

**Notice of a public meeting of  
Hate Crime Strategy Scrutiny Review Task Group**

**To:** Councillors Gunnell, Mason, Richardson and Kramm

**Date:** Thursday, 8 December 2016

**Time:** 5.30 pm

**Venue:** The King Richard III Room (GO49) - West Offices

**AGENDA**

**1. Election of Chair**

To formally elect a Chair of the Task Group.

**2. Declarations of Interest**

At this point, Members are asked to declare:

- any personal interests not included on the Register of Interests
- any prejudicial interests or
- any disclosable pecuniary interests

which they may have in respect of business on this agenda.

**3. Public Participation**

At this point in the meeting members of the public who have registered to speak can do so. The deadline for registering is **5.00pm on Wednesday 7 December 2016**. Members of the public can speak on agenda items or matters within the remit of the Committee. To register to speak please contact the Democracy Officer for the meeting (contact details at the foot of the agenda).

## **Filming, Recording or Webcasting Meetings**

Residents are welcome to photograph, film or record Councillors and Officers at all meetings open to the press and public. This includes the use of social media reporting, i.e. tweeting. Anyone wishing to film, record or take photos at any public meeting should contact the relevant Democracy Officer (contact details are at the foot of this agenda) in advance of the meeting.

The Council's protocol on Webcasting, Filming & Recording of Meetings ensures that these practices are carried out in a manner both respectful to the conduct of the meeting and all those present. It can be viewed at [http://www.york.gov.uk/download/downloads/id/11406/protocol\\_film\\_or\\_webcasting\\_filming\\_and\\_recording\\_of\\_council\\_meetings\\_20160809.pdf](http://www.york.gov.uk/download/downloads/id/11406/protocol_film_or_webcasting_filming_and_recording_of_council_meetings_20160809.pdf)

### **4. Report on Hate Crime Strategy for York 2017 - 19**

(Pages 1 - 40)

This report provides information in support of this Hate Crime Strategy Scrutiny Review, together with an outline of the planned work for delivery of a new Hate Crime Strategy for 2017-19.

### **5. Urgent Business**

Any other business which the Chair considers urgent under the Local Government Act 1972.

Democracy Officer:

Laura Clark

Contact Details:

- Telephone – (01904) 554538
- Email – [Laura.Clark@york.gov.uk](mailto:Laura.Clark@york.gov.uk)

For more information about any of the following please contact the Democracy Officer responsible for servicing this meeting:

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports and
- For receiving reports in other formats

Contact details are set out above.

**This information can be provided in your own language.**

我們也用您們的語言提供這個信息 (Cantonese)

এই তথ্য আপনার নিজের ভাষায় দেয়া যেতে পারে। (Bengali)

Ta informacja może być dostarczona w twoim własnym języku. (Polish)

Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)

یہ معلومات آپ کی اپنی زبان (بولی) میں بھی مہیا کی جاسکتی ہیں۔ (Urdu)

 (01904) 551550

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**Hate Crime Strategy Scrutiny Review Task Group**  
Report of the Assistant Director, Legal & Governance

**8 December 2016**

**Report on Hate Crime Strategy for York 2017 - 19**

**Summary**

1. This report provides information in support of this Hate Crime Strategy Scrutiny Review together with an outline of the planned work for delivery of a new hate crime strategy for 2017-19.

**Background**

2. Embracing Diversity: A Hate Crime Strategy for York was approved by the Safer York Partnership Board in 2013 and finishes at the end of 2016 – see Annex A. The strategy set out the evidence on which the current strategic aims and priorities were based and provided a plan for how Safer York Partnership (SYP) and its partners could make a meaningful contribution toward building safer and stronger communities.
3. An update on the delivery of the current strategy's action plan was presented to the Communities & Environment Policy & Scrutiny Committee in March 2016. This was followed by a further update at the last meeting of the Committee in November 2016 (see Annex B) together with an overview of the role of the Community Safety Unit.
4. As a result of the information provided, the Committee agreed the remit of this review should be to:
  - i. To identify what if any changes are required to the strategic aims and objectives, taking account of the recommendations within NYP's Hate Crime Problem Profile 2015 Refresh and other evidence
  - ii. To identify how to improve the delivery for victims based on Cllrs knowledge of complaints from their local communities.
  - iii. Consider how best to educate and influence children and young people across the city to reduce hate crime in the future.

## Consultation

5. Tackling hate crime is a priority for a wide range of council services such as Children's Services, Adult Safeguarding and Housing. It also relies on the input and expertise of a range of statutory bodies and voluntary sector organisations. These include North Yorkshire Police, North Yorkshire Fire & Rescue Service, the local Universities and Further Education Colleges, as well as voluntary partners such as York Racial Equality Network, Yorkshire MESMAC, York People First, Supporting Victims and the Citizens Advice Bureau.
6. Throughout the period of the 2013-16 Strategy, consultation has been continuous to ensure that:
  - The strategy has remained fit for purpose;
  - Specialist expertise has been sought in multi agency problem solving
  - The models of delivery have reflected organisational changes.
7. Prior to the introduction of the new strategy, consultation will be carried out with all of the relevant statutory and voluntary agencies as detailed in the table at paragraph 12 below.

## Information Gathered

8. i) Changes Required to Current Aims & Priorities  
In considering whether the current aims and priorities are still appropriate for inclusion in the new strategy for 2017-19, the Task Group will need to consider the available evidence. Attached at Annex C is the latest statistics from the Community Safety Unit. The Task Group will also need to take account of the recommendations made in the North Yorkshire Police Hate Crime Problem Profile Refresh 2015<sup>1</sup> and the structural changes which have taken place within North Yorkshire Police and City of York Council.
9. Furthermore, in order to better reflect the links between hate crime and other areas of the community safety agenda, consideration should be given to whether the new Hate Crime Strategy for 2017-19 should be incorporated into the council's refreshed Community Safety Plan rather than it being a separate strategy.

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<sup>1</sup> This is a protected document provided by NYP and not for general circulation. Hard Copies will be provided at the meeting for Members to view.

10. ii) Improvements for Victims

The new strategy will need to reflect and build upon the improvements for victims across the city detailed in the update report to Scrutiny in November 2016. It will also need to reflect the Community Safety Unit's close working with North Yorkshire Police (NYP) in this area, through inclusion of the recommendations within NYP's Hate Crime Problem Profile refresh which they undertook during 2015. This will ensure that victims get a consistent standard of response irrespective of who they report their concerns to. In order to inform this review, the Task Group will be asked to share their local knowledge of complaints from their local communities at this meeting.

11. iii) Reducing Future Hate Crime through Education

At the meeting held in November 2016, the Communities & Environment Policy & Scrutiny Committee expressed an interest in investigating how schools might be encouraged to work with children and young people to inform their consideration of the effects of hate crime and encourage more tolerance and understanding within the city's future population. The Community Safety Unit has been looking at whether this may be achievable through conversations with officers in Education and will report back at this meeting.

**Timeframe for Scrutiny Review & New Strategy**

12. The new strategy needs to be launched in April 2017, to tie in with the new Community Safety Strategy. It will need to reflect the increasing need for all of the organisations to be victim focussed, taking into account vulnerabilities and risk factors in individual cases. The suggested timeline for its introduction is detailed below:

Stage	Date
<p>Hate Crime Strategy Scrutiny Review Task Group Meeting – to consider:</p> <ul style="list-style-type: none"> <li>• What, if any, changes are required to the strategic aims and objectives.</li> <li>• The recommendations within NYP's Hate Crime Problem Profile 2015 Refresh.</li> <li>• How to improve the delivery for victims, based on Cllrs knowledge of complaints from their local communities.</li> </ul>	<p>7 December 2016</p>

Task Group Meeting to consider Draft Strategy Document	Early Jan 2017
Consultation with the public & interested partners	Jan - Feb 2017
Meeting of Task Group to consider Consultation Feedback	End of Feb/Early March 2017
SYP Board to agree draft Strategy	March 2017
Executive Member approval	April 2017

### **Council Plan**

13. The Hate Crime Strategy relates to the following priorities within the Council Plan:
- A focus on frontline services
  - A council that listens to residents

### **Implications & Risk Management**

14. **Equalities** – The Hate Crime Strategy fits within the Council’s equalities framework
15. **Crime and Disorder** - The Hate Crime Strategy fits within the remit of the Community Safety Team and is a priority within the Community Safety Plan 2017 -19.
16. There are no financial, HR, Legal, IT, Property or other associated implications.
17. There are no known risks associated with the recommendation in this report.

### **Recommendations**

16. Members are asked to:
- Consider the content of this report and its annexes
  - Note the timeframe for producing the new 2017-19 Hate Crime Strategy
  - Provide Feedback to inform the three objectives identified as the remit for this review, as shown at paragraph 4 above, and the ongoing work to renew the Strategy.

**Contact Details**

Melanie Carr  
Scrutiny Officer  
Scrutiny Services  
Tel No. 552054

Andrew Docherty  
AD, Legal & Governance

Report Approved



Date 30 Nov 2016

**Specialist Implications Officer(s)** N/A

**Wards Affected:** List wards or tick box to indicate all

All

For further information please contact the author of the report

**Background Papers:**

**Annexes:**

**Annex A** – Embracing Diversity: A Hate Crime Strategy for York

**Annex B** – Latest Update on Current Strategy

**Annex C** – Hate Crime Statistics

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2013 - 2016

## EMBRACING DIVERSITY A Multi-agency Hate Crime Strategy for the City of York



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## Forward

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This strategy outlines our vision for tackling hate crime in York

It sets out the evidence on which our strategic aims and future priorities have been based. It demonstrates our plans for tackling hate crime and how we hope to work with partnership with both public and voluntary sector agencies. We also want to address the quality of service we offer to our customers when they come to us for help and make sure that services are tailored to their needs.

This strategy provides a plan for how City of York Council, Safer York Partnership and other partners can make a meaningful contribution to toward building safer and stronger communities. It forms part of Safer York Partnership's overall strategic aim of reducing anti-social behaviour, which causes alarm, harm and distress to victims.

The effects of hate crime are not only felt by individuals and their families, but also impact on the wider community.

Safer York Partnership is working with partners to develop a multi-agency approach which focuses on the prevention of repeat victimisation and works to provide the support necessary to bring offenders to justice and protect vulnerable victims.

We are grateful to all those who have helped to put this document together. Working as a team, we believe the city can make a valuable contribution to tackling the causes and effects of Hate Crime.

Pic of Cllr Williams

Cllr Daffyd Williams, Elected Member for Crime & Community Safety

Picture of Lisa

Lisa Winward, Chair, Safer York Partnership

# Executive Summary

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**“We may have different religion, different languages, different coloured skin, but we all belong to one human race. We all share the same basic values.”**

**Kofi Annan – United Nations Secretary General.**

Hate crime is any criminal offence committed against a person or property that is motivated by hostility towards someone based on their disability, race, religion, gender identity or sexual orientation.

This strategy sets out what needs to be done to address hate crime from different angles: prevention and early intervention, enforcement and support for victims and perpetrators. The approach must be multi-agency and seek to tackle the causes of hate crime, in order that we can make a long term impact within our communities.

## **Our Ambition**

To prevent and reduce the levels of hate crime by ensuring victims and witnesses of hate crime are supported and offenders are brought to justice.

This Strategy provides a framework for York’s statutory, voluntary and community organisations to work in partnership to achieve our ambition.

Whilst levels of recorded hate crime in York are low, we have anecdotal evidence from a range of agencies working with communities of interest that the true extent may not be known. This may leave vulnerable individuals who feel unable to come forward and report issues which impact significantly on their own and their family’s quality of life.

We recognise that the policies and procedures available for dealing with hate crime must take into consideration the diverse needs of our communities.



**“Hate incidents not only impact negatively on the lives of victims and their families but also damage cohesion in the wider community. People who are more vulnerable to hate incidents are also likely to have a greater fear of crime. It is therefore essential that public authorities and local communities work in partnership to tackle this problem in their local area as no single agency or group can accomplish this alone.”**

**(The Equality and Human Rights Commission)**

### **Strategic aims:**

- 1. Raise awareness of hate crimes to aid prevention**
- 2. Make it easier for people to report hate crime**
- 3. Improve the support available to victims of hate crime**
- 4. Improve data capture and develop a more accurate reflection of the extent and breakdown of hate crimes and incidents**



There are a wide range of services that can have an input into this agenda and the priority now is to ensure the city has a robust protocol for joint working and information sharing to ensure that we achieve real outcomes that lead to community cohesion and improved quality of life

Our aim is to ensure that we deal with the root causes and try to tackle hate crime in a range of preventative ways that try to change people’s behaviour.

# Introduction

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## Why have a strategy?

A hate crime or incident is any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice based on a person's actual or perceived social group or groups. These groups can be defined in relation to the following:

- Disability
- Race
- Sexual orientation
- Religion or belief
- Transgender

Although current legislation does not specifically cater for age and gender, the criminal justice agencies are alert to offences where hatred is a factor.

This strategy sets out what needs to be done to tackle the complex issue of hate crime. The strategy links to other key plans, including Safer York Partnership's (SYP) Community Safety Plan the Council Plan and the Policing Plan.

The strategy attempts to develop a co-ordinated approach to tackling hate crime by joining up initiatives currently operating in the city and working with a wide range of voluntary sector agencies who provide support to specific communities of interest.

**The Crime and Disorder Act 1998** set the scene for ensuring that local authorities and other statutory agencies, such as the police, worked in partnership to tackle crime and disorder. The act introduced a range of powers that necessitated partnership working. The Community Safety Partnership (CSP) have a duty to publish a strategy for addressing crime and disorder. Safer York Partnership is the CSP for York and they have produced the Community Safety Strategy 2011-14.

**The Equality Act 2010** provides a new cross-cutting legislative framework to protect the rights of

individuals and advance equality of opportunity for all; to update, simplify and strengthen the previous legislation; and to deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.



## Legislative Framework

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Hate crime is defined as any criminal offence which is perceived, by the victim or any other person, to be motivated by a hostility or prejudice based on a personal characteristic.

Legislation to protect victims and tackle those who intend to stir up racial hatred and those who commit racially and religiously aggravated offences or engage in racist chants at designated football matches have been in place for a number of years. In recent years a number of new criminal offences have been introduced, to reflect the seriousness of hate crime, including enhanced sentencing and stirring up hatred towards other groups on the grounds of religion and sexual orientation.

The **Equalities Act 2010** (section 149) put in place a 'Public Sector Equality Duty'. This means that a public authority must, in the exercise of its Functions, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and person who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

### Links to Other Key Legislation:

- **Criminal Justice and Immigration Act 2008**
- **Racial and Religious Hatred Act 2006**
- **Criminal Justice Act 2003**
- **Race Relations (Amendment Act) 2000**
- **Human Rights Act 1998**
- **Disability Discrimination Act 1995**
- **Football Offences Act 1991**
- **Public Order Act 1986**

## National Context

The MacPherson Report on the Stephen Lawrence Inquiry changed the way that racist hate crime and institutionalised racism was understood. From the Inquiry, a definition of a racist incident was developed which has since been extended to cover other forms of hate crime and is widely used by central and local government.

Moreover, the Stephen Lawrence inquiry report was the catalyst for a number of institutional changes within the police and statutory service providers to improve responses to racist incidents and racism. The Home Office has subsequently produced

guidelines in relation to racist incidents, religious discriminations and more recently guidelines for tackling hate crime.

Today, the terms gay and lesbian are used to describe women and men who seek same-sex partners. Homophobia can manifest itself in a number of different forms. The Government currently estimates that approximately 5-7% of the population are either: gay, lesbian or bisexual. However, there is very limited data on the number of lesbians, gay men and bisexuals in the UK as no national census has ever asked people to define their sexuality. A national study of violence against lesbians and gay men in Britain, found that one in three gay men and one in four lesbians had experienced at least one violent attack, and found that the vast majority of homophobic incidents go unreported, with around 18% reporting incidents.

The understanding of disability is enhanced by what is known as the

‘Social Model’ of disability, which recognises that disability occurs because barriers hinder disabled people from taking a full part in the community. Research by Mencap demonstrated that 8 in 10 people with learning difficulties had experienced bullying and harassment 66% of people with learning difficulties have been bullied regularly with 32% stating that bullying was taking place on a daily or weekly basis.



## York Context

York's overall population is estimated to be just over 202,000 and growing. According to the Centre for Cities report 2011, York has the second fastest growing population in the UK. Significant within this growth is an increase in the black minority and ethnic (BME) community from 4.9% in 2001 to an estimated 11.4% in 2009. A study in 2010 found 78 different first languages being spoken within the city

In January 2008, City of York Council launched its first Hate Crime Strategy. However, since that launch the number of hate crimes reported to the police has declined.



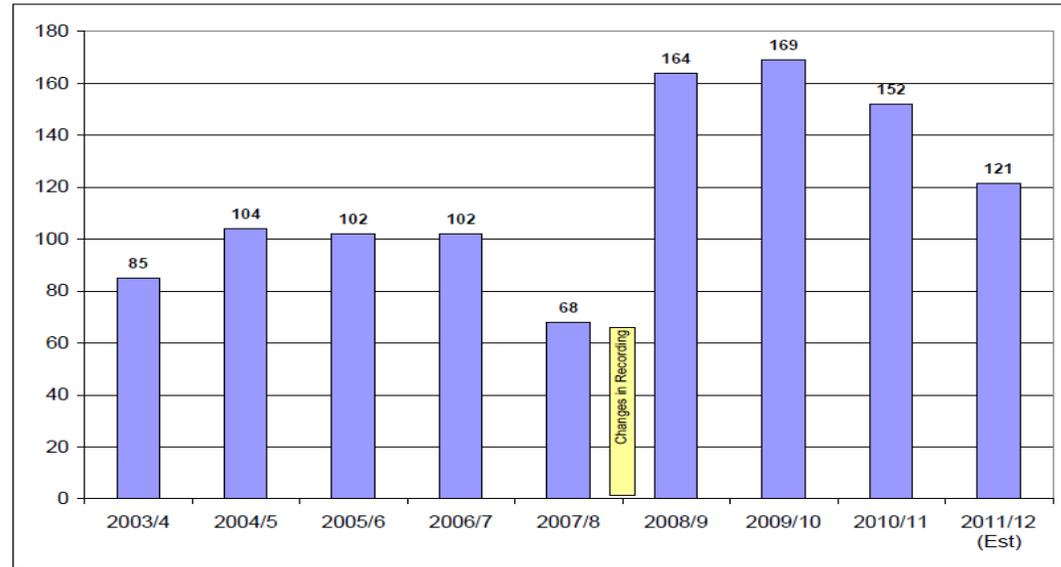
Consultation with agencies providing support to particular community groups suggests that under-reporting is a significant factor. It is widely acknowledged that the recorded statistics of hate crime reporting across all agencies may be a significant under-representation of the true picture.

SYP is a community safety partnership created under the Crime and Disorder Act 1998. The partnership is comprised of representation from City of York Council, North Yorkshire Police, York and North Yorkshire Probation, York and North Yorkshire Primary Care Trust, North Yorkshire Fire & Rescue Service.

The city is committed to reducing crime and anti-social behaviour within the City of York and aligned to that is a commitment to protect vulnerable members of the community. It is appropriate therefore that the responsibility for the development of a hate crime strategy should sit with the partnership as part of the overall remit to facilitate and co-ordinate a multi-agency problem solving approach to tackling crime.

### North Yorkshire Police - York Recorded Hate Crime & Incidents

2003/4
85
2004/5
104
2005/6
102
2006/7
102
2007/8
68
2008/9
164
2009/10
169
2010/11
152
2011/12 (Est)
121



This is Data is Created from the Hate Crime / Incident Download Provided by NYP Performance Unit. It is Based on START DATE

Document created on 19/01/2012

Police data has been included in this strategy to show the local picture in relation to recorded hate crime statistics in York. However, it has been acknowledged that this may be an under-representation of the

true picture. A key action in the delivery of this strategy will be to improve the quality of data captured. This will be achieved through a combination of working closely with those agencies which represent particular community groups and ensuring that communities know how to report incidents & are confident that when making reports,

In developing this strategy, thirty individuals / organisations were consulted to draw upon the expertise and experience of those who represent communities of interest. This information has informed the strategic aims and objectives and the work plans which underpins delivery of the strategy.

action will be taken.

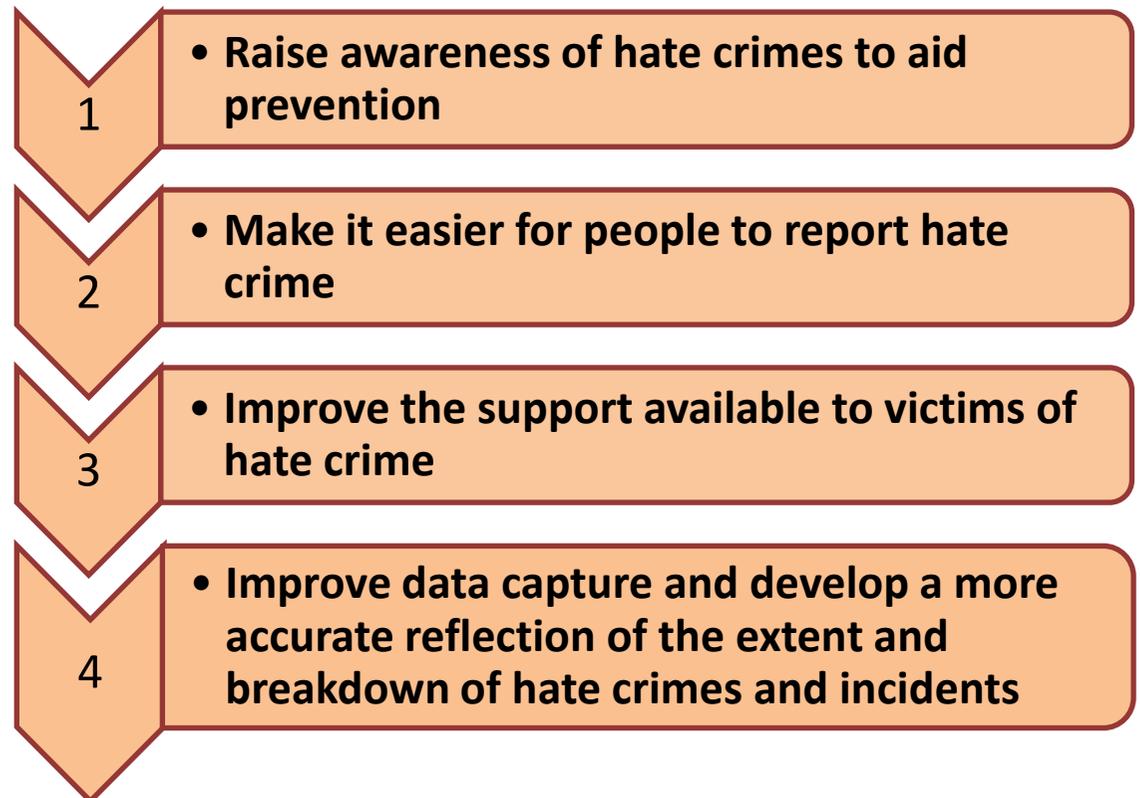
## Strategic Aims & Objectives

Our overall **strategic aim** is to help stop hate crime occurring in the first place through a programme of hate crime prevention and where it does occur, to respond in a timely and effective way that addresses its impact on victims and the wider community. We will:

- develop a deeper understanding of the specific needs of communities of interest;
- Consult and listen to the view of our communities of interest to ensure that we design services that not only meet their needs but empower them with the confidence to report hate crimes to the relative authorities;
- Develop action plans to deliver our objectives and report back to our communities on the actions we have taken.

We will measure progress by monitoring the incidents of hate crime recorded by the police and Local Authority, maintaining close dialogue with support agencies to capture qualitative and anecdotal information.

## Stop Hate Crime Occuring



# Strategic Aim 1

## Raise awareness of hate crimes to aid prevention

### The current picture

At present, hate crime remains very much a hidden crime. Whilst there are many agencies (voluntary and statutory) who are engaged in work to support victims, it remains very much under reported and awareness of issues across the workforce and community within York is limited.

### What we will do

We will work with all statutory and voluntary agencies to raise awareness of the impact that hate crime has on individuals, their families and our communities. We will strengthen the links between statutory and voluntary agencies engaged in working with communities of interest and with those communities themselves, ensuring they feel supported and safe. We will, through our annual Crime Summit, to encourage promotion of the work that is been done to

Objective	Action	Lead
i. To improve prevention of hate crime through education and awareness raising programmes within key stakeholder agencies	i. Work with Key agencies to develop multi-agency awareness training and roll out to all agencies	CYC / SYP
	ii. Develop multi-agency strategic delivery group with statutory and voluntary partners engaged in tackling Hate Crime	SYP
	iii. Develop operational links with the Anti-Bullying Steering group	SYP
ii. To increase public awareness and ensure that information on hate crime is widely available.	i. Develop web portal for information and awareness to facilitate sharing of information relating to Hate Crime	CYC/SYP
	ii. Ensure publications / posters are available in all public access building	SYP
iii. To work closely with and strengthen the links between the statutory and voluntary sector agencies engaged in	i. Undertake an audit of voluntary groups and develop a directory of contacts	SYP
	ii. Develop hate crime pack (posters / leaflets / reporting forms) for all 3 <sup>rd</sup> party reporting and signposting centres.	SYP

develop services and provide support for victims of hate crime in York.

tackling hate crime		
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## Strategic Aim 2

### Make it easier for people to report hate crime

#### The current picture

Anecdotal evidence from voluntary organisations who provide support to communities of interest suggests that hate crime is very much under reported. This is largely due to a lack of awareness of where, how and to whom incidents should be reported.

#### What we will do

We will work with our communities to ensure that they have confidence in reporting incidents and are assured that action will be taken and that they received feedback on the results of that action. We will establish a network of 3<sup>rd</sup> party reporting centres along side all CYC customer contact services and ensure that mechanisms for reporting hate crime are widely publicised and accessible

Objective	Action	Lead
i. Work with relevant agencies to improve the reporting of hate crime incidents	i. Consult with communities of interest and key agencies to ensure processes is accessible and meets the needs of the user, signed off by EAG.	CYC / Voluntary Groups
	ii. Map and publish a simple flowchart detailing the appropriate channels for reporting hate crime	CYC/SYP
ii. Develop alternative ways to report crimes that meet the specific needs of particular groups	i. Work with key media groups to develop media publicity awareness raising campaigns to increase media awareness and reporting relating to hate crime prevention work	CYC/SYP
	ii. Work with all statutory and voluntary sector organisations to develop appropriate mechanisms for reporting hate crime.	All Agencies
	iii. Increase awareness amongst all agencies and signposting of hate crime	All Agencies
iii. Develop a campaign to raise public awareness on how to report hate crime	i. Establish a network of 3 <sup>rd</sup> party reporting centres	CYC/SYP
	ii. Develop a 'Hate Crime Pack' for all media agencies to raise their awareness of the role that they have in ensuing hate crime is	CYC/SYP

to all.

	prevented	
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## Strategic Aim 3

### Improve the support available to victims of hate crime

#### The current picture

Many voluntary and statutory agencies are engaged in work to support victims of hate crime. However, the delivery landscape for support services is complex. There needs to be greater understanding between agencies and organisations of what support is available for particular community groups, and how to access that support.

#### What we will do

We will ensure that staff working within agencies who have a role to play in tackling hate crime have the skills and knowledge required to provide support to victims. We will create links with organisations who have an understanding of the needs of victims and the specific support they may require and ensure and ensure communities are aware of what support is available. We will ensure that the focus is on support to victims and reducing the risk of serious consequences

Objective	Action	Lead
i. Ensure that information relating to support groups is made widely available to the public and key partners engaged in tackling hate crime	i. Work with relevant support groups to ensure that information on their services is widely available to victims of hate crime	CYC / Voluntary Groups
	ii. Ensure that a complete network of support information is incorporated into the multi-agency training	All Agencies
ii. Develop multi-agency training that will result in a measurable improvement in services to victims and an increase in victim confidence	i. Involve support groups and victims in the development of multi-agency training	CYC/SYP
	ii. Ensure training is tailored to meet the specific needs of the recipients	All Agencies
iii. Ensure a victim centered approach to multi-agency problem solving	i. Work with wider Neighbourhood Safety and ASB task group to develop s victim centred approach to multi-agency problem solving.	All Agencies

that can result from hate crime.

## Strategic Aim 4

### Improve data capture and develop a more accurate reflection of the extent and breakdown of hate crimes and incidents

#### The current picture

Data capture for recording levels of hate crime is currently very reliant on police crime recording systems. However, hate crimes can be recorded within that system under many other categories e.g. Anti-social behaviour and therefore the available data may not represent the true picture. We are aware from work with support agencies that much hate crime is unreported.

#### What we will do

We will ensure that the quality of data and information is improved and that we share this information freely with our partners and with the community. We will facilitate opportunities for agencies, statutory and voluntary, to meet together with members of the community to discuss issues that

Objective	Action	Lead
i. Work with statutory and voluntary sector agencies to improve the capture and analysis of data relating to hate crimes and incidents	i. Establish comprehensive understanding of all data currently captured by agencies and how it is used	CYC / SYP
	ii. Develop links with educational establishments to ensure data and information is shared to ensure early interventions and prevention approach is developed	All Agencies  SYP
	iii. Map reported hate crime incidents with all crime data to support multi-agency problem solving	
ii. Ensure that mechanisms are in place to identify repeat and/or vulnerable victims and flag these to the relevant agencies and support groups	i. Work with NYP to ensure that repeat / vulnerable victims of hate crime are included in ongoing work to identify vulnerable victims of ASB	CYC/SYP
	ii. Identify the role of NYP IAG can play in this forum	SYP/NYP
iii. Create opportunities for agencies to share information and experiences.	i. Work with key agencies to develop an annual forum for all agencies to share information and experiences relating to tackling hate crime.	SYP

concern them.

## Governance

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### How will we measure success?

Success of the hate crime work will be measured through delivery of the strategic objectives within the hate crime delivery plan.

Delivery against the detailed action plans aligned to the aims and objectives of the strategy will be managed by the Hate Crime / Prevent Coordinator within the councils Community Safety Team reporting into the multi-agency Anti-Social Behaviour task group. Reports on delivery of and performance against the action plans will be submitted to the Safer York Partnership Board at six and twelve monthly intervals with an annual update to the Cabinet Member for Crime & Community Safety.

These reports will also be provided to the relevant stakeholder' internal groups e.g. EAG within City of York Council and the Independent Advisory Group, North

The hate crime strategy is a live document. We will continue to engage and consult with the communities most affected by hate crime to ensure that the strategic aims and objectives remain pertinent.



**Baseline Data**

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## Disability

Disability related hate crimes in York are shown in the graph below.

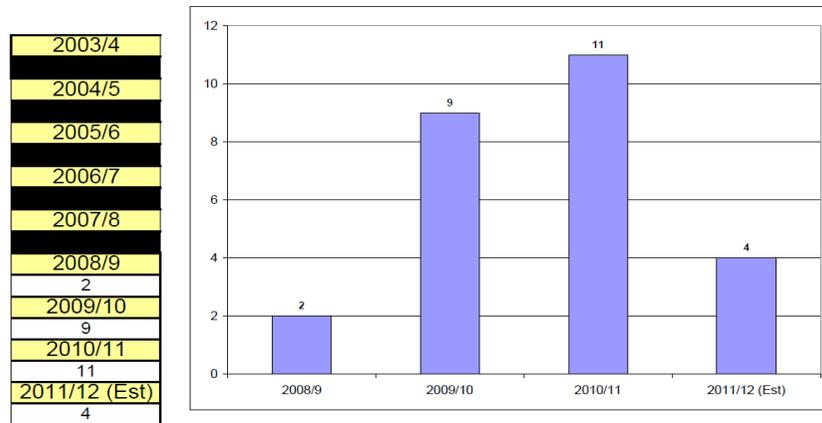
## Race

Racist hate crime is arguably the most widely recognised form of hate crime. The graph shows racially motivated hate incidents recorded by North Yorkshire Police in York.

NYP Recorded HATE Crime and Incidents in York

Pg. 1 of 2

**North Yorkshire Police - York Disability Incidents**



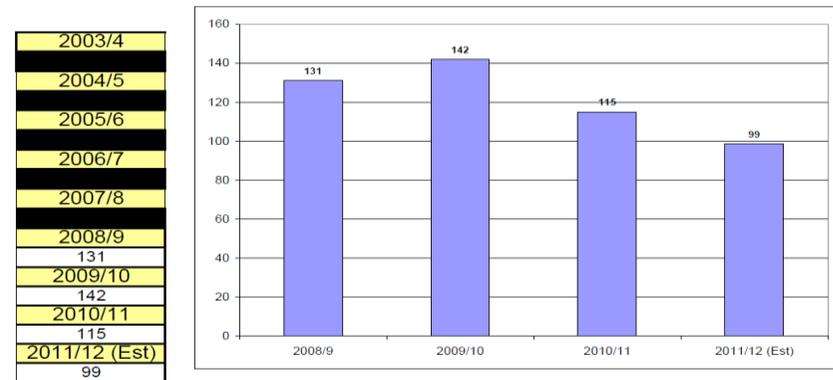
This is Data is Created from the Hate Crime / Incident Download Provided by NYP Performance Unit. It is Based on START DATE

Document created on 19/01/2012

NYP Recorded HATE Crime and Incidents in York

Pg. 1 of 2

**North Yorkshire Police - York Racial Incidents**



This is Data is Created from the Hate Crime / Incident Download Provided by NYP Performance Unit. It is Based on START DATE

Document created on 19/01/2012

## Sexual Orientation

The following graph show the Homophobic incidents reported to North Yorkshire Police.

## Religion or belief

Religious incidents reported to North Yorkshire Police

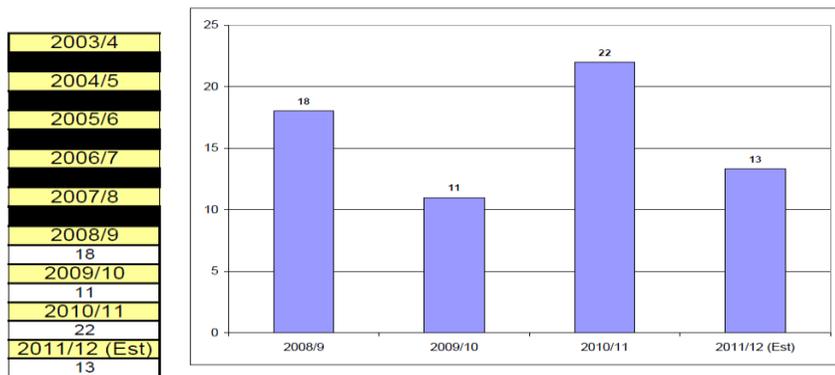
NYP Recorded HATE Crime and Incidents in York

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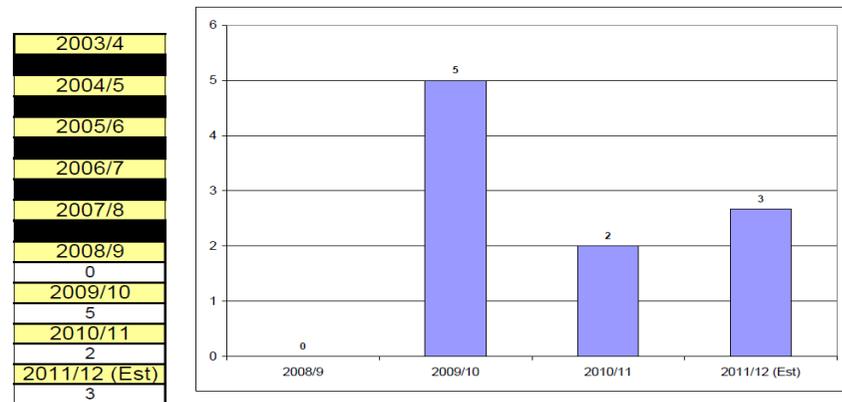
NYP Recorded HATE Crime and Incidents in York

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### North Yorkshire Police - York Homophobic Incidents



### North Yorkshire Police - York Religious Incidents



This is Data is Created from the Hate Crime / Incident Download Provided by NYP Performance Unit. It is Based on START DATE

Document created on 19/01/2012

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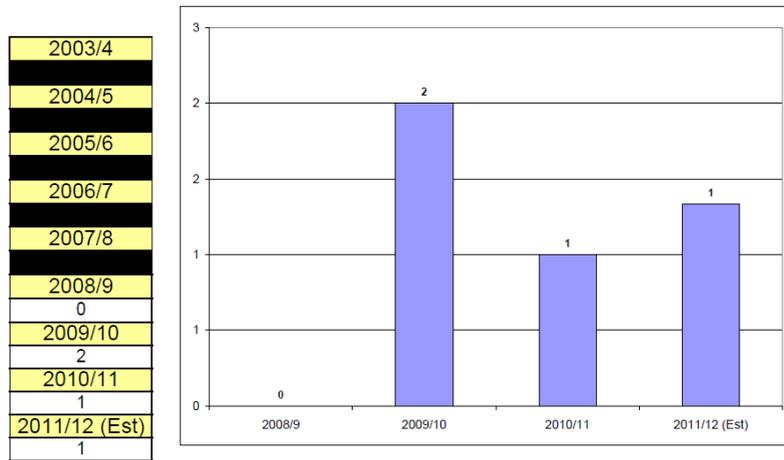
# Transgender

Transphobic incidents reported to North Yorkshire Police shown on the graph below:

NYP Recorded HATE Crime and Incidents in York

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**North Yorkshire Police - York Transphobic Incidents**



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Document created on 19/01/2012

## Update on Implementation of Embracing Diversity: A Hate Crime Strategy for York (2013-16)

### Strategic Aims

#### 1. Strategic Aim 1: Raise awareness of hate crimes to aid prevention

Objective	Action	Progress
To improve prevention of hate crime through education and awareness raising programmes within key stakeholder organisations	i) Work with key agencies to develop multi-agency awareness training and roll out to all agencies  ii) Develop multi-agency strategic delivery group with statutory and voluntary partners engaged in tackling Hate Crime  iii) Develop operational links with the anti-bullying steering group	Training was developed and rolled out in 2014 after launch of strategy  Following Community Safety Restructure, strategic responsibility for hate crime has been held by the SYP Board. SYP is also represented on the Police Independent Advisory Group  Links established and work in relation to hate crime related bullying has been driven through the Multi-agency Problem Solving group (MAPS) aligned to the Community Safety Unit delivery structure
To increase public awareness and ensure that information on hate crime is widely available	i) Develop web portal for information and awareness to facilitate sharing of information relating to Hate Crime  ii) Ensure publications / are available in all public access buildings	Information on how hate crime, including how to report is available on the SYP website <a href="http://www.saferyorkpartnership.co.uk">www.saferyorkpartnership.co.uk</a>  Hate crime leaflets and posters were distributed after the launch of the strategy. Social media is widely used to promote hate crime reporting.

To work closely with and strengthen the links between the statutory and voluntary sector agencies engaged in hate crime	<ul style="list-style-type: none"> <li>i) Undertake an audit of voluntary groups and develop a directory of contacts</li> <li>ii) Ensure publications / posters are available across all public buildings</li> </ul>	<p>This was undertaken immediately after the launch of the strategy. The directory of contacts now sits within the Equalities team</p> <p>This was undertaken after the launch of the strategy.</p>
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2. Use of social media as a mechanism to engage with the community has increased significantly since the publication of the strategy. Twitter is widely used within the city to share information between agencies and to help to promote local awareness campaigns, national campaigns and changes which are being implemented in relation to how hate crime is tackled. Training aligned to the Prevent agenda also includes discussion on hate crime due to the links relating particularly to right wing extremism.

3. Strategic Aim 2: Make it easier for people to report hate crime

<b>Objective</b>	<b>Action</b>	<b>Progress</b>
Work with relevant agencies to improve the reporting of hate crime incidents	<ul style="list-style-type: none"> <li>i) Consult with communities of interest and key agencies to ensure processes are accessible and meet the needs of the user, signed off by EAG</li> <li>ii) Map and publish a simple flowchart detailing the appropriate channels for reporting hate crime</li> </ul>	<p>This was undertaken after the launch of the strategy and signed off by EAG in 2013. Changes were then made in 2014 to include children's centres and community centres rather than libraries as more appropriate 3<sup>rd</sup> party reporting centres</p> <p>This was undertaken in 2013/14 in conjunction with North Yorkshire Police and North Yorkshire County Council and circulated widely to partners within the statutory and voluntary sector</p>

<p>Develop alternative ways to report crimes that meet the specific needs of particular groups.</p>	<p>i) Work with key media groups to develop media publicity awareness raising campaigns to increase media awareness and reporting relating to hate crime prevention work.</p> <p>ii) Work with all statutory and voluntary sector organisations to develop appropriate mechanisms for reporting hate crime.</p> <p>iii) Increase awareness amongst all agencies and signposting of hate crime</p>	<p>This was undertaken initially after the launch of the strategy. SYP now uses the website and social media and links in awareness raising to national campaigns and or to promote awareness by partners</p> <p>This was undertaken initially and has periodically been reviewed in alignment with changes to reporting centres. Discussions took place in 2015 in relation to reporting through CAB.</p> <p>This is ongoing as agencies respective reporting processes change.</p>
<p>Develop a campaign to raise public awareness on how to report hate crime.</p>	<p>i) Establish a network of 3<sup>rd</sup> party reporting centres.</p> <p>ii) Develop a 'Hate Crime Pack' for all media agencies to raise their awareness of the role that they have in ensuring hate crime is prevented.</p>	<p>This was developed when the strategy was launched and has subsequently been amended as processes have changed. e.g. North Yorkshire Police are now using Stop Hate and children's/community centres were added as reporting centres.</p> <p>Developed in conjunction with North Yorkshire Police and North Yorkshire County Council and promoted when the strategy was launched in 2013.</p>

4. North Yorkshire Police have recently undertaken a review of 3<sup>rd</sup> party reporting centres that confirms that vulnerable groups are not always aware of these centres. Also due to high levels of staff turnover and organisations failing to update their promotional materials it is clear that some centres are no longer fit for purpose. In considering the way forward in light of these difficulties, it has been decided to review the use of the centres, keep some as specific 'signposting centres'. In their place, locations will be identified where vulnerable individuals and those at risk with protected characteristics are more likely to naturally migrate to and ensure that staff/volunteers are supported and trained to enable people to report hate crime in locations where they feel safe. In addition North Yorkshire Police will continue to promote reporting via Stop Hate UK, True Vision and direct reporting online via the NYP website.

5. Strategic Aim 3: Improve the support available to victims of hate crime

<b>Objective</b>	<b>Action</b>	<b>Progress</b>
Ensure that information relating to support groups is made widely available to the public and key partners engaged in tackling hate crime.	<p>i) Work with relevant support groups to ensure that information on their services is widely available to victims of hate crime.</p> <p>ii) Ensure that a complete network of support information is incorporated into multi-agency training.</p>	<p>Good links were established through the consultation carried out prior to publication of the strategy. All groups promote their own literature. Work has been undertaken with CAB to establish their role as a reporting centre.</p> <p>Training was held immediately after publication of the strategy and included circulation of the list of voluntary and statutory organisations able to offer victim support.</p>
Develop multi-agency training that will result in a measurable improvement in services to victims and an increase in victim confidence.	<p>i) Involve support groups and victims in the development of multi-agency training.</p> <p>ii) Ensure training is tailored to meet the specific</p>	<p>Support groups were engaged in the training delivered after the launch of the strategy.</p> <p>Due to the fact that hate crime encompasses a range of issues, all training is</p>

	requirements of the recipients.	delivered to suit the target audience.
Ensure a victim centred approach to multi-agency problem solving.	i) Work with wider neighbourhood safety and ASB task group to develop a victim centred approach to multi-agency problem solving.	Problem solving takes place through the MAPS groups and is based entirely on a victim centred approach.

6. 'Track my crime' is being considered by North Yorkshire Police. A number of forces now use this online service for victims which allows them to access the progress of the investigation of their crime. Focus on supporting victims based on a user led approach will be a primary focus and will include the identification of champions within partner organisations. This mirrors the approach used for victims of domestic abuse.

7. Strategic Aim 4: Improve data capture and develop a more accurate reflection of the extent and breakdown of hate crimes and incidents

<b>Objective</b>	<b>Action</b>	<b>Progress</b>
Work with statutory and voluntary sector agencies to improve the capture and analysis of data relating to hate crimes and incidents.	<p>i) Establish comprehensive understanding of all data currently captured by agencies and how it is used.</p> <p>i) Develop links with educational establishments to ensure data and information is shared to ensure early interventions and prevention approach is developed.</p>	<p>An audit of data was undertaken as part of the development of the strategy. There is little robust data within the voluntary sector with much reliance on anecdotal information rather than quantifiable figures.</p> <p>Safer York Partnership has good links with the universities and engages with them on a range of crime and safety issues including hate crime. Where issues have been identified, they have been addressed through multi-agency problem solving</p>

	iii) Map reported hate crime incidents with all crime data to support multi-agency problem solving.	and close links with the police safer neighbourhood teams At the time the strategy was written, SYP had a dedicated analyst. This function has been absorbed within the Intelligence Hub. Maps are produced when requested but are not routinely produced.
Ensure that mechanisms are in place to identify repeat and/or vulnerable victims and flag these to the relevant agencies and support groups.	i) Work with NYP to ensure that repeat/vulnerable victims of hate crime are included in ongoing work to identify vulnerable victims of ASB.  ii) Identify the role NYP Independent Advisory Group (IAG) can play in this forum.	This has been developed and is embedded in the tactical process aligned to delivery of the Community Safety Plan objective to reduce victims of ASB.  SYP has a representative on the IAG and is well engaged with their work.
Create opportunities for agencies to share information and experiences.	i) Work with key agencies to develop an annual forum for all agencies to share information and experiences related to tackling hate crime.	This was delivered through workshops held as part of the Annual Crime Summit.

8. The availability of hate crime data to Safer York Partnership has at times been difficult to obtain. This is now being addressed through the development of a revised Information Sharing Agreement between the police and the partnership. Data is attached as an appendix to this report. Anecdotal evidence of hate crime suggests that incidents of hate crime are higher than actual reported crime. This has been explored with partners, particularly the universities and suggests that victims who are the subject of verbal abuse when out in the city often

tolerate it as they do not wish to detract from their visit waiting for the police and/or providing a statement.

9. The current Independent Advisory Group structure within North Yorkshire Police is about to change with the creation of a single IAG covering both York and Selby. This is a reversion to the original IAG model. All IAGs will be reviewed to ensure corporacy across the NYP force area.

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## Definitions

### Hate Incident

The police and Crown Prosecution Service have agreed a common definition of hate incidents.

They say something is a hate incident if the victim or anyone else think it was motivated by hostility or prejudice based on one of the following things:

- disability
- race
- religion
- transgender identity
- sexual orientation.

This means that if you believe something is a hate incident it should be recorded as such by the person you are reporting it to. All police forces record hate incidents based on these five personal characteristics.

### Hate Crime

When hate incidents become criminal offences they are known as hate crimes. A criminal offence is something which breaks the law of the land.

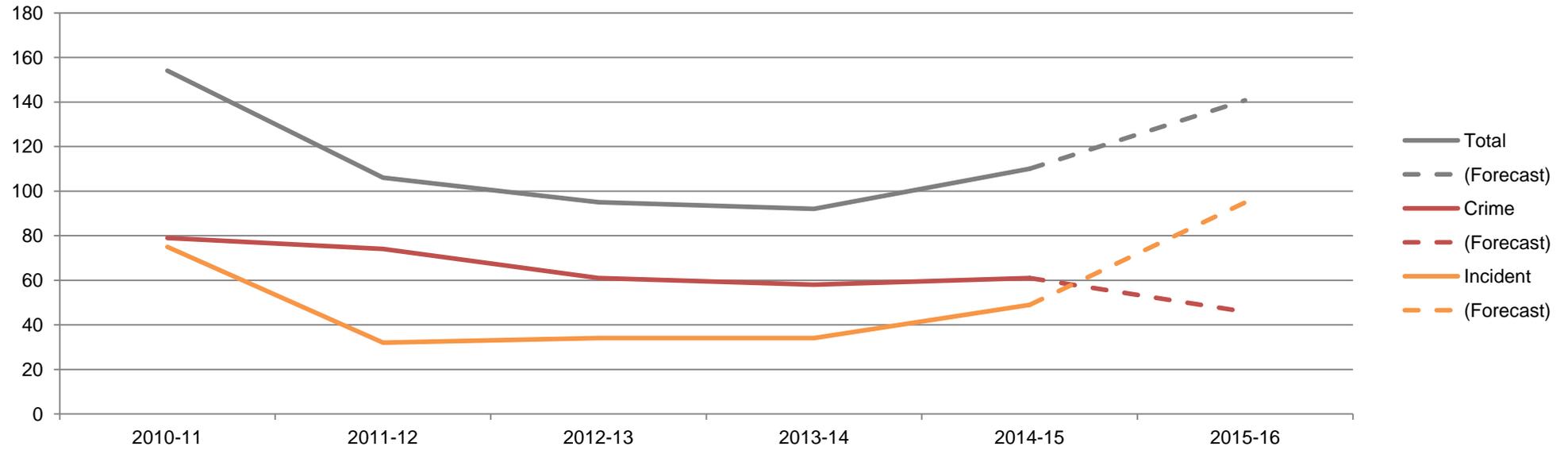
Any criminal offence can be a hate crime if it was carried out because of hostility or prejudice based on disability, race, religion, transgender identity or sexual orientation.

When something is classed as a hate crime, the judge can impose a tougher sentence on the offender under the Criminal Justice Act 2003.

[Source: Citizens Advice](#)

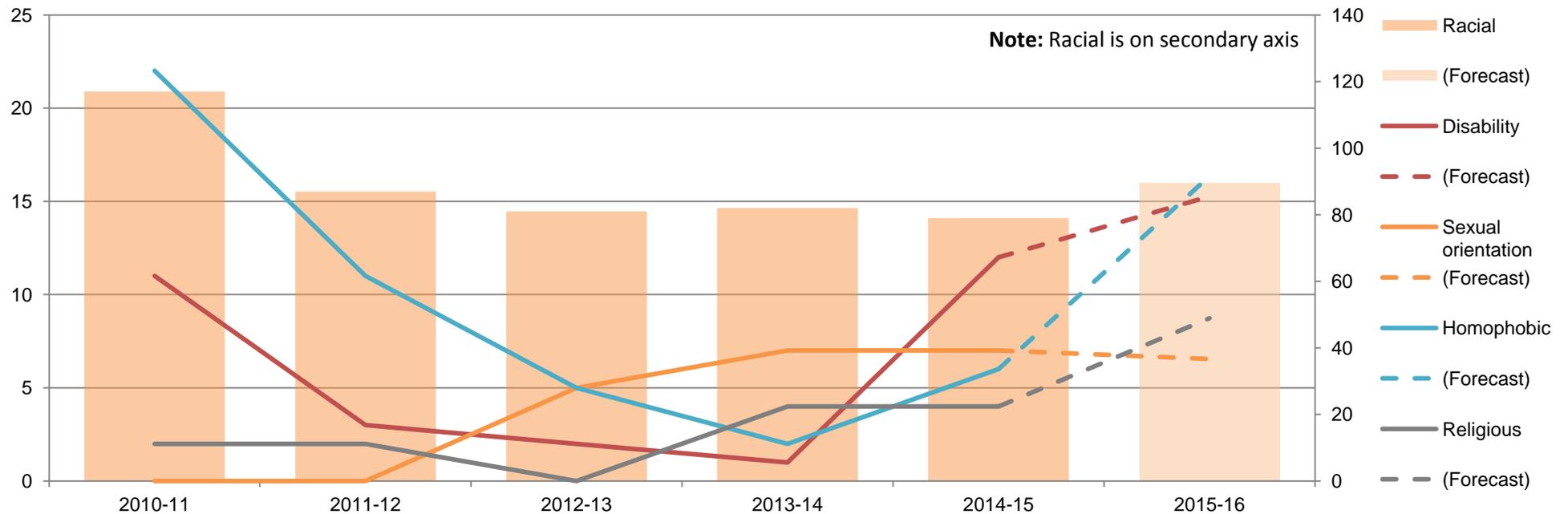
Number of Hate Crime Incidents

	Past Years					Forecast
	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Crime	79	74	61	58	61	46
Incidents	75	32	34	34	49	95
<b>Row total</b>	154	106	95	92	110	141



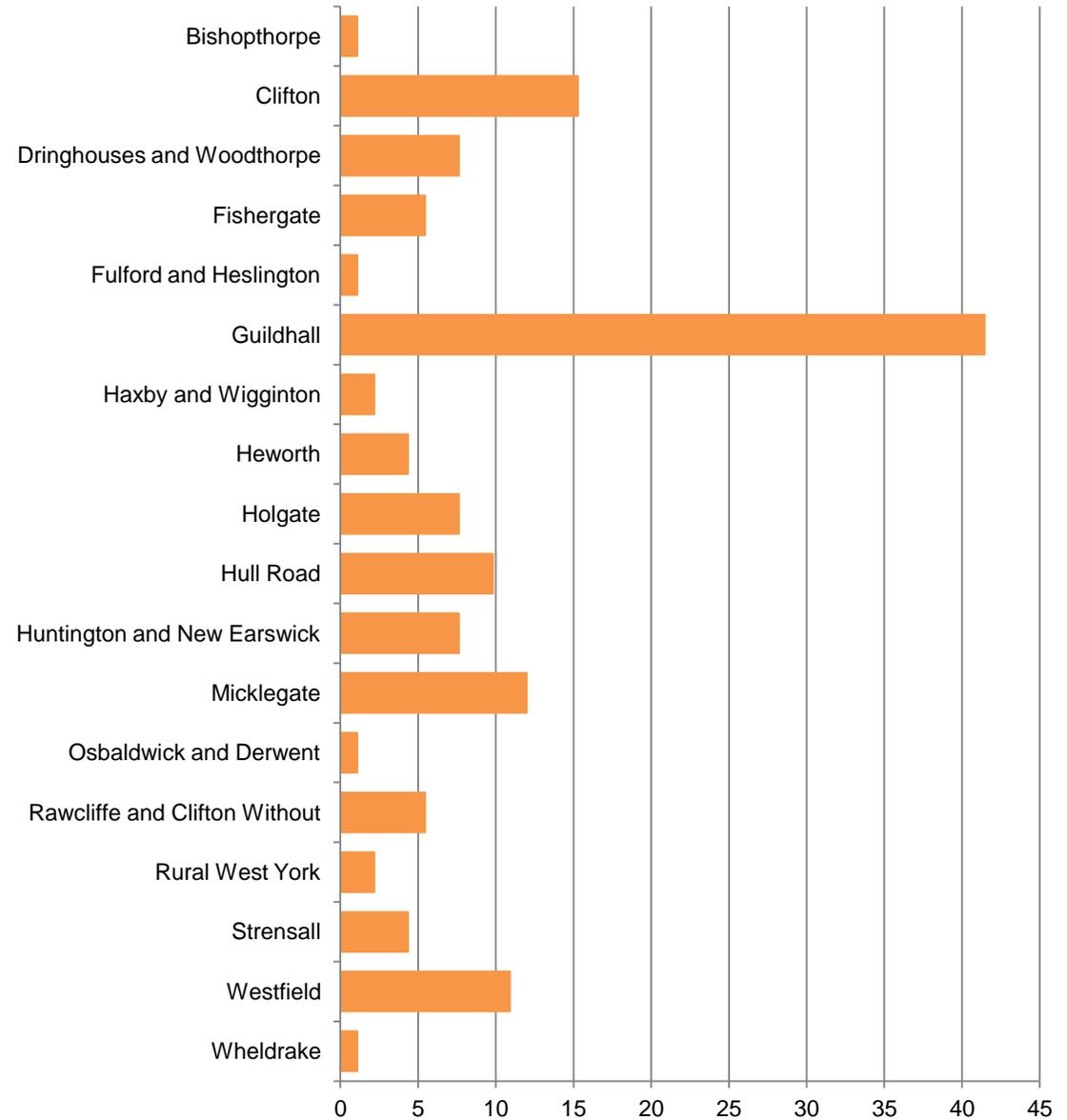
Number of Hate Crimes/Incidents by Type

	Past Years					Forecast
	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Age related	0	1	1	0	0	1
Disability	11	3	2	1	12	15
Gender	1	0	1	0	0	0
Homophobic	22	11	5	2	6	16
Racial	117	87	81	82	79	89
Religious	2	2	0	4	4	9
Sexual orientation	0	0	5	7	7	7
Transgender	0	0	0	2	1	0
Transphobic	1	1	0	0	1	3
Vulnerable Adult	0	1	0	0	0	0
<b>Row total</b>	<b>154</b>	<b>106</b>	<b>95</b>	<b>98</b>	<b>110</b>	<b>141</b>

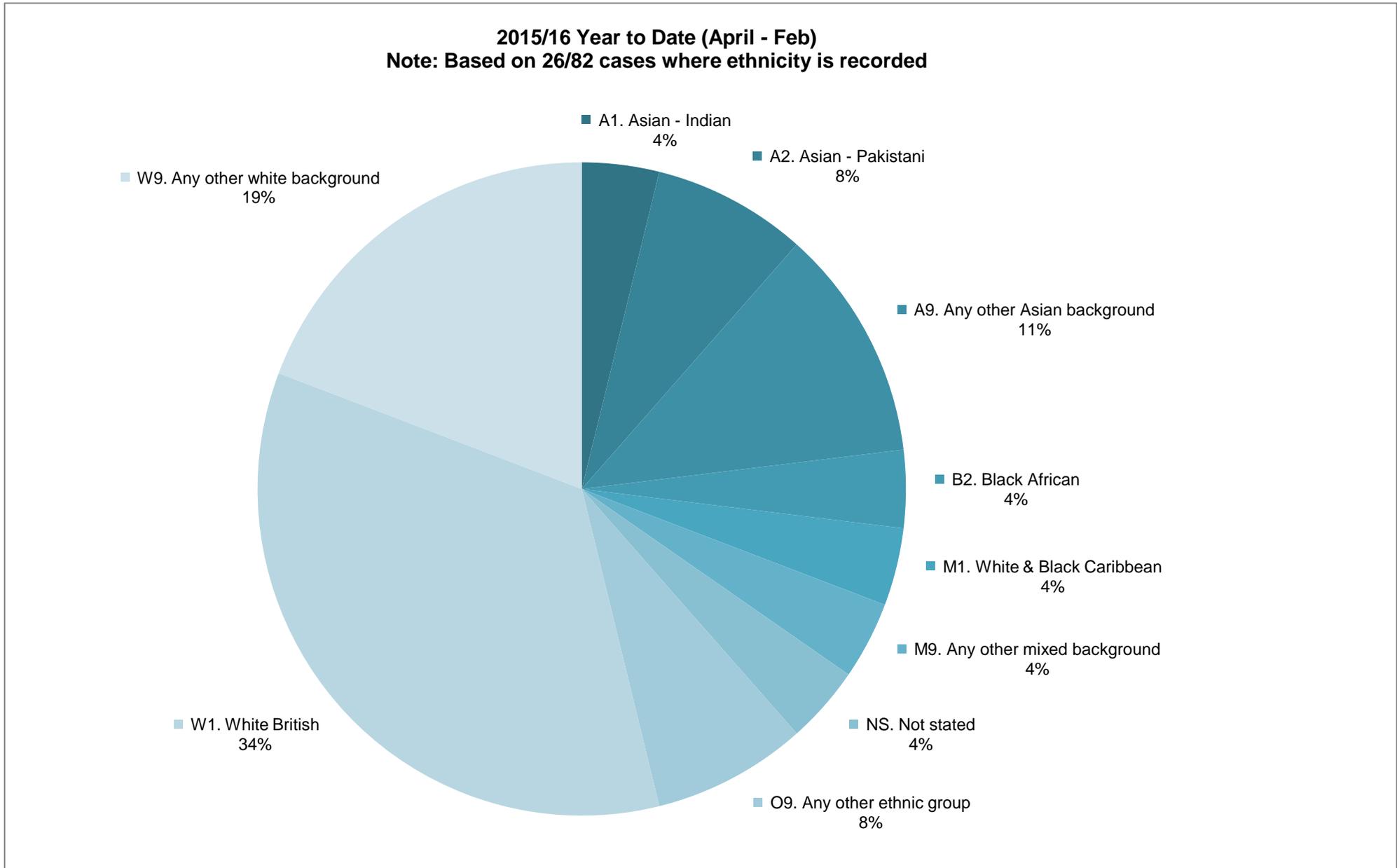


Number of Hate Crimes/Incidents by Ward

	Forecast
	2015-16
Bishopthorpe	1
Clifton	11
Dringhouses and Woodthorpe	4
Fishergate	2
Fulford and Heslington	5
Guildhall	1
Haxby and Wigginton	12
Heworth	8
Holgate	10
Hull Road	8
Huntington and New Earswick	4
Micklegate	2
Osballdwick and Derwent	41
Rawcliffe and Clifton Without	1
Rural West York	5
Strensall	8
Westfield	15
Wheldrake	1
<b>Row total</b>	<b>141</b>



Racial Hate Crimes/Incidents by Ethnicity of Victim



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