

OFFICE OF POLICE & CRIME COMMISSIONER	
LEAD CHIEF OFFICER:	Chief Constable Pam Kelly
TITLE:	Hate Crime (and Disability Related Harassment)
DATE:	26th November 2019
TIMING:	Bi-annual
PURPOSE:	For monitoring
1.	<u>RECOMMENDATION</u>
1.1	That the Police and Crime Commissioner note this report in relation to Hate Crime (and Disability Related Harassment)
2.	<u>INTRODUCTION & BACKGROUND</u>
2.1	<p>The National Police Chief's Council definition of a hate crime/incident is:</p> <p>'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.'</p>
2.3	<p>Gwent Police has an established Hate Crime Meeting which has the following objectives:</p> <ul style="list-style-type: none"> • To deliver the hate crime objectives as set out in Gwent Police's Joint Strategic Equality Plan (with the OPCC) • 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>The group is chaired by T/Supt Jason White and includes representation from across the Force. The Hate Crime Meeting sits underneath the People and Diversity Board within the Force's governance structure.</p>
2.4	<p>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 hate crime as a priority for both organisations. Priorities are agreed as:</p> <ol style="list-style-type: none"> 1. Ensure reporting mechanisms are in place that are accessible to people that share Protected Characteristics

	<ol style="list-style-type: none">2. Work to identify hate crime perpetrators3. Ensure a consistent approach to case management of hate crime victims across the Force4. Improve knowledge and awareness of communities and police personnel of how hate crime impacts on people that share Protected Characteristics5. Increase awareness of 'mate crime' and cyber-crime and remedies available to assist those who are victims <p>In addition, the PCC's Policing Plan now 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 late 2019.</p>
	<u>ISSUES FOR CONSIDERATION</u>
3.0	<u>NATIONAL WORK</u>
3.1	Announcement of funding to tackle hate crime Following the announcement by Welsh Government Equalities Minister and Chief Whip, Jane Hutt that £840,000 has been made available from the Welsh Government's European Transition Fund to tackle hate crime. £360,000 for Victim Support Cymru to increase the capacity of its National Hate Crime Report and Support Centre; and £480,000 for a funding scheme offering one off grants 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. These grants have now been allocated to a number of organisations across Wales. The organisations who have a Gwent remit are Race Equality First, Women Connect First and Show Racism the Red Card. We are already working with the first two named and we develop our relationship to maximise the funding they have now received.
3.2	Places of Worship funding scheme The UK Government announced in August 2019 a funding boost for the Places of Worship funding scheme, which applies to England and Wales. £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. The Diversity and Inclusion team were very active and assisted 3 Islamic Mosques and 2 Churches in Gwent to apply for the funding.

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. 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>The table below illustrates an increase in recorded hate crimes across all strands over the last 5 financial years. There has been no spike in hate crime attributable to withdrawal from the EU. However, there was a significant but short-lived rise in reports of religious hate speech following the New Zealand mosque attacks early in the year and reporting has been falling since then. The current reporting is lower at 412 in comparison to same 6 months last year of 429 showing a 4% decrease.</p> <p>The biggest percentage rises during 2018/19 were transphobic, disability and racial hate crime.</p> <table border="1" data-bbox="175 996 1468 1288"> <thead> <tr> <th></th> <th>2015/16</th> <th>2016/17 %change</th> <th>2017/18 % change</th> <th>2018/19 %change</th> <th>2019/20 %change</th> </tr> </thead> <tbody> <tr> <td>Racial</td> <td>125</td> <td>295 136.0</td> <td>409 38.6</td> <td>497 21.5</td> <td>532 7.0</td> </tr> <tr> <td>Homophobic</td> <td>46</td> <td>69 50.0</td> <td>151 118.8</td> <td>159 5.3</td> <td>188 18.2</td> </tr> <tr> <td>Disability</td> <td>14</td> <td>61 335.7</td> <td>93 52.5</td> <td>115 23.7</td> <td>116 0.9</td> </tr> <tr> <td>Transphobic</td> <td>1</td> <td>6 500.0</td> <td>10 66.7</td> <td>17 70.0</td> <td>10 -41.2</td> </tr> <tr> <td>Religious</td> <td>2</td> <td>9 350.0</td> <td>13 44.4</td> <td>15 15.4</td> <td>4 -73.3</td> </tr> <tr> <td>Total</td> <td>188</td> <td>440 134.0</td> <td>676 53.6</td> <td>803 18.8</td> <td>850 5.9</td> </tr> </tbody> </table> <p>For the period 2019/20, increases in hate crime is indicating a slowing of the trend in sharp increases as experienced in previous years and is on course for an overall percentage increase of approximately 6%. Both transphobic and religious hate crimes are anticipated to experience significant decreases of 41% and 73% respectively with homophobic crimes expected to rise by approximately 18%.</p> <p>The increase in reported hate crime is seen as a positive and is indicative of improved police recording; active campaigns to raise public awareness, high profile hate incidents reported in the national media and improved trust and confidence victims have to report such incidents.</p> <p>We are currently working with the Barnardos charity in Blaenau Gwent to assist them with their anti-disability hate crime project. This initiative is due to end in March 2020 and will be subject to an evaluation which will influence further funding to roll the scheme out throughout Gwent.</p> <p>Education is a major driver in both the disability community and those in local schools/ colleges who have previously been instigators of prejudice.</p>		2015/16	2016/17 %change	2017/18 % change	2018/19 %change	2019/20 %change	Racial	125	295 136.0	409 38.6	497 21.5	532 7.0	Homophobic	46	69 50.0	151 118.8	159 5.3	188 18.2	Disability	14	61 335.7	93 52.5	115 23.7	116 0.9	Transphobic	1	6 500.0	10 66.7	17 70.0	10 -41.2	Religious	2	9 350.0	13 44.4	15 15.4	4 -73.3	Total	188	440 134.0	676 53.6	803 18.8	850 5.9
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4.2	<p>Victim Satisfaction</p> <p>As a Department, the D&I team have made the challenge to improve victim satisfaction a priority.</p> <p>Given the summary of findings below from the most recent Victim Support survey, (albeit very small numbers sampled, as just 18 people sampled described themselves as BAME) it is important to understand what the victim expects from us as Gwent police and how we are able to provide that service, either directly or by utilising bespoke partner organisations to ensure maximum satisfaction for hate crime victims.</p> <p>During a Hate Crime Victim Satisfaction Survey 2018 – 2019 conducted with just 18 victims of hate crime, the following results were obtained :</p> <ul style="list-style-type: none">• 87% of victims approved of the way the Service treated their incident• 76% of victims were happy with the actions taken by officers• 74% of victims were happy that officers "kept them informed" about the progress of the incident• 70% of victims were happy with the service as a whole <p>However, the survey did identify shortcomings with victims highlighting a lack of final update by officers. Subsequently, the D&I team now contact each victim of hate crime to determine their experience and expectations around service delivery, particularly around victim updates at each stage of the investigation.</p> <p>As part of the process we quality check that the OIC or HCSO appointed has visited 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 make referrals to support organisations who may be able to provide additional support that is not related to the actual investigation. This will include race equality organisations, stonewall or disability organisations who may be able to assist with civil discrimination matters; housing issues; social services matters or appropriate counselling for the victim.</p>
4.3	<p>EU Withdrawal</p> <p>Since 22/03/19, both daily and weekly monitoring returns are being completed in respect of local hate crime and incidents that are reported as having a connection to withdrawal from the EU. These daily returns are submitted to the NCTT and help inform the national picture.</p> <p>The data collected in Gwent does not show any rise in reported hate crime that has a direct connection to withdrawal from the EU.</p> <p>Police staff from the Diversity and Inclusion Team have 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 has enabled the Diversity and Inclusion Team to respond quickly to specific concerns expressed by the local BAME communities. In partnership with police colleagues in various departments and with Welsh Government community cohesion officers, we monitor all trends and are confident that should any Brexit related incidents occur we are in a position to confidently be aware of them and deal with them effectively.</p>
<p>4.4</p>	<p>Hate Crime Marac</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&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&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>4.5</p>	<p>Interfaith Network</p> <p>The D&I team are establishing an Interfaith Network across Gwent.</p> <p>Each faith or place of worship will have a dedicated seat on the network. We are aware that we have 9 mosques and a number of churches who have a significant BAME community. We have one synagogue with a very small Jewish community. We have two Buddhist temples/ retreats in the north of force area. Unfortunately, we do not have a Sikh Gurdwara or a Hindu Temple in the area, which means our residents from these faiths, will probably travel to Cardiff for worship.</p> <p>The purpose of the forum will be to bring faith communities together to discuss relevant matters and improve dialogue and understanding between them. The will of course be huge benefits to us in terms of community engagement and increase hate crime reporting. The forum will meet quarterly.</p>
<p>4.6</p>	<p>Remembering Srebrenica Wales</p> <p>On Friday 12th July, the D&I team arranged for representatives of the charity Remembering Srebrenica Wales to mark and commemorate the atrocity which took place in Bosnia over 20 years ago in which 8372 Muslim men boys were systematically murdered because of the faith.</p> <p>About 50 people from the force, the IAG and the OPCC's office congregated in front of our flagpole to honour and remember those lost in this tragedy. Senior officers and representatives of the charity made speeches. Following the formalities, those attending had the opportunity to discuss the work of the charity on an informal basis inside HQ.</p>
<p>5.0</p>	<p><u>NEXT STEPS</u></p>
<p>5.1</p>	<p>T/ 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&I team</p>

	and others. The Hate Crime forum will now examine hate crime data in further detail which will include repeat offenders, repeat victims, outcome rates in addition to victim satisfaction data.
5.2	Weekly reporting on hate crime will continue to be fed into the NCTT.
5.3	Nationally and locally, work is ongoing in partnership with CPS to examine attrition rates for disability hate crime as a result of a disparity between the increasing numbers of police recorded disability hate crimes and decreasing volume of referrals to CPS.
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.
5.5	The D&I department will shortly be creating a quarterly newsletter which will provide departmental updates around hate crime, representative workforce, community cohesion, IAG and stop and search.
5.6	The department will also be assisting community groups through the Welsh Government's Communities Facilities Fund which seeks to improve community premises including BAME used facilities.
5.7	The department has liaised with Welsh funded cohesion officers throughout Gwent to create a Pan Gwent hate crime forum. This will ensure a much more consistent focus is applied to hate crime within the Gwent area which will also be a vehicle to discuss national issues and localised tensions.
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	T/ Supt Jason White is chairing the internal Hate Crime Forum in collaboration with the Head of the D&I 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 HMI, 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>
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

For OPCC use only

Office of the Chief Constable

I confirm that the above BI-Annual Hate Crime Report has been discussed and approved at a formal Chief Officers' meeting.

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

Signature: 

Date: 11.11.19

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: 26/11/19

