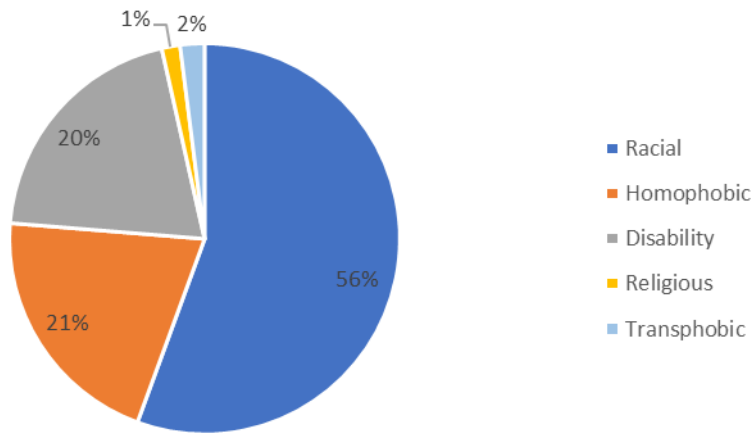


<b>OFFICE OF POLICE &amp; CRIME COMMISSIONER</b>	
<b>LEAD CHIEF OFFICER:</b>	<b>Chief Constable Pam Kelly</b>
<b>TITLE:</b>	Hate Crime (and Disability Related Harassment)
<b>DATE:</b>	3 <sup>rd</sup> June 2020
<b>TIMING:</b>	Bi-Annual Report
<b>PURPOSE:</b>	For monitoring purposes
<b>1.</b>	<b><u>RECOMMENDATION</u></b>
1.1	That the Chief Officer Team note this report in relation to Hate Crime (and Disability Related Harassment)
<b>2.</b>	<b><u>INTRODUCTION &amp; BACKGROUND</u></b>
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"> <li>• To deliver the hate crime objectives as set out in Gwent Police and Office of the Police and Crime Commissioner Joint Strategic Equality Plan</li> <li>• To monitor and analyse hate crime data and identify any related patterns and/or trends</li> <li>• To ensure that regional and national developments around hate crime and cohesion are discussed and progressed within Gwent</li> <li>• To ensure local matters relating to hate crime and cohesion are addressed</li> <li>• To share information with key partners around victim services and support</li> </ul> <p>The group is chaired by Supt. Jason White and includes representation from across the Force. The Hate Crime Meeting previously sat under the People and Diversity Board within the Force's governance structure but now sits under the Operational Performance Board.</p>
2.4	In April 2016, Gwent Police published a joint Strategic Equality Plan in partnership with the Office of the Police and Crime Commissioner, which continues to place

	<p>hate crime as a priority for both organisations. A new four-year Plan (2020-24) is currently being drafted.</p> <p>Priorities are agreed as:</p> <ol style="list-style-type: none"> <li>1. Ensure reporting mechanisms are in place that are accessible to people that share Protected Characteristics</li> <li>2. Work to identify hate crime perpetrators</li> <li>3. Ensure a consistent approach to case management of hate crime victims across the Force</li> <li>4. Improve knowledge and awareness of communities and police personnel of how hate crime impacts on people that share Protected Characteristics</li> <li>5. Increase awareness of 'mate crime' and cyber-crime and remedies available to assist those who are victims</li> </ol> <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 priorities will be published as part of the Joint Strategic Equality Annual Report, which will be published in Spring 2020.</p>
<b>3.0</b>	<b><u>ISSUES FOR CONSIDERATION</u></b>
3.1	<p><b>Announcement of funding to tackle hate crime</b></p> <p>An announcement by Welsh Government Equalities Minister and Chief Whip, in March 2019, that £840,000 had been made available from the Welsh Government's European Transition Fund to tackle hate crime. This resulted in some £480,000 was offered as a one-off grant to organisations who work with BAME and minority faith communities to help tackle hate crime, mitigate the impact of Brexit, and provide reassurances following the EU withdrawal.</p> <p>These grants have now been allocated to a number of organisations across Wales. These organisations include Race Equality First, EYST, Women Connect First, and Wales Refugee Council. Our Diversity and Inclusion department are working with these organisations to maximise their effect and to ensure that hate crime is challenged in their remit area with Gwent.</p>
3.2	<p><b>Places of Worship funding scheme</b></p> <p>The UK Government announced in August 2019 a funding boost for the Places of Worship funding scheme, which applies to England and Wales.</p> <p>£5 million will be available over three years. Uptake of this grant money to improve safety with physical infrastructure had previously been limited in Wales.</p> <p>The Diversity and Inclusion team were very active and assisted 3 Islamic Mosques and 2 Churches in Gwent to apply for the funding.</p>

	The outcome of the applications is yet to be announced however, 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.																												
3.3	<p><b>Hate Crime and Criminal Justice Board</b></p> <p>Gwent Police through the Diversity &amp; Inclusion team play an active part in this national board. 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	<b><u>LOCAL PROGRESS</u></b>																												
4.1	<p><b>Recorded Hate Crimes</b></p> <p><u>Current and Future Demand</u></p> <p>We believe that the force has a good response to hate crime. Only 1.7% of all crime in Gwent is hate related.</p> <p>The number of hate crimes reported in the Force Management Statement is much lower in 2019/20 than the previous year as set out in table 1 below. This is partly due to the development of a dedicated 'Hate Occurrence' application through the collaboration with data management to more accurately record this type of crimes.</p> <p><b>Table 1. Hate Crimes by Strand</b></p> <table border="1"> <thead> <tr> <th>Hate Strand</th> <th>2017-18</th> <th>2018-19</th> <th>2019-20</th> </tr> </thead> <tbody> <tr> <td>Racial</td> <td>555</td> <td>623</td> <td>551</td> </tr> <tr> <td>Homophobic</td> <td>173</td> <td>210</td> <td>205</td> </tr> <tr> <td>Disability</td> <td>141</td> <td>185</td> <td>200</td> </tr> <tr> <td>Religious</td> <td>23</td> <td>19</td> <td>15</td> </tr> <tr> <td>Transphobic</td> <td>12</td> <td>24</td> <td>20</td> </tr> <tr> <td>Total</td> <td>904</td> <td>1061</td> <td>991</td> </tr> </tbody> </table> <p>There has been a 7% (n=70) decrease in hate crimes reported in 2019-20 compared to the previous financial year. Each hate strand has seen a decline in reported crimes, apart from disability which has increased by 15 crimes from 2018-19 (n=185) to 2019-20 (n=200).</p>	Hate Strand	2017-18	2018-19	2019-20	Racial	555	623	551	Homophobic	173	210	205	Disability	141	185	200	Religious	23	19	15	Transphobic	12	24	20	Total	904	1061	991
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**Proportion of Hate Crimes by Strand 2019-20**



**Figure 1. Proportion of Hate Crimes by Strand**

Consistent with previous years, race related crimes account for the majority of 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.

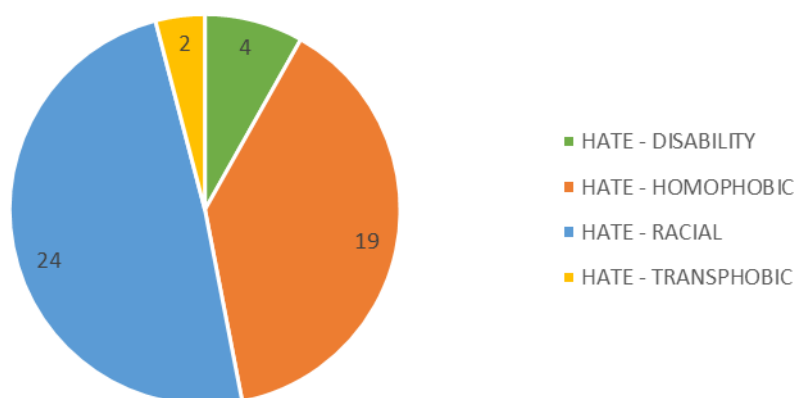
There has been more hate crime in the East (est. n=527) than in the West (n=454), with 44.2% (n=434) of hate crimes occurring in Newport, reflecting its diverse population.

**Table 2. Hate Committed Online**

Hate Strand	2017-18	2018-19	2019-20
Racial	11	26	24
Homophobic	6	14	19
Disability	1	6	4
Religious	0	2	0
Transphobic	1	4	2
<b>Total</b>	<b>19</b>	<b>52</b>	<b>49</b>

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.

Online Incidents of Hate Crime 2019-20

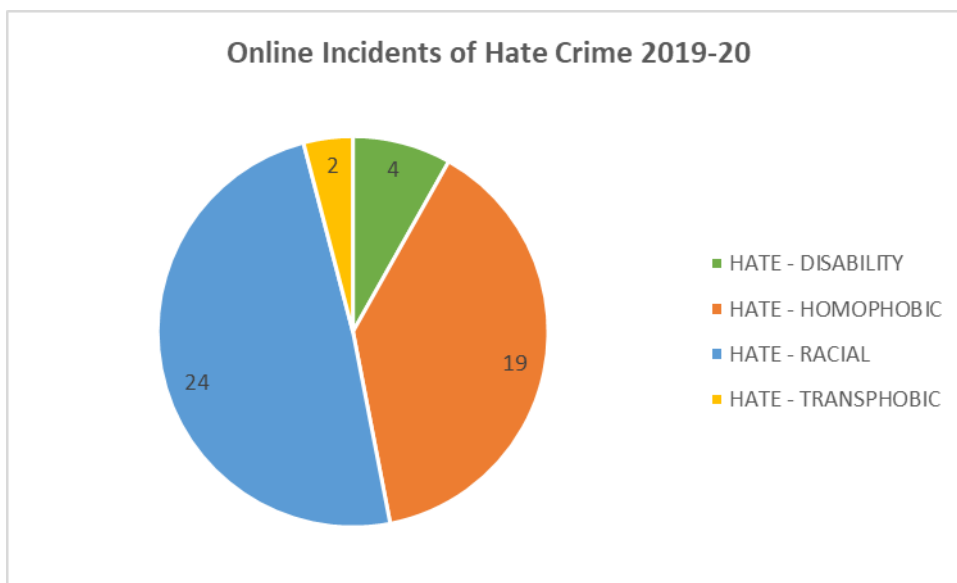


**Figure 2. Proportion of Online Hate Crime**

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
Blaenau Gwent	69713	117	1.68	92	1.32
Caerphilly	181019	253	1.40	209	1.15
Torfaen	93049	157	1.69	153	1.64
Monmouthshire	94142	85	0.90	93	0.99
Newport	153302	438	2.86	434	2.83



**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**, 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.

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.

**Table 42. Repeat Victimization**

	2017-18	2018-19	2019-20
Crimes	904	1061	991
Victims	1011	1089	1018
Repeat Victims	104	133	132

The majority of repeat victims have been due to race related hate crimes (n=70). Of the 132 repeat victims, those with the highest number of repeat victimisations were the aggrieved of disability and homophobic hate crimes.

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 this financial year.

**Table 5. Arrests for Hate Crime**

Hate Strand	2017-18	2018-19	2019-20
Racial	90	57	38
Homophobic	26	15	11
Disability	4	3	7
Religious	3	1	0
Transphobic	1	2	0
Total	124	78	56

In addition to our work with our Race and Faith communities, we are currently working with the Barnardos charity in Blaenau Gwent to assist them with their anti-disability hate crime project. Education is a major driver in both the disability community and those in local schools/ colleges who have previously been instigators of prejudice.

In addition to the above work, we are also liaising with both with Mencap Cymru and Learning Disability Wales view a view to a conference event to highlight disability (and learning disability) hate/ mate crime in the autumn of 2020

The D&I Community Cohesion Officer has been working with existing LGBT groups to facilitate as 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 generally engage and reassure.

4.2

**Victim Satisfaction**

As a Department, the D&I team have made to victim satisfaction a priority.

Due to staffing issues within Connect Gwent, there has not been any formal gathering of data from victims of hate crimes to ascertain levels of victim satisfaction. However, data for March 2020 will be available by mid-April.

In order to improve satisfaction levels, the D&I team previously called every victim of hate crime that is reported to us. We ask victims about the case; its progression and how we lived up to their expectations of the service we provide. In addition, we enquired upon the investigation of the crime and how officers kept the victim informed / updated of its progress.

	<p>As part of the process we quality checked that the OIC or HCSO appointed, has visited or contacted the victim and that all the relevant protected characteristic data relating to the victim is recorded on our systems.</p> <p>In addition to our own team contact with the victim, we also made referrals to support organisations who may be able to provide additional (and support that is not related to the actual investigation) such as race equality organisations, Stonewall or disability organisation. We did this, as they may be able to assist with civil discrimination issues; housing issues; social services matters or appropriate counselling for the victim. Thus, providing the wrap around service to the victim.</p>
4.3	<p><b>EU Withdrawal / Covid 19</b></p> <p>The data collected in Gwent over both the General Election Period or the EU withdrawal period did not show any rise in reported hate crime that could possibly have been associated with these matters</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.</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 BAME communities.</p> <p>In partnership with police colleagues in various departments and with Welsh Government Community Cohesion officers, we monitored all trends were satisfied that both events passed off without any major concerns</p> <p><b>Covid 19</b> – 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 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 NPT, we continue to monitor the situation daily and feed in to the Gold group.</p> <p>The D&amp;I 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.</p> <p>Since the end of March, we as a D&amp;I team established a Community (phone) dial – in with members from faith communities, local third sector organisations, members of our IAG, our local authorities and members of the public from across the protected characteristic strands. This meeting chaired by C/I Smith relayed information to our communities (4E’s) 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.</p> <p>Unauthorised traveller sites. We have dealt with an unauthorised encampment in Monmouthshire recently. The travellers occupied an area in Magor, Monmouthshire for a number of days on their way to Ireland. Given the advice by government, the travellers were permitted and encouraged to stay at the location.</p>



	<p>However, it was discovered that they had moved on to their destination after five days. Our newly establish GRT forum now takes responsibility with the D&amp;I team for liaison with this community. Important messages and instructions to this community have stemmed from this forum</p>
4.4	<p><b>Hate Crime Multi Agency Risk Assessment Conference</b></p> <p>In order to be in a position to both support victims more effectively and to ensure a coordinated approach to that support a Force wide MARAC is to be established. This forum will deal with individual cases across both LPA areas. Leading this forum will be the Welsh Government Cohesion Coordinators in partnership with the D&amp;I team and local neighbourhood leads. Strategic partners will be invited along with specialist third sector organisations. Both trends and individual cases of concern will be examined as well as both repeat offenders and repeat victims' cases.</p> <p>The D&amp;I team have also established a Focus group consisting of local diverse community members who will be asked about their concerns, fears and tensions relating to hate crime. The focus group will also look at other matters such as stop and search</p> <p>The partnership developed between the Force and our Local Authority members is exemplified during the Covid 19 pandemic – Working very closely with them, we have been able to highlight potential hate situations and deal effectively with community tensions that could escalate in to hate speech or disorder. Similarly, our partnership work with the third sector has been a huge success and those community links re-established over this last year has paid dividends for the force in the Covid emergency.</p>
4.5	<p><b>Interfaith Network</b></p> <p>The D&amp;I team have recently 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.</p>
4.6	<p><b>Holocaust Memorial event – January 2020</b></p> <p>On 29<sup>th</sup> January the D&amp;I team arranged for representatives of the Jewish community in South East Wales to commemorate Holocaust Memorial Day with Gwent Police. It was particularly poignant this year as it marked the 75th anniversary since the liberation of Auschwitz Birkenau</p> <p>Many millions of innocent men women and children lost their lives in the holocaust not just from the Jewish community, but also those from who were communists, LGBT and also those from the Gypsy Traveller community</p> <p>About 50 people attended the memorial service at headquarters and there were speeches from the Chief Constable and the OPCC Commissioner as well as from</p>

	<p>the Jewish community. There were also speeches made by members from the various faiths in the region who also spoke in solidarity.</p> <p>Unfortunately, it is expected that the Srebrenica Commemorative event will not take place again this July.</p>
<b>5.0</b>	<b><u>NEXT STEPS</u></b>
5.1	<p>Supt Jason White is now chairing the Hate Crime forum and is leading on the analysis of hate crime data, which examines granular data and influences future actions by the D&amp;I 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>
5.2	Weekly reporting on hate crime will continue to be fed into the NCTT.
5.3	Currently reviewing the number of incidents report through the criminal justice systems and to ultimately what percentage actually produce a successful CPS prosecuting.
5.4	A wide-ranging Law Commission review into hate crime and the legislation that underpins it is currently taking place. The review will look specifically at the inclusion of gender and age-based hate crime as a recognised hate crime strand, and the suitability of current disability hate crime legislation and whether this is fit for purpose.
<b>6.0</b>	<b><u>FINANCIAL CONSIDERATIONS</u></b>
6.1	No significant financial costs have been identified to date regarding internal work around hate crime.
<b>7.</b>	<b><u>PERSONNEL CONSIDERATIONS</u></b>
7.1	Supt Jason White is chairing the internal Hate Crime Forum in collaboration with the Head of the D&I department.
<b>8.</b>	<b><u>LEGAL IMPLICATIONS</u></b>
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, HMCPSI and HMI Probation report Living in a Different World: A Joint Review of Disability Hate Crime (March 2013) and 2014 update.
<b>9.</b>	<b><u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u></b>

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.
<b>10.</b>	<b><u>RISK</u></b>
10.1	Operational risks are managed by the Portfolio lead and the Gwent Hate Crime Forum.
<b>11.</b>	<b><u>PUBLIC INTEREST</u></b>
11.1	The document can be made available to the public.
<b>12.</b>	<b><u>CONTACT OFFICER</u></b>
12.1	Gareth Hughes - Head of Diversity & Inclusion
<b>13.</b>	<b><u>ANNEXES</u></b>
12.1	N/A

For OPCC use only

**Office of the Chief Constable**

I confirm that the hate crime half yearly report has been discussed and approved at a formal Chief Officers' meeting.

It is now forwarded to the OPCC for **approval/monitoring purposes.**

*P. C. Kelly*  
**Signature:**

**Date: 11/05/2020**

**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:**