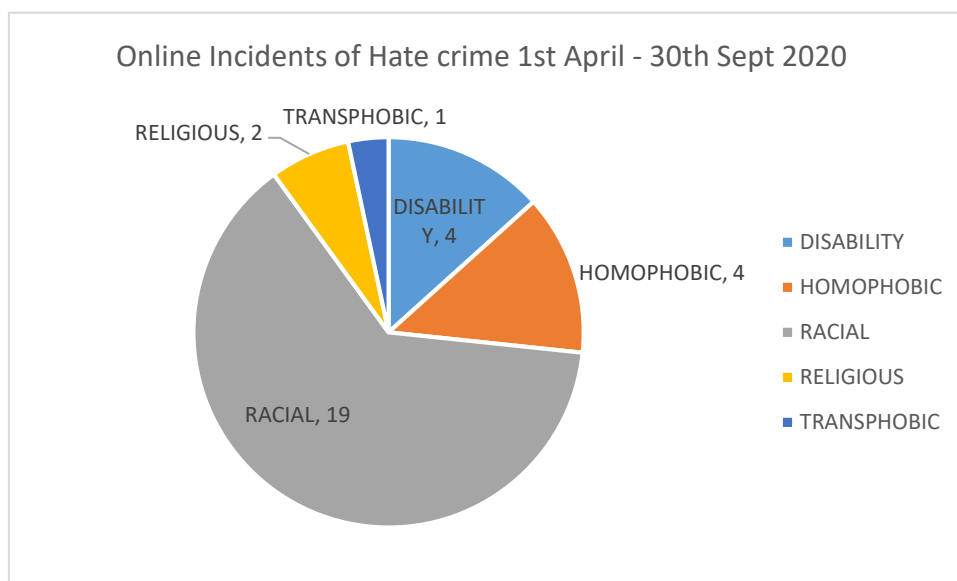


Figure 2. Proportion of Online Hate Crime

In line with all hate crime, race related crimes contribute to a large proportion (49%, 24) of online hate-related incidents. In 2019-20, there were no online hate crimes identified as religiously motivated.

Table 31. Hate Crime per 1000 Population

| | Population (2018 ONS) | Hate crime total 18-19 | Hate crime per 1000 in 18-19 | Hate crime total 19-20 | Hate crime per 1000 in 19-20 | Hate crime total 1st Apr-30th Sept |
|---------------|--------------------------|---------------------------|------------------------------------|---------------------------|------------------------------------|---|
| Blaenau Gwent | 69713 | 117 | 1.68 | 92 | 1.32 | 71 |
| Caerphilly | 181019 | 253 | 1.4 | 209 | 1.15 | 124 |
| Torfaen | 93049 | 157 | 1.69 | 153 | 1.64 | 77 |
| Monmouthshire | 94142 | 85 | 0.9 | 93 | 0.99 | 56 |
| Newport | 153302 | 438 | 2.86 | 434 | 2.83 | 263 |

The table above, illustrates hate crimes per 1000 population across local authority areas. Hate crime levels per head have slightly increased in the East, whereas in the West they have remained level or decreased. The figures from 1st April to 30th September 2020 do show in some local authority areas, a significant rise if they continue at the same rate over the full year

Repeat Victims

The number of hate crime victims has remained constant year-on-year, with a slight decrease of 6.5% (n=70) from 2018-19 to 2019-20. Currently in half year to 30th September 2020 Repeat victims is projected to be lower than last year if the current rate continues. 57 Repeat Victims have been identified to date.

Repeat victims may well fall within the newly established Demand Reduction Hubs, which will oversee hate crime investigations to make sure the Victim's Code of Practice, investigation quality and that repeat victims are supported and repeat offenders challenged.

Going forward hate crime victims will additionally be offered where applicable restorative justice to ensure the right outcome is met against the needs of the victim. Every investigation will have increased supervisory oversight to highest level.

All victims of hate crime are approached, and opinions sought by Connect Gwent and seek views around under-reporting, how to improve confidence to support a police prosecution. of the victim.

Table 42. Repeat Victimization

| | 2017-18 | 2018-19 | 2019-20 | 1st April to 30th Sept 20 |
|----------------|---------|---------|---------|---------------------------|
| Crimes | 904 | 1061 | 991 | 591 |
| Victims | 1011 | 1089 | 1018 | 567 |
| Repeat Victims | 104 | 133 | 132 | 57 |

The figure for 1st April to 30th Sept 2020, only includes Repeat victims linked to more than 1 hate occurrence within the last 6 months.

Arrest Rates

Arrests for hate crime have continued to decrease, reducing by 22 arrests in 2019-20. Racial offences accounted for 67.9% of hate crime arrests in that financial year. However, a more positive picture is shown for the first six months of 2020-21 arrests have increased dramatically, particularly for racially motivated offences.

Table 5. Arrests for Hate Crime

| Hate Strand | 2017-18 | 2018-19 | 2019-20 | 1st Apr to 30th Sept 2020 |
|-------------|---------|---------|---------|---------------------------|
| Racial | 90 | 57 | 38 | 34 |
| Homophobic | 26 | 15 | 11 | 8 |
| Disability | 4 | 3 | 7 | 3 |
| Religious | 3 | 1 | 0 | 0 |
| Transphobic | 1 | 2 | 0 | 0 |
| Total | 124 | 78 | 56 | 45 |

In addition to our work with our Race and Faith communities, our plans to continue working with the Barnardo's charity in Blaenau Gwent (to assist them with their anti-disability hate crime project) are currently on hold due to the pandemic.

Education is a major driver in both the disability community and those in local schools/ colleges who have previously been instigators of prejudice.

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| | <p>In addition to the above work, we are also liaising with both with Mencap Cymru and Learning Disability Wales and a “Learning Difficulties and Hate Crime” Conference has been booked for March 2021</p> <p>The Diversity and Inclusion Community Cohesion Officer has been working with existing LGBT+ groups to facilitate a “safe space” coffee morning to improve relationships between the community and the Force and to provide an informal opportunity to report any hate incidents and to engage and reassure.</p> |
| 4.2 | <p>Victim Satisfaction</p> <p>Victim Satisfaction data is gathered by the Connect Gwent team</p> <p>The following question types were asked of victims of Hate Crime</p> <ul style="list-style-type: none"> ○ Ease of contact 100% satisfaction (85 people questioned) ○ Time of arrival 85% satisfaction (35) ○ Way treated 86% satisfaction (59) ○ Actions taken 78% satisfaction (54) ○ Kept informed 69% satisfaction (34) ○ Informed of outcome 55% (21) ○ Service as a whole - 80% (56) ○ Outcome satisfaction 69% (33) <p>We appreciate that there are currently low numbers surveyed. However, we have been assured by Connect Gwent that these numbers will be increased going forward.</p> |
| 4.3 | <p>Covid 19 and Black Lives Matter</p> <p>Police staff from the Diversity and Inclusion Team had previously based themselves to work agilely in local communities when possible in order to be a visible presence to reassure and notice any local tensions or concerns. However, this has been temporarily put on hold.</p> <p>Feedback from Independent Advisory Group members had enabled the Diversity and Inclusion Team to respond quickly to specific concerns expressed by the local Black Asian minority ethnic communities. With the increase in Independent Advisory Group membership (from several previously disengaged communities) this has expanded our ability to react to community tensions</p> <p>In partnership with police colleagues in various departments and with Welsh Government Community Cohesion officers, we have monitored all trends were satisfied that both events passed off without any major concerns</p> <p>Covid 19 – Since the beginning of the pandemic crisis in the UK in February, we have maintained a detailed eye on all hate crimes and community tensions related</p> |

to the Corona Virus. We noted several issues within the region especially targeted towards the South East Asian Community. Working with local partners and the Neighbourhood Policing Team, we continued to feed in “intel” into the Gold group. The Diversity and Inclusion team have been at the forefront of gathering information and Tensions in relation to Covid 19 and our communities across Gwent. The relationships that have been built with our communities over the last year have borne fruit for us during the pandemic. Our various community and faith groups and others have been regularly contacted by the departments and we are now at a stage where local faith groups are now calling my team to say “nothing to add” which was unheard of this time last year.

Since the end of March, we as a Diversity and Inclusion team established a Community (phone) dial – in with members from faith communities, local third sector organisations, members of our Independent Advisory Group, our local authorities and members of the public from across the protected characteristic strands. This meeting chaired by a Chief Inspector and the Head of Diversity and Inclusion, relayed information to our communities (engage, explain, encourage enforce) but also received some very important local information and intelligence, which was very helpful not only to us but also local authority partners. This dial – in meeting will be continued post pandemic as it has proven to be very successful and is appreciated by our communities.

Black Lives Matter

The Force has worked alongside the Black Lives Matter movement in Gwent and the Diversity and Inclusion team have secured the leader of the Gwent group to become an Independent Advisory Group member. It is our challenge to further positive relations to ensure that we can increase the trust and confidence of their members to report hate incidents to us.

Force Gypsy Romany Traveller Forum

This Forum, Co-Chaired by an Inspector and the Head of Diversity and Inclusion examines several issues relating to the Traveller community. The forum attendees come from both local authority and third sector partners. One important aspect of the work is to improve the trust and confidence of the Gypsy Romany Traveller community to increase reporting of hate incidents. This is an ongoing challenge for us.

Asylum Seekers and Refugees

We are developing a very positive relationship with the Gap Centre who support Asylum seekers and refugees. It is our intention to establish a forum with key

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| | people to understand barriers to reporting and develop positive links with this community. |
| 4.4 | <p>Independent Scrutiny of Hate Crimes</p> <p>From October 2020, the Independent Advisory Group will have oversight of a representative sample of closed hate crimes. This scrutiny and challenge will be administered by the Diversity and Inclusion team with members of the Independent Advisory Group. Members will examine in detail closed hate crimes to ensure that investigations were of a higher level and victims were kept informed throughout and consultation at all levels regarding outcomes was discussed. Lessons learned from this forum will be relayed both individually and force wide to foster good practise.</p> |
| 4.5 | <p>Interfaith Network</p> <p>The Diversity and Inclusion team have established an Interfaith Network across Gwent. (Police and Faith Together)</p> <p>The purpose of the forum is to bring faith communities together to discuss relevant matters and improve dialogue and understanding between them. There will of course be huge benefit to us in terms of community engagement and increase hate crime reporting. The forum will meet quarterly and now Online.</p> |
| 4.6 | <p>Remembering Srebrenica – Memorial Event – July 2020</p> <p>Remembering Srebrenica event was held remotely and online this due to the pandemic. Two members of the Diversity and Inclusion team sit on the national forum and have assisted with its delivery pan Wales</p> |
| 5.0 | <u>NEXT STEPS</u> |
| 5.1 | <p>The Hate Crime Forum Chair is leading on the analysis of hate crime data, which examines granular data and influences future actions by the Diversity and Inclusion team and others.</p> <p>The Hate Crime forum will examine Repeat Offenders and Repeat Victims; Outcome rates and the data gathered relating to Victims expectations of the support and investigations we provide.</p> <p>The Victims Journey will also be examined to ascertain why incidents do not reach the Crown Prosecution Service and why in some cases are these are not pursued to Court or other positive outcomes.</p> |
| 5.2 | Weekly reporting on hate crime will continue to be fed into the National Community Tension Team (NCTT). |

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| 5.3 | <p>A wide-ranging Law Commission review into hate crime and the legislation that underpins it is currently taking place, however impacted on by COVID. Date</p> <p>The review will look specifically at the inclusion of gender and age-based hate crime as a recognised hate crime strand, and also misogyny, asylum-seekers and refugees, the homeless and sex workers.</p> <p>The suitability of current disability hate crime legislation and aggravated offences to allow for consistent approach.</p> |
| 6.0 | <u>FINANCIAL CONSIDERATIONS</u> |
| 6.1 | No significant financial costs have been identified to date regarding internal work around hate crime. |
| 7. | <u>PERSONNEL CONSIDERATIONS</u> |
| 7.1 | A Chief Supt is chairing the internal Hate Crime Forum in collaboration with the Head of the Diversity and Inclusion department. |
| 8. | <u>LEGAL IMPLICATIONS</u> |
| 8.1 | Legislative drivers include the Public Order Act 1986, the Protection from Harassment Act 1997, The Crime and Disorder Act 1998. The Criminal Justice Act 2003. |
| 8.2 | The Equality and Human Rights Commission (EHRC) report 'Hidden in Plain Sight' in September 2011, includes findings and recommendations from their formal inquiry into Public Authorities' response to Disability Related Harassment. |
| 8.3 | The HMIC, HMCPSP and HMI Probation report Living in a Different World: A Joint Review of Disability Hate Crime (March 2013) and 2014 update. |
| 9. | <u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u> |
| 9.1 | An Equality Impact Assessment has been completed against internal and external hate crime procedures. |
| 9.2 | Consideration has been given to the general duty to promote equality, as stipulated under the Equality Act 2010 and the Force's work around Hate Crime supports this. |
| 9.3 | In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998. |
| 9.4 | The delivery of the Hate Crime Action Plan forms one of the Equality Objectives in Gwent Police's /OPCC joint Strategic Equality Plan. |
| 10. | <u>RISK</u> |

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| 10.1 | Operational risks are managed by the Portfolio lead and the Gwent Hate Crime Forum. |
| 11. | <u>PUBLIC INTEREST</u> |
| 11.1 | The document can be made available to the public. |
| 12. | <u>CONTACT OFFICER</u> |
| 12.1 | Gareth Hughes - Head of Diversity & Inclusion |
| 13. | <u>ANNEXES</u> |
| 12.1 | N/A |

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Office of the Chief Constable

I confirm that Hate Crime and Disability Related Harassment report has been discussed and approved at a formal Chief Officers' meeting.

It is now forwarded to the OPCC for **information**.

Signature:

Date:

Police and Crime Commissioner for Gwent

I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct.

The above request has my approval.

Signature:

Date:

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