



## YORK HATE CRIME PARTNERSHIP

### ACTION PLAN 2022/23

Updated: December 2023

#### PRIORITY 1

Improve data capture to a) develop an intelligence-led approach to addressing Hate Crime across York and b) monitor performance

Have a particular focus on improving data capture in schools.

Action	Information	Update	Time-scale	Responsible
1. Receive a police summary and identification of emerging trends at the beginning of each Hate Crime Working Group meeting to help identify areas of focus.	Micklegate and Guildhall wards have been identified as hotspots due to mainly race-related hate crime, predominantly directed towards staff working in the night- time economy.	Following multi-agency discussions, a behaviour change campaign ' <i>Choose Respect, Not Regrets</i> ' is being developed with partners to combat alcohol related behaviour in York city centre.  <i>Your Creative Sauce</i> have been appointed as designers for the campaign	Campaign to be launched Easter 2024.  Meeting with Your Creative Sauce January 2024.	Multi-agency

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2.	Work with universities and colleges and to share information on non-crime Hate incidents and to encourage reporting of Hate Crime to NYP.	Quarterly meeting established with Universities and Colleges to share information and discuss any trends from their respective reporting platforms.	University and College reporting systems show ongoing trends relating to sexual harassment and violence with recent reports of 'choking' incidents of concern. Work to be coordinated via the All About Respect Steering Group.	Meetings established	UoY YSJ York College Askham Bryan College All About Respect NYP Community Safety
3.	Work with schools to encourage reporting and recording of Hate Crime and Non-Crime Hate Incidents.	Work with schools to raise awareness of prejudice-based incidents among staff and pupils.  Encourage reporting of Hate Crime and non-crime Hate Incidents to allow for collation by CYC.	Public health to support work with schools through the Healthy Schools Programme.  Questions around pupils' experience of prejudice-based experiences and incidents included in the Healthy Child Survey. Results due in early 2024.  Any issues relating to VI Forms to be coordinated with All About Respect.	Ongoing  Survey results due early 2024	Community Safety CYC Public Health, Safeguarding and Education NYP School Liaison Team All About Respect

### PRIORITY 2

**Improve awareness and understanding of Hate Crime and challenge attitudes and prejudices.**

**Work with NYCC to develop and deliver an annual training programme**

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	Action	Information	Update	Time-Scale	Responsible
1.	Work with NYCC to deliver an annual programme of Hate Crime Awareness, Community Cohesion and Prevent training across York and North Yorkshire.	The existing Prevent training programme will be used and supplemented as necessary.	<p><b>NYP Hate Crime Team</b> continues to deliver Hate Crime Awareness Training</p> <p><b>CYC Migrant Outreach Worker</b> is now trained to deliver Hate Crime training. Following feedback this needs some adaptation for use with migrant communities.</p>	Ongoing	All
2.	Work with communities of interest to build relationships, improve understanding and identify specific needs.		<p>Meetings held with <b>Generate</b> to discuss support for the transgender community and the possibility of the organisation becoming a Third-Party Reporting Place.</p> <p>The council is working with the <b>York Travellers Trust</b> and partners to develop a 12-month action plan to deliver improvements for the Gypsy &amp; Traveller Community. The action plan will identify priorities including: accommodation, health, education, community engagement, crime and community safety (including Hate Crime).</p> <p><b>York Disability Rights Forum.</b> University of York students are currently undertaking research on behalf of YDRF to understand the role third parties play in reporting disability hate crimes and provide the partners with recommendations for reducing the incidence of disability hate crime and disability hate incidents in the City of York.</p>	Ongoing	<p>Generate NYP Community Safety</p> <p>CYC York Travellers Trust</p> <p>YDRF Y &amp; NY Community Safety NYP CYC</p>

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			<p>Ongoing meetings to agree the future of the <b>Safe Places scheme</b>. NY to consider an options appraisal. It was agreed that any possible future scheme would need to be consistent across both Y &amp; NY considering the movement of the population across both areas.</p>	<p>Meeting arranged for January 2024.</p>	<p>Y &amp; NY Community Safety</p>

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3.	Deliver Hate Crime Champions accredited training across York & North Yorkshire.	Accredited Hate Crime Champion training will be offered to our partners and the wider community, voluntary and business communities, with the aim of recruiting a network of individuals will be a visible, supporting presence within their respective organisation with a higher level of knowledge around hate crime. They will act as the main point of contact within an organisation for anyone wanting to discuss a hate crime or receive advice or information about hate incidents, including how to report.	<p>There will be a co-developed plan of delivery over a 12-month period, looking at targeting key organisations with options of face to face and online training. We will work with businesses, community and voluntary organisations and other partners to decide which is their preferred option.</p> <p>This model would mirror the Prevent offer across North Yorkshire which has been successful regarding engagement and participation.</p>	Champions to be recruited and trained 2024	<p>North Yorkshire Police</p> <p>Community Safety Managers York and North Yorkshire.</p>
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### PRIORITY 3

#### Establish a network of Hate Crime Reporting Places across York.

	Action	Information	Update	Time-scale	Responsible
1.	Complete the establishment of a network of Reporting Places across York and make this information	The role of Third Party Reporting Places has now been simplified to sign-posting people to 'True Vision' (on-line reporting tool) and to offer assistance to those who may	<p>The following Third-Party Reporting Places are now established:</p> <p>YREN York CVS York CAB</p>	Ongoing	NYP Hate Crime Coordinators

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	available on the City of York Council website.	<p>need help completing the on-line form if required.</p> <p>All reports to 'True Vision' are referred back to the host police force in order for information to be collated.</p>	<p>University of York Explore libraries – Tang Hall, Acomb and city centre.</p> <p>New Earswick Folk Hall and the University of York have also expressed interest in becoming Third Party Reporting Places.</p>		
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### PRIORITY 4

**Increase community engagement and improve community cohesion.**

**Identify areas of Community Tension.**

	Action	Information	Update	Time-scale	Responsible
1.	Work with communities to improve	Utilise the network of existing community forums/events in York.	<b>Our City Festival:</b> One Community Many Voices held 9 <sup>th</sup> September 2023 at York Explore and the Library Lawn, with the aim	Next Our City Festival will be 29 <sup>th</sup> June 2024	

	<p>understanding and awareness of Hate Crime/challenge negative attitudes/prejudices and identify community tensions.</p> <p>Look to undertake engagement around the forthcoming Community Tensions work-stream (Prevent agenda)</p>	<p>These include:</p> <ul style="list-style-type: none"> <li>• Our City Hub – one stop shop for York’s migrant community.</li> <li>• Ukranian language information, advice and guidance sessions.</li> <li>• Little Owls weekly session for Ukranian children – music, craft, well-being, conversation.</li> <li>• Long Spoon Forum, voice of the migrant community in collaboration with the Ukranian Society and North Yorkshire Police.</li> <li>• ‘In Her Shoes’ – migrant womens group. Support and discussion group – links with York Womens’ Centre.</li> <li>• York Indian Cultural Association. A secular organisation promoting a multi-racial, multi-cultural multi-lingual and multi-faith society in York. Its aim is to help increase awareness of</li> </ul>	<p>of celebrating diversity in York, breaking down barriers, raise awareness of hate crime.</p> <p>York’s first <b>Mela</b> was held on Saturday 24<sup>th</sup> September, celebrating diversity through music, dance and food.</p>		
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		Indian culture and history, either independently or in partnership.			
2.	Report any emerging community tensions via the Counter Terrorism Local Profile (CTLP) commissioning questionnaire		Current focus for community tension is in relation to Israel/Gaza conflict.		NYP
3.	Support York's status as a City of Sanctuary	Ensure that work reflects the needs of refugees, asylum seekers and migrants.	Engagement through established forums/venues.		



**PRIORITY 5****Supporting Victims.**

Ensure appropriate and accessible advice and support is available to all victims of Hate Crime.

Increase the number of successful prosecutions for Hate crime offences by building trust and confidence between victims and the police to encourage reporting.

	<b>Action</b>	<b>Information</b>	<b>Update</b>	<b>Time-scale</b>	<b>Responsible</b>
1.	Ensure appropriate, accessible and quality advice and support is available to victims across York.		Supporting Victims literature is now available in a range of languages.	N/A	NY & Y Community Safety  OPFCC
2.	Contribute towards the increase in the number of successful prosecutions for Hate Crime offences.		Restorative Solutions (Restorative Justice service) also offer a Hate Crime awareness training as a means of out-of-court disposal.	N/A	

## PRIORITY 6

## Governance and Accountability

**Identification of Cross-Cutting Themes Across Community Safety Work-streams (Prevent, Domestic Abuse, Violence Against Women and Girls (VAWG), Gypsy, Roma, Traveller (GRT) Strategy Group, Night Time Economy, All About Respect Steering Group**

	Action	Information	Update	Time-scale	Responsible
1.	Work with NYCC and NYP to develop a joint Hate Crime/Community Cohesion Strategy for York and North Yorkshire.		On hold.		Y & NY Community Safety
2.	Work with Safer York Partnership to ensure Hate Crime is included within the Community Safety Plan strategic priorities.	Ensure Hate Crime is included within the York Community Safety Plan strategic priorities.	Hate Crime is now incorporated into the Safe & Supported Communities priority of the York Community Safety Plan (Plan still to be approved).	2023-26	Community Safety
3.	Report to the Integrated Communities Joint Commissioning Group to improve collaborate working across York and North Yorkshire.	Ensure representation from the York Hate Crime Working Group at the North Yorkshire and York Integrated Communities Joint Commissioning Group to ensure coordination across council areas.	Meetings are attended.	Ongoing	Community Safety
4.	Identify cross-cutting themes across community safety work-	Liaison with work-stream leads/attendance at meetings.	'Building trust & confidence with the police' identified as a priority in VAWG Strategy Group, by Gypsy, Roma Traveller (GRT)		Community Safety

streams and groups to ensure coordination of work and avoid duplication.		Working Group and by Eastern European and ESEA communities.		
		Domestic Abuse - York Domestic Abuse Group, VAWG Strategy Group.		
		Misogyny – VAWG Strategy Group, York Domestic Abuse Group, All About Respect Steering Group		
		Community Tensions – Prevent Local Delivery Group		
		Tackling racist abuse towards workers in the Night-Time Economy Operation Safari multi-agency group/BID Safe & Secure Group.		
		Serious Violence Duty Working Group		

**PRIORITY 7**

**Communications**

Coordinate communications with NYCC and NYP in respect to a calendar of activities, including Hate Crime Awareness Week.

<b>Action</b>		<b>Information</b>	<b>Update</b>	<b>Time-scale</b>	<b>Responsible</b>
1.	Develop a Calendar of Activity, coordinating work with NYCC wherever possible.		Our City Hub Festival	29 <sup>th</sup> June 2024	Working Group
2.	Ensure promotion of national Hate Crime Awareness week with appropriate activities across the city.			5-12 June 2024	Working Group

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	Coordinate with NYCC wherever possible.				
3.	Develop a campaign to raise awareness and address hate crime linked to the night-time economy.	Integrated into the alcohol misuse behaviour change campaign targeting York city centre (see Priority 1, Action 1)	Choose Respect, Not Regrets campaign to launch Easter 2024.	Campaign to be launched Easter 2024.	Multi-agency Campaign Steering Group