

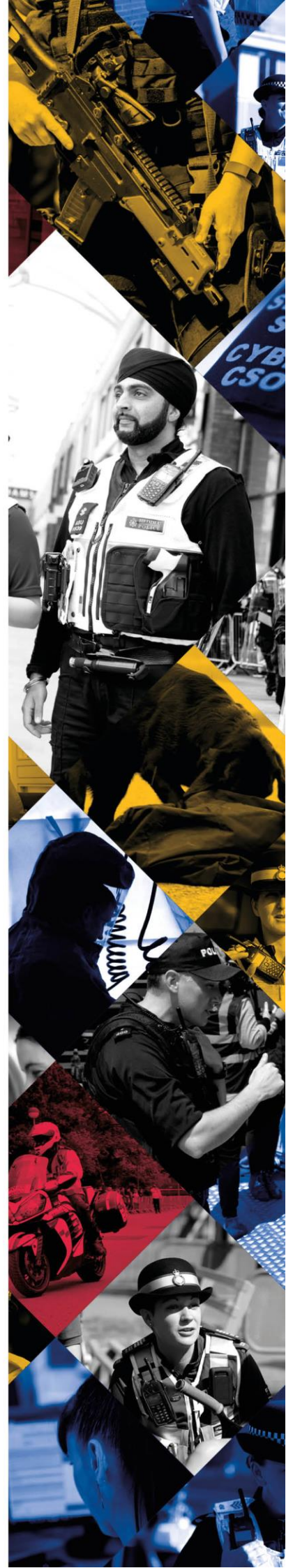


Office of Police and Crime Commissioner
Office of Chief Constable

Hate Crime (and Disability Related Harassment)

Bi-Annual Report - October
2020 | March 2021

7th June 2021



1. RECOMMENDATION

1.1 The purpose of this report is to provide information to the Office of Police and Crime Commissioner for monitoring and reporting purposes.

1.2 There are no decisions required.

2. INTRODUCTION AND BACKGROUND

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.'

2.2 Gwent Police has a stated aim of embedding and promoting the principles of equality, diversity and inclusion, while challenging discrimination as an organisation and by individuals. Providing an effective response to Hate Crime is part of this aim.

This report relates to Gwent Police's action relating to the investigation of Hate Crimes and the support offered to victims during the period of 1st October 2020 to 31st March 2021. The report documents the work undertaken during that period and the plans to improve service delivery.

2.3 In October 2020, Gwent Police agreed a Joint Strategic Equality Plan (JESP) in partnership with the Office of the Police and Crime Commissioner. It outlines the Police and Crime Commissioner's and Chief Constable's commitment to ensure that respect for equality, diversity and human rights underpins everything Gwent Police does. The plan is effective from 2020 until 2024 and ensures Hate Crime is a priority for both organisations. The plan has been previously published and is available online.

The plan aims to achieve the following four strategic equality outcomes and has an associated tactical delivery plan to assist delivery.

- **Supporting Vulnerable People:** To investigate and achieve justice for crimes with the greatest impact on vulnerable people, ensuring effective support for victims.



- **Legitimacy and Fairness:** To ensure that Gwent Police and the OPCC carry out their activities in a way that is proportionate and non-discriminatory and fosters positive relations between communities and policing.
- **Access, Engagement and Inclusion:** To ensure that the services delivered by Gwent Police and the OPCC respond to the views, experiences, and needs of people that identify with protected characteristics, and that the work the Force does to promotes inclusion and cohesion.
- **Creating an Inclusive Workforce and Promoting Fairness:** Work towards a representative workforce and an inclusive workplace culture and ensure that everyone working for Gwent Police and the OPCC are treated fairly and without discrimination.

This plan is currently governed by an Equality, Diversity and Inclusion Gold group, chaired by the Assistant Chief Constable (ACC).

2.4 To assist in delivering the Hate Crime objectives of the JESP, the force has established a Hate Crime Meeting chaired by a Chief Superintendent. The meeting has strategic oversight of Hate Crime in Gwent. It monitors performance of investigations, the accurate recording of data and whether Gwent Police (with partners) are achieving the best possible outcome for victims.

Membership includes representatives from various internal departments that deal with Hate incidents; representatives from Victim Support, the Independent Advisory Group (IAG) and the Crown Prosecution Service (CPS)

The meeting's objectives are:

- 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 the objectives set out in the Force Hate Crime Action Plan,
- To monitor and analyse Hate Crime data and identify any related patterns and 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.



2.5 The Police and Crime Commissioner’s Policing Plan identifies Community Cohesion as a priority and further influences work around the Hate Crime agenda.

3. ISSUES FOR CONSIDERATION

3.1 Hate Crime Demand

Recorded Hate Crimes

Gwent Police recognises that Hate Crimes are likely to be underreported given that victims are likely to come from groups that have less confidence in the police. As a result, the Force’s strategic aim is to increase the number of Hate Crimes that are reported to it.

During the pandemic of 2020/21, Gwent Police continued to build relationships with communities, engage with them about Hate Crime and promote both reporting mechanisms and the additional victim support that is offered to Hate Crime victims.

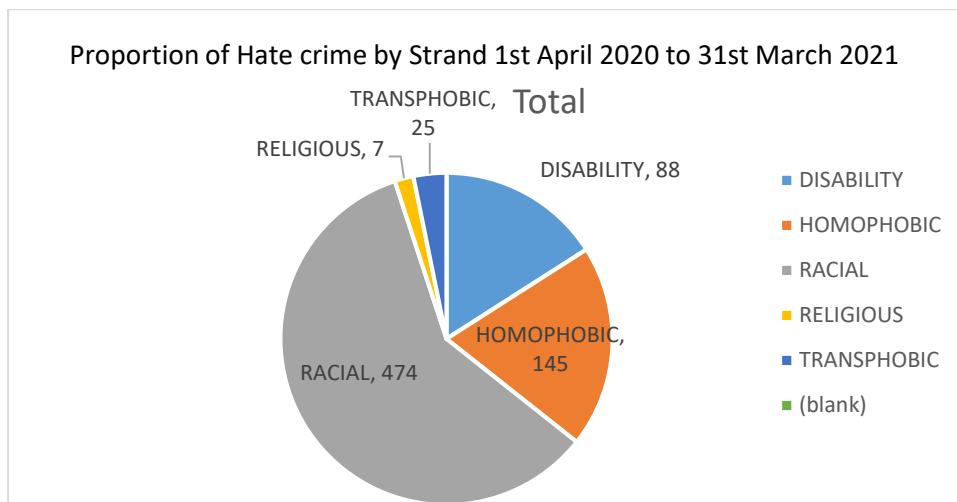
Hate related crime made up 1.5% of all reported crime in 2020/21. The tables below illustrate the numbers of Hate Crimes reported to Gwent Police since 2017-18. There was decrease of 6 reported Hate Crimes in 2020-21, which represents a 0.8% decrease over the previous year, and which may indicate that the Covid pandemic may have been a barrier to reporting due to the reduced face to face community engagement by Gwent Police and our partners.

Table 1. Hate Crimes by Strand

Hate Strand	2017-18	2018-19	2019-20	2020-21
Racial	419	511	456	474
Homophobic	153	160	161	145
Disability	93	118	112	88
Religious	13	15	7	7
Transphobic	10	17	9	25
Total	688	821	745	739



Figure 1. Proportion of Hate Crimes by Strand



Consistent with previous years (data being from April 1st to March 31st), race related crimes accounted for the majority of Hate Crimes with 64.1%, a rise from 61.2% in 2019-20. Lesbian, Gay and Bi-Sexual Hate Crimes accounted for 19.6% of Hate Crimes in 2020-21 a fall from 21.6% in 2019-20. Disability Hate Crimes accounted for nearly 11.9% of all Hate Crimes in 2020-21 with a fall from 15% in 2019-20. Religiously motivated crimes account for 0.95% in 2020-21 up from 0.94% in 2019-20. Transgender Hate Crimes account for 3.38% in 2020-21 rising from 1.21% in 2019-20.

It should be noted that current national processes make it challenging to record intersectional Hate Crime. A House of Commons Hate Crime Statistics Briefing Paper published in December 2020 states, “Hate Crime is often intersectional in nature (e.g. many victims are women as well as being Black, Lesbian, Gay, Bisexual, Trans (LBGT) and /or have a Faith/Religion). However, the current legislation does not allow for this intersectionality to be recorded, so the picture that authorities have lacks depth and subtlety”.

Gwent Police are committed to ensuring it accurately records equality data in crime recording. Gwent Police monitors each hate incident that is reported to it. The Force quality assures to confirm that all relevant protected characteristics are accurately recorded where known.

Gwent Police are mindful to ensure that reporting of disability related incidents is increased by confidence building through our work with partners and victims, such as Mencap Cymru and Disability Wales. A “Learning Difficulties and Hate Crime” Conference has been arranged for September 2021.

Mencap Cymru have attended our weekly dial-in conference meetings with both community members and third sector partners. Gwent Police has supported their partners with advice relating to pandemic restrictions and in relation to their reporting of Hate Crimes. Where victims are identified, the Force has worked with them, providing bespoke support throughout the criminal justice process. Gwent Police also believe the lower figure of reporting is also down to the reduced community interaction due to the pandemic, which has meant that individuals have been less likely to become Hate Crime victims.

Hate Crime by Local Authority Area

Recent local authority data indicate that there is a Black, Asian and Minority Ethnic population of around 12% living in the Newport area. This compares with a very much lower figure in the other four local authority areas. The average figure for Gwent being circa 5%. There is a direct correlation between the ethnic population of each area and the percentage of both racial and religiously motivated hate crimes across the whole county.

Given this data, Gwent Police focus a significant part of their work with the diverse communities of Newport. Gwent Police has engagement projects with Urban Circle and Football tournament with Eyst and drop in hate crime awareness events planned at Community House in Newport. These activities have been suspended due to the pandemic but will commence immediately as restrictions are lifted. Much of our work during the pandemic has been online with third sector community groups and faith leaders. Gwent Police has raised awareness to these groups of the reporting all hate incidents and highlighted the support on offer to victims.

The table below, illustrates Hate Crimes per 1000 population across local authority areas. Hate Crime levels per head have increased in Newport, Monmouthshire, Blaenau Gwent and Caerphilly. Torfaen has shown a slight decrease. While work is ongoing to understand why reporting has decreased in Torfaen, it is positive to see increased levels of reporting across the other unitary authority areas showing increasing confidence in Gwent Police.



Table 21. Hate Crime per 1000 Population (Office of National Statistics)

	Population	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 20-21	Hate Crime total per 1000 in 20-21
B-Gwent	69713	117	1.68	92	1.32	124	1.77
Caerphilly	181019	253	1.4	209	1.15	247	1.36
Torfaen	93049	157	1.69	153	1.64	147	1.58
Mons	94142	85	0.9	93	0.99	108	1.14
Newport	153302	438	2.86	434	2.83	465	3.03

Cyber Enabled Hate Crime¹

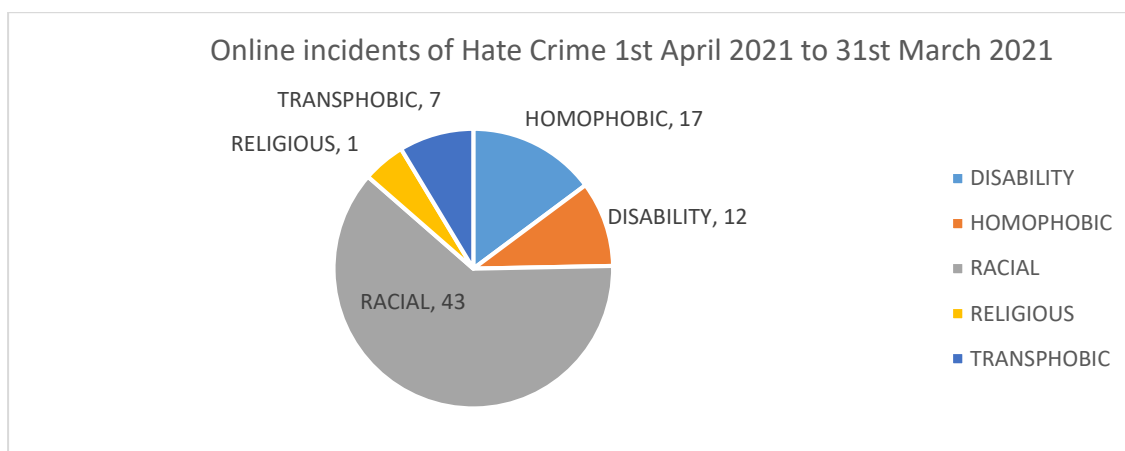
The number of cyber-enabled crimes committed with an element of Hate increased from 56 in 2019-20 to 80 in 2020-21, which may reflect changing behaviour during the global pandemic, such as lockdowns. Gwent Police has used social media campaigns to encourage reporting and have a Social Media Desk within our Force Communications Suite, enabling victims to contact us through social media to report, which may also explain the increase in reporting.

Table 3- Cyber Enabled Hate Crime

Hate Strand	2017-18	2018-19	2019-20	2020-21
Racial	13	21	26	43
Homophobic	6	5	17	17
Disability	2	3	10	12
Religious	0	4	0	1
Transphobic	0	2	2	7
Total	21	35	56	80

¹ **Cyber-enabled crimes** - traditional **crimes** which can be increased in scale or reach by the use of computers, computer networks or other forms of ICT (such as **cyber-enabled** fraud, data theft and online abuse).

Figure 2- Cyber Enabled Hate Crime 1st April 2021 to 31st March 2021



Repeat Victims

The number of Hate Crime victims decreased to 642 in 2020-21 from 668 the previous year. However, the number of repeat victims of Hate Crime increased to 93 from 66 the previous year, indicating that victims are more likely to contact Gwent Police again if they become victim to additional Hate Crimes.

In July 2021 the new Victim Care Unit will provide additional and bespoke support to repeat victims of hate crime including a detailed needs assessment. Gwent Police believes this additional service will increase our community’s confidence to report crime.

Table 42. Repeat Victimization

	2017-18	2018-19	2019-20	2020-21
Repeat Victims	64	75	66	93

Arrest Rates and Criminal Justice Outcomes

Arrests for Hate Crime increased to 58 in the last financial year, in comparison with 40 in 2019-20. Racial offences accounted for 58.6% of Hate Crime arrests in 2020-21.



The data from table 5 and table 6 shows a positive correlation for victims of Hate Crime. Gwent Police has arrested more offenders than it did in the previous financial year and have also increased the number of Hate Crimes with criminal justice outcomes. This victim led approach towards restorative justice and other non-conviction outcomes puts the victim at the centre of our approach.

Table 5. Arrests for Hate Crime

Hate Strand	2017-18	2018-19	2019-20	2020-21
Racial	74	55	28	34
Homophobic	27	13	9	12
Disability	4	3	3	13
Religious	3	1	0	0
Transphobic	2	1	0	1
Total	107	73	40	58

Table 6. Criminal Justice Outcomes

	2017-18	2018-19	2019-20	2020-21
Criminal Justice Rate	16.7%	12.1%	14.1%	16.4%

3.2 Victim Satisfaction

Victim Satisfaction data is gathered by the Connect Gwent Team. With a reduced capacity in Connect Gwent the number of surveys completed in the last six months of 2020-21 has been limited, as can be shown in the below tables.

Table 7. Victim Satisfaction for Hate Crime April - August 2020

Question asked	Number of people questioned	Percentage of satisfaction
Ease of contact	85	100% satisfaction
Way treated	59	86% satisfaction
Actions taken	54	78% satisfaction
Kept informed	34	69% satisfaction
Service as a whole	56	80% satisfaction

Table 8. Victim Satisfaction for Hate Crime September – March 2020-21

Question asked	Number of people questioned	Percentage of satisfaction
Ease of contact	38	100% satisfaction
Way treated	42	88% satisfaction
Actions taken	42	57% satisfaction
Kept informed	34	62% satisfaction
Service as a whole	42	62% satisfaction

Victim satisfaction rates are an integral driver for a force to improve on its processes to support victims. Gwent Police has always been aware of how important the victim’s perception of the service they receive from us in terms of investigation and general support. Comparison of the two tables above show overall satisfaction has fallen.

Although this is only one set of data and based on limited sample size, the Force is seeking to improve in this area by introducing a Victim Care Unit to enhance the service that victims receive. By the 1st of July 2021, every victim of Hate Crime will be contacted, and a needs assessment undertaken. If required by the victim, a Hate Crime Support Officer will be allocated to add further support. The Victim Care Unit will liaise with third sector partners to ensure that bespoke victim support is provided throughout the investigation. Victims will be kept informed and updated throughout their victims’ journey by the Victim Care Unit. Gwent Police are positive this will improve the above picture.

3.3 Hate Crime Action Plan (2020-24)

The Hate Crime Action Plan was developed in 2020 to provide a clear understanding of the Force’s strategy for reporting and investigating Hate Crimes, supporting and communicating with victims, working with third sector partners in advocating on the victims behalf and to provide independent oversight and scrutiny of investigations by members of the Independent Advisory Group. The plan provides the direction, intent and monitoring of Gwent Police’s stated objectives.

The plan, its objectives and the associated actions are detailed below.

Objective 1: To Raise Awareness of Hate Crime and Hate Incidents



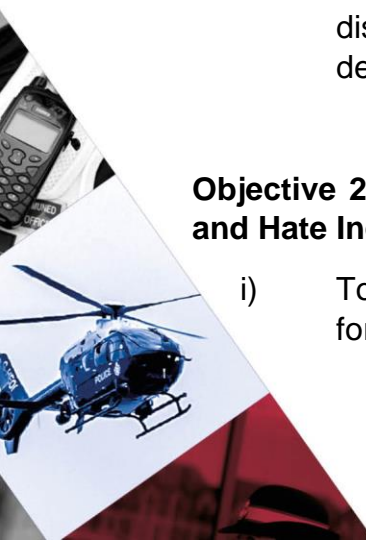
- i) The development of a bespoke strategic Force policy on Hate Crime, detailing processes and responsibilities from the receipt of the first victim contact, the investigation by the allocated officer in charge of the case, the appointment of a Hate Crime Support Officer (HCSO) and any additional victim support services.

This policy is nearing completion and will be attached to the next six-monthly report.

- ii) A “7 Point Promise” for Officers and staff affected by Hate Crimes has been published. The document details how colleagues will be supported by Gwent Police should they be the victim of a Hate Crime whilst on duty or in work.
- iii) To enhance engagement with young people through the Schools Liaison team providing lessons on Hate Crime awareness in the schools they visit. This knowledge and understanding is an important dimension of Gwent Police’s work to promote the reporting of Hate Crimes by younger people. This action is complete.
- iv) Utilising the Gwent Police Cadets as Hate Crime Ambassadors. They are provided with enhanced training with which promote reporting and education to their peers. This action is complete.
- v) Partnering with Local Authorities, Welsh Government and third sector partners to inform and educate our communities during Hate Crime Awareness Week in October 2020/21. Due to the pandemic, our interactions were online and via social media initiatives.
- vi) Establishing a Hate Crime Scrutiny Panel, in which members of the IAG review a sample of Hate Crime cases from across the protected characteristics to ensure that investigations are of the required standards and meet expectations. This action is complete and is described in more detail below.
- vii) Establishing forums of Equality, Diversity and Inclusion leads from across the other Welsh Police Forces and Local Authorities to monitor community tensions across Wales and share experiences and good practice. This action is complete.
- viii) Continuing with the successful weekly “Community members” meetings that were established during the pandemic. These meetings highlight and discuss topics such as Hate Crime awareness and local tensions. They are described in more detail below.

Objective 2: To Increase Confidence amongst Victims to Report Hate Crimes and Hate Incidents

- i) To ensure the Victim Care Unit undertakes a bespoke “need’s assessment” for each victim of Hate Crime, which will ensure the appropriate level of



support and access to services. The service will be fully operational on 1st July 2021.

- ii) To support Hate Crime victims by working with third sector equalities organisations. Gwent Police has forged excellent links with several organisations across protected characteristic strands. These organisations include Race Equality First; Race Council Cymru, EYST, Stonewall Cymru, Travelling Ahead; Mencap Cymru; Umbrella Cymru; Disability Wales; Caribbean Heritage Cymru; Sikh Council for Wales and directly with many of the places of worship in Gwent. Their expertise and advocacy role add further value to the work Gwent Police undertakes to support victims.
- iii) The Force recognises the valuable contribution made by the Independent Advisory Group (IAG) to promote both awareness and reporting of Hate incidents from within our communities. In 2021, the force intends to establish additional community and youth cohesion groups to support their work which will add a further level of transparency and scrutiny.
- iv) To map the diversity of our communities across Gwent and to identify isolated individuals for support by local officers, particularly in more isolated valley and rural areas.
- v) A Communications Plan has been developed to assist our messages to vulnerable communities. It stresses the need for local communications with our communities as it recognises corporate messages may not reach those that are most vulnerable to Hate Crimes.
- vi) To ensure online hatred is identified and investigated thoroughly, by reviewing Hate Crime investigations through our Hate Crime Forum and continuing to create public facing social media awareness of Cyber - Enabled crime.
- vii) To publish victim satisfaction and criminal justice outcome rate data on our website and social media platforms, to promote accountability and enhance legitimacy in our actions. Gwent Police understands the importance of this transparency and is currently developing the public facing website.
- viii) The Hate Crime Forum will continue to monitor Hate Crime referrals made to Connect Gwent (Victim Care Unit, from 1st July) and provide additional support and advice to victims and officers where required.

Objective 3: To Support Victims of Hate Crime and Hate Incidents

- i) To continue to promote and raise the profile of Hate Crime Support Officers (HCSOs). The role provides support to victims in addition to that provided by the Victim Care Unit. It has been praised by Her Majesty's Inspectorate. Whilst not becoming directly involved with the investigative process of the crime, HCSOs listen to the victim, support them and facilitate their wishes whenever possible.



HCSOs are a group of officers and staff recruited from different roles, ranks and locations who volunteer their own time to the support victims of Hate Crime. They have experience, knowledge and empathy with different communities and are able to give tailored support and signpost services.

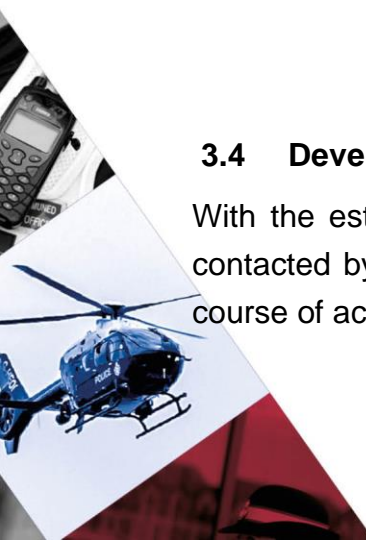
- ii) To promote the need for officers in cases to ensure that all investigative updates are provided promptly to the victim and to ensure that those updates are understood.
- iii) Partnership meetings are currently being developed to ensure that partners from the third sector, housing providers and local authorities are able to engage with each other for the benefit of the victim. These partnership meetings will commence in July this year or as Covid restrictions are lifted, whichever the sooner, to ensure comprehensive support for the victim.
- iv) The Force Communications Plan will highlight the support provided by the HCSO's and the Victim Care Unit. Highlighting this additional support should provide victims with increased confidence to report Hate incidents. This will commence when the Victim Care Unit launches in July 2021.

Objective 4: To seek the most appropriate outcomes for victims of Hate Crime

- i) The Force will continue to work with the Crown Prosecution Service (CPS) to increase the number of cases that are referred to them for decision.
- ii) The introduction of the new Hate Crime policy has formally documented the process for the effective investigation and supervision of Hate incidents. Such oversight and scrutiny by line managers is vital to maintain the service to victims that the Force strives for.
- iii) As the Force increasingly adopts restorative justice, Gwent Police will provide victims with a choice on how to proceed with their case.
- iv) The Force Performance Team has developed a process to identify repeat offenders and victims. Problem Solving Hubs are creating bespoke interventions to tackle these issues and will be designed in consultation with the Criminal Justice Department and Local Policing Areas.

3.4 Development of the Victim Care Unit.

With the establishment of the Victims Care Unit, all victims of Hate Crime will be contacted by the unit to complete a "needs assessment" and agree an appropriate course of action that supports the victim throughout the criminal justice process.



Victims can also consent to be referred to a bespoke organisation such as Race Equality First or Stonewall.

3.5 Hate Crime Process Review.

During the last quarter of the financial year, task and finish groups were established to review a number of policies and processes relating to Hate Crime. Reviews have been established to: evaluate the effectiveness of our Hate Crime investigations, quality assure the documentation of incidents and ensure accurate victim data, evaluate victim contact relating to updates, communications and support, ensure the effectiveness of the HCSO and to develop a bespoke Hate Crime policy for the Force.

This review is soon to be completed and the outcomes will be reported in the next bi-annual report.

3.6 All Wales Hate Crime and Criminal Justice Board

Gwent Police plays an active part in this national board, which meets on a quarterly basis for all matters relating to hate crime and resulting community tensions in Wales. Colleagues from the Office of Police and Crime Commissioner also attend this meeting.

3.7 Covid 19

Since the beginning of the pandemic crisis in the UK in February 2020, Gwent Police have continued to monitor all Hate Crimes and community tensions related to the Coronavirus. For example, Gwent Police helped resolve issues within the South East Asian Community who were initially targeted during the early weeks of the pandemic as being the source of Covid 19 as the initial outbreak began in China. Individuals were targeted with verbal abuse and some food outlets also experienced hatred.

Although the pandemic meant that Gwent Police could no longer work agilely in communities, they have remained at the forefront of gathering information and tensions across Gwent through the use of technology. This has ensured that relationships built with our communities over previous years have endured.

In March 2020, Gwent Police established a weekly community dial-in with members from faith communities, local third sector organisations, members of our IAG, our local authorities and members of the public with protected characteristics.



This meeting, chaired by a Chief Inspector, relays information to our communities, and receives local information and intelligence. Due to its success, this dial-in meeting will be continued post pandemic.

3.8 Black Lives Matter (BLM)

Gwent Police has worked alongside BLM Gwent since their inception in the June of 2020 and a separate BLM report was submitted to the OPCC in the previous reporting period.

As previously documented, BLM has organised protests about equality and the use of police powers, such as stop and search. Protests in Gwent have been consistently peaceful in nature due to the joint planning between the organisers and the Force.

BLM Gwent have been supportive of our actions in relation to raising awareness of Hate Crime in Gwent. The principal organiser of the BLM protests is now a member of our Independent Advisory Group and has assisted the Force in its quest to recruit further Independent Advisory Group (IAG) members from its diverse communities. In addition to the IAG forum, Gwent Police is establishing a Community Cohesion Group and a similar Young Person Cohesion Group to ensure that the voices from all our communities and will seek BLM support.

3.9 Gypsy Roma Traveller (GRT) Forum

This forum examines issues affecting the Traveller community. The forum attendees come from local authority and third sector partners. One important aspect of the work is to address the challenges associated with trust and confidence of the GRT community to increase reporting of Hate incidents. GRT support networks report that these challenges were exacerbated by the pandemic.

During the first half of 2021-22 year the force intends to develop and improve relations with GRT communities by supporting GRT History Month and working with support organisations such as Travelling Ahead and Gypsy Traveller Wales.

3.10 Asylum Seekers and Refugees

Gwent Police are developing a very positive relationship with the Gwent Gap Centre, who support Asylum Seekers and Refugees. The force has recruited the Centre manager onto the IAG, and he has delivered training on the topic to Special



Constables. It is anticipated that this training will be expanded across the Force including our new recruits. The relationship between the Asylum Seekers and Refugees has improved as the Gap Centre manager is now able to highlight to us any concerns that his members have relating to both Hate Crime and coercive powers. Since joining the IAG, the manager is now in a position to understand our processes and to advise his members of how to report Hate Crime and the support they should expect.

In the summer of 2021, it is our intention to establish a forum with key people to better understand barriers to reporting and develop further positive links with this community.

3.11 Engagement events.

Despite the pandemic, Gwent Police continued to organise events that allow its officers and staff to directly engage with its communities.

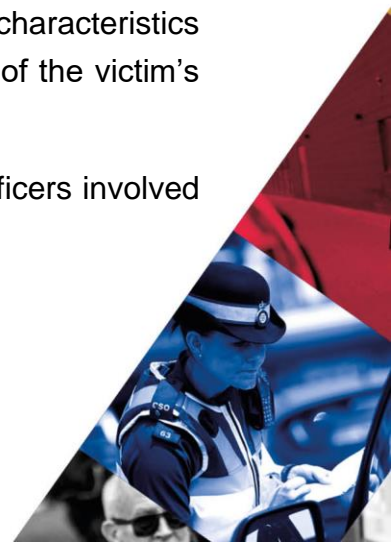
These include a community football tournament, a multicultural cookery competition and a project with “Urban Circle” relating to hip hop and rap music (with a message relating to both knife crime and the reporting of hatred). The aim of these projects is to develop relations with our diverse communities and to improve the trust and confidence of people across those communities.

3.12 Independent Scrutiny of Hate Crimes

As documented above, the force has established a panel of IAG members that review Hate Crime investigations. It conducts a quarterly review of five investigations from each of the protected characteristics. IAG members receive training in relation to Hate Crime and operational processes and members critically analyse investigations to ensure victims have received the best possible service.

The group has provided generally positive feedback about the quality of investigations as well as providing constructive comment about the need to discern between racially motivated Hate Crime and Hate Crime motivated by religion. Gwent Police then highlights to its officers where there is an intersectionality of protected characteristics and where the motivation of the perpetrator may have been because of the victim’s faith and not necessarily because of their racial characteristics.

Lessons learned from this forum can be relayed both individually to officers involved and Force wide through the “Learning the Lessons Forum”.



In addition, on a weekly basis, if there any omissions or intersectionality issues, these concerns are shared with the Local Policing Areas, so officers can learn and make amendments to inform their practice and that of their colleagues.

3.13 Interfaith Network

Gwent Police has established an Interfaith Network across Gwent (Police and Faith Together).

The forum brings faith communities together to discuss matters such as commonalities between the faiths, how faith communities can support the police and how faith leaders can assist Gwent Police by supporting Hate Crime work. The forum intends to meet in person again once Covid rules allow.

3.14 Holocaust Memorial Event

An online commemoration event was held on Holocaust Memorial Day in January 2021.

Launched by Chief Constable Pam Kelly, the event featured key people from our communities and our own officers with their reflections for the day.

4. NEXT STEPS

- 4.1 To continue to deliver the JSEP and the associated tactical delivery plan.
- 4.2 To continue to deliver the Hate Crime Action Plan.
- 4.3 To monitor national developments regarding the inclusion of gender and age within Hate Crime procedures, and work with the other Welsh forces to ensure a consistent approach.
- 4.4 To continuously improve our service by engaging with local communities and local partners and by participating in national forums as described above.

5. FINANCIAL CONSIDERATIONS

- 5.1 No significant financial costs have been identified to date regarding internal work around Hate Crime.

6. PERSONNEL CONSIDERATIONS



6.1 None.

7. LEGAL IMPLICATIONS

7.1 Legislative drivers include the Public Order Act 1986, the Protection from Harassment Act 1997, The Crime and Disorder Act 1998 and The Criminal Justice Act 2003.

7.2 The Equality and Human Rights Commission (EHRC) report 'Hidden in Plain Sight' published in September 2011, includes findings and recommendations from their formal inquiry into Public Authorities' response to Disability Related Harassment.

8. EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS

8.1 An Equality Impact Assessment has been completed against internal and external Hate Crime procedures.

8.2 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.

8.3 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.

8.4 The delivery of the Hate Crime Action Plan forms one of the Equality Objectives in Gwent Police's /OPCC Joint Strategic Equality Plan 2020-2024

9. RISK

9.1 Operational risks are managed by the Portfolio lead and the Gwent Hate Crime Forum



10. PUBLIC INTEREST

10.1 The document can be made available to the public.

11. REPORT AUTHOR

11.1 Gareth Hughes, Head of Diversity and Inclusion.

12. LEAD CHIEF OFFICER

12.1 ACC Ian Roberts

13. ANNEXES

13.1 Nil.

14. CHIEF OFFICER APPROVAL

14.1 I confirm this report has been discussed and approved at a formal Chief Officers' meeting.

14.2 I confirm this report is suitable for the public domain.

Signature:



Date: 24th May 2021



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:

