

Warwickshire Hate Crime Annual Report 2017

October 2017

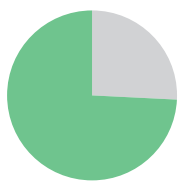
Produced by the Insight Service



safe in...
warwickshire

Key Findings

Recorded crime



74% of all hate crime related offences involved racism



Hate crime victim satisfaction levels are currently around 85%, the target is 90%

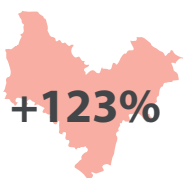


Location data reveals that food outlets (in particular McDonald's restaurants) see a relatively high volume of hate incidents

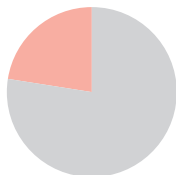


Female hate crime victims and victims aged 60+ are under represented compared to the Warwickshire population

Victim Support



Stratford-on-Avon District cases increased by 123% compared to 2015/16



The largest proportion of victims worked with (23%) were aged between 25-34 years

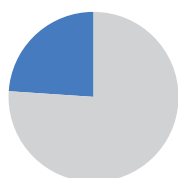


More than 1,000 young people have been engaged with through school visits



Caseworkers are now accredited to deliver Sophie Lancaster Foundation's educational game

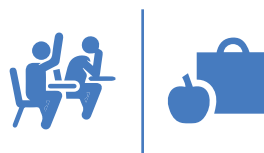
Incidents in Schools



The largest proportion of victims were of Indian Ethnicity (22%)

5:1

There were five male perpetrators for every one female



The majority of incidents took place during lessons or at lunch time



Actions taken against the perpetrator included informing parents and temporary exclusion

Equality and Inclusion Partnership



Hate crime training will be delivered to frontline workers and community representatives



In total, 26 of the victims/witnesses supported received advice and signposting



Race and religion were the two most common hate crime strands for referrals



32 people reported a hate incident or hate crime to WREP/EQuIP without also reporting to the police

Contents

Recognising that a multi-agency approach is needed to respond effectively to hate crime, this report includes information from a range of agencies which are listed in the boxes below.

Introduction	3
What is Hate Crime?	4
Hate Crime Reporting Channels	5

Police incident and offence data



Approach to Hate Crime	6
Hate Crime Trends	7
Victim Satisfaction	
Hate Offences and Crimed Incidents	8
Interest Markers	9
Locations of Hate Crime	11
Warwickshire Victims of Hate Crime	12
Hate Crime Timeline	13

Victim Support



Victim Support in Schools	15
Support Provided This Year	
Victim Support Case Study	16

Prejudice Related Incidents in Schools



Victim and Perpetrator Data	17
Nature of Incidents	18

Equality and Inclusion Partnership



We Stand Together Events	19
Hate Crime Website	
Hate Crime Training	
Our Families, Our Future Events	

Hate Crime Action Plan	21
Next Steps....	23
Conclusion	24
Glossary of Terms	25

Introduction

This is the second annual report on hate crime in Warwickshire. The report shows the prevalence and pattern of hate crime reporting in Warwickshire and provides an overview of the work undertaken by partner agencies setting out actions for the future.

Offences that are driven by hostility or hatred, based on personal characteristics, are particularly challenging to deal with, and have the potential to impact on communities as well as the individual themselves. Hate crime victims are more likely to suffer repeat victimisation and serious psychological problems (Action Against Hate 2016). In recognition of the complexities involved in hate related crimes, and due to the significant under-reporting of incidents, the County Hate Crime Group was established in January 2015 to tackle all forms of hate crime and targeted harassment across Warwickshire.

The Partnership includes representatives from a number of statutory, voluntary and community organisations including Warwickshire County Council, Nuneaton and Bedworth Borough Council, North Warwickshire Borough Council, Warwick District Council, Stratford-on-Avon District Council, Rugby Borough Council, Warwickshire Police and Crime Commissioner, Warwickshire Police, Equality and Inclusion Partnership (EQUIP) and Victim Support. At the outset of each year, an action plan is devised to co-ordinate and plan partnership activity around hate crime, monitoring progress against the objectives set out in the National Government Plan: Action Against Hate. These are:-

- 1) Preventing hate crime by challenging the beliefs and attitudes that can underlie such crimes.
- 2) Responding to hate crime in our communities with the aim of reducing the number of hate crime incidents.
- 3) Increasing the reporting of hate crime, through improving the reporting process. Working with groups who may under-report, such as disabled people, Muslim women, the Charedi community, transgender people, Gypsy, Traveller and Roma communities, and new refugee communities.
- 4) Improving support for the victims of hate crime.
- 5) Building our understanding of hate crime through improved data.

Over the last year, reported incidents of hate crime have increased across Warwickshire. This increase has been viewed in part as a positive due to the large amount of campaigning being undertaken locally and nationally to raise awareness and encourage the reporting of incidents. Joint working and community events such as **#WeStandTogether** have also helped to raise the profile of hate crime and opened the dialogue with communities to see how we could work better together to tackle the issues.

This report will show that we are making good progress. Excellent work has been undertaken to improve confidence in the reporting process and broaden the support on offer to victims. However, recent high profile cases, such as the murder of Bijan Ebrahimi, a disabled Iranian refugee, demonstrate that there is still a lot of work to do. National and international events such as the Manchester bombing, London terror attacks and the Charlottesville protest march also provide an additional reason to remain focused on this issue.

The Partnership believe that hate crime of any kind has absolutely no place in our society. The increase in reporting of incidents in Warwickshire is welcomed, but is only the starting point for developing a more effective, cohesive and victim centred approach to tackling hate crime. It is vital that we sustain momentum, looking at ways in which we can do things better, and ultimately reduce the amount of hostility and prejudice experienced in our community.

What is Hate Crime?

Hate Crime is:

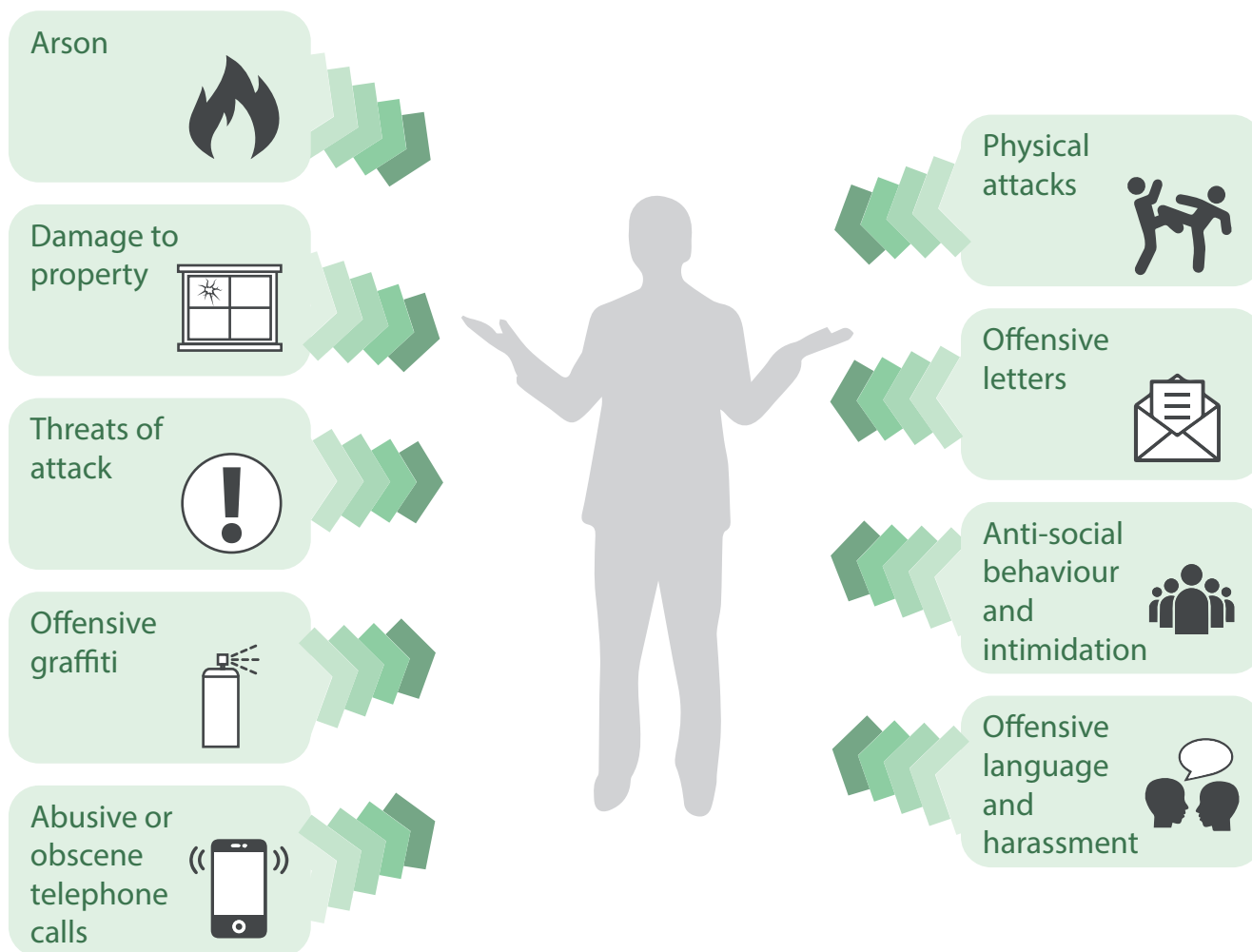
Any criminal offence which is perceived by the victim, or any other person, to be motivated by a hostility or prejudice based on a person's:

- Race (including nationality, national origin, ethnic origin, race and colour)
- Religion
- Sexual orientation
- Disability
- Gender identity
- Individual characteristic that makes someone appear different

Hate Incidents are:

An act that falls short of being a criminal offence but is still perceived by the victim to be motivated by a hostility or prejudice based on any of the same characteristics.

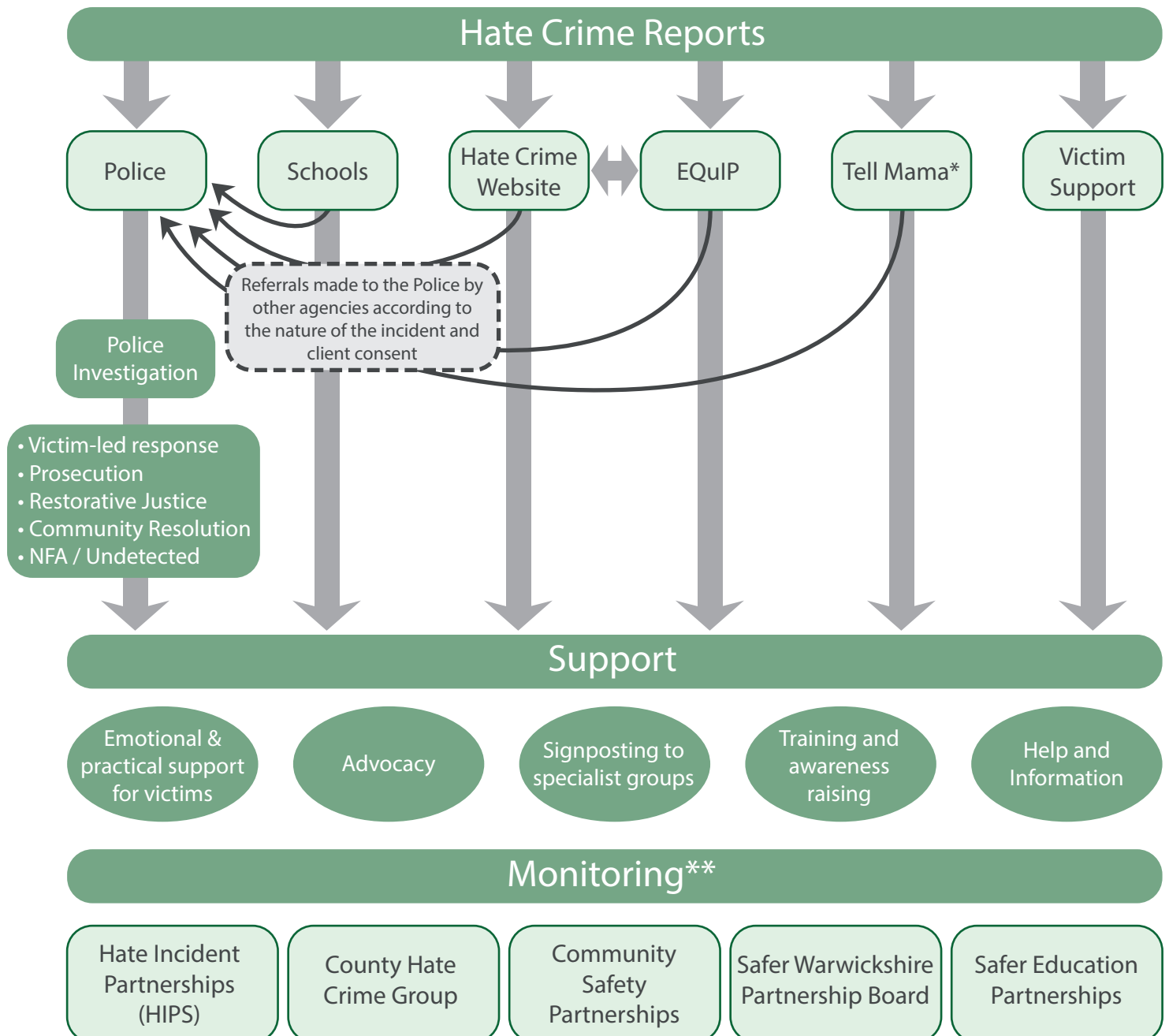
Examples of hate crime/incidents:



Hate Crime Reporting Channels

To help understand the structure around how hate crime is reported, who it can be reported to, and the support available to victims, Warwickshire County Council's Community Safety Team have developed the diagram below.

This serves to reinforce that police recorded hate crime is only one strand of the full picture in terms of recording of offences and incidents. The importance of communication between partners is highlighted to avoid creating silos of data.



* Platform to report any form of Anti-Muslim abuse, more information can be found at: <https://tellmamauk.org/>

**Details about the agencies listed under monitoring can be found in the glossary at the end of the report.

Police Incident and Offence Data

Warwickshire Police's Approach to Hate Crime

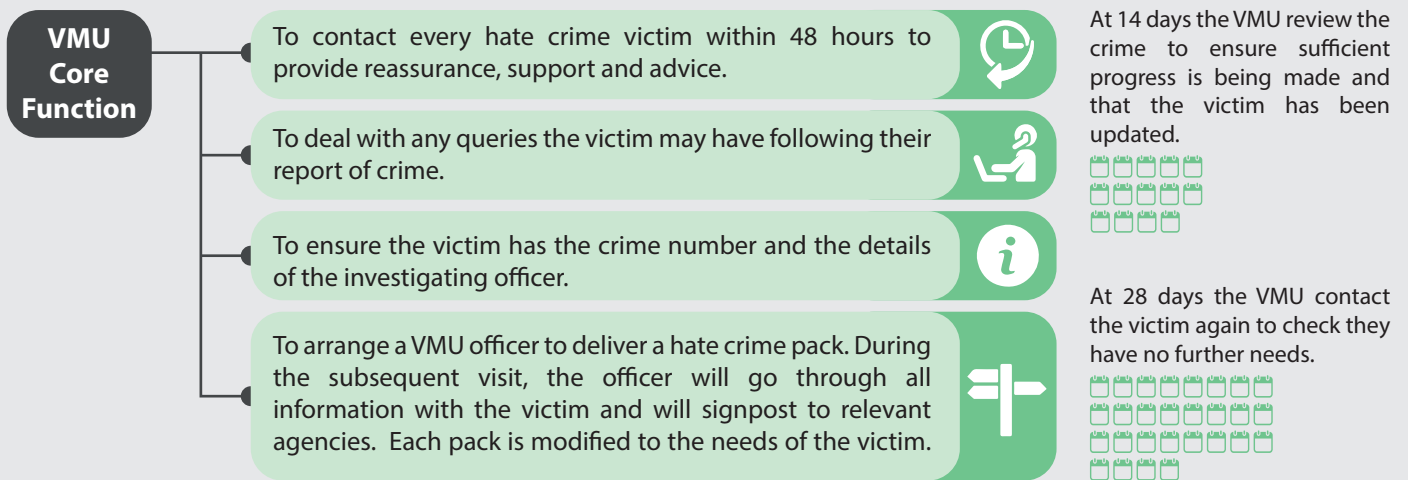
Warwickshire Police are committed to protecting our communities from harm and aspire to be great at protecting the most vulnerable within society. As an organisation they recognise that hate crime victims are vulnerable and are normally a silent voice amongst communities. Over the last 12 months the policing approach has been enhanced to help improve trust and confidence amongst our communities.

Improving Services to Victims

Every hate crime incident reported is recorded as a priority (which means attendance as soon as possible or within the hour) unless it is a 999 emergency response.

Each hate crime is reviewed by an Inspector on the day of reporting. These reports are also discussed at the daily management meeting, which is led by a member of the Senior Command Team, allowing for extensive scrutiny to be undertaken.

As part of the continuous efforts to improve the service to hate crime victims, a Victim Management Unit (VMU) has been implemented:



New Police Hate Crime Strategy

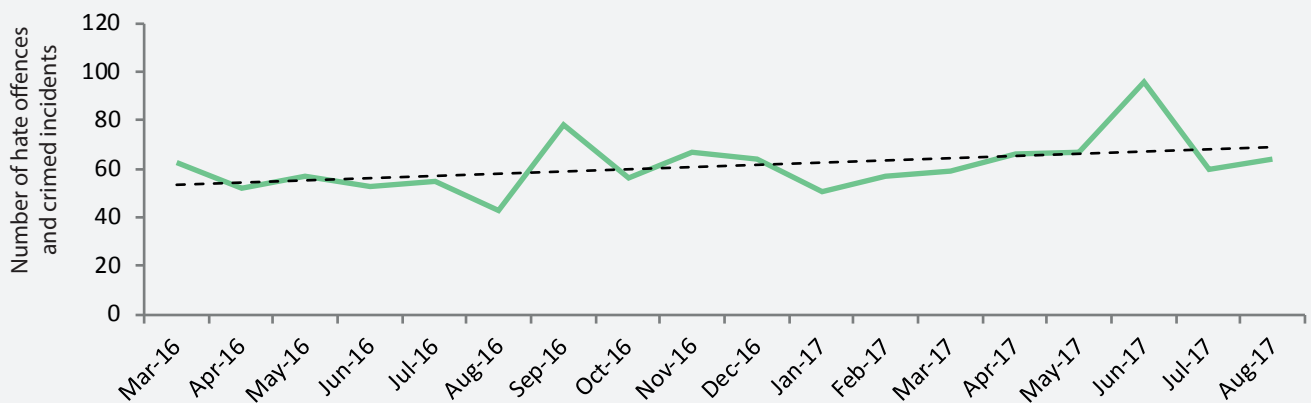
On the 19th June 2017, Warwickshire Police launched their new Hate Crime Strategy. The Strategy clearly sets out roles and responsibilities for all staff involved in investigating hate crimes. Alongside this, the Warwickshire Police external website has been updated, which allows members of the public access to the strategy, information on how to report matters, be directed to the police or through other mechanisms which include, on-line reporting to True Vision and Tell Mamma. Within this section, members of the public can also get access to a variety of information about hate crime.

<https://www.warwickshire.police.uk/hate-crime>

Hate Crime Trends

The chart below provides the monthly volume of hate offences and crimed incidents. The trendline highlights how levels have seen a gradual overall increase during the last 18 months. It is predicted that with the work being done to encourage reporting of hate crime, this upward trend will continue. With hate crime known to be under-reported it can be seen as a

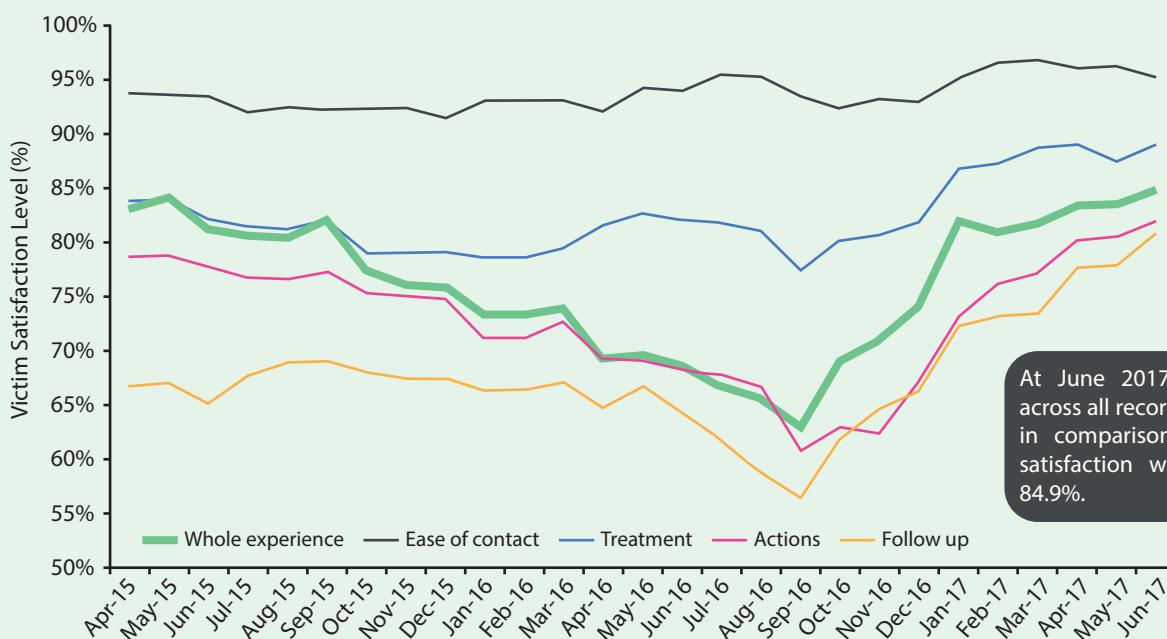
positive that volumes of reporting have increased. However, it has been suggested that political factors such as the EU referendum and a number of terror events during 2016/17 have resulted in a genuine increase in hate crime levels during the examined period rather than just improvements in reporting. The evidence for this is discussed within this report.



Hate Crime Victim Satisfaction

When encouraging more people to come forward and report hate crime it is essential that the reporting process is effective so that the process is not tokenistic. The chart below provides a breakdown of all stages of hate crime reporting for the period April 2015 to June 2017. On average there are 10 hate crime victims surveyed per month, for this reason the chart is displayed as a rolling 12 months to give a longer term trend.

The chart indicates that overall ease of contact to report a hate crime is consistently at a high level. The 'whole experience' measure appears to correlate closely with the 'actions' and 'follow up' measures which suggests that these are crucial in ensuring that a victim has a satisfactory experience. Warwickshire Police advise that the aspiration is for overall satisfaction to reach 90%.

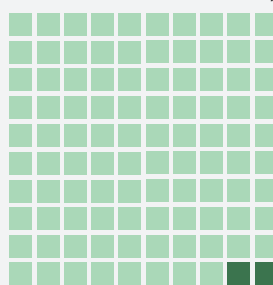


At June 2017, victim satisfaction across all recorded crime was 86.9%, in comparison hate crime victim satisfaction was slightly lower at 84.9%.

Hate Offences and Crimed Incidents

During the twelve month period September 2016 to August 2017, there were a total of 40,738 recorded offences across all crime types. Within this total there were 785 hate offences and crimed incidents which equates to just under 2% of total recorded crime.

Total recorded crime 40,738 offences



All blocks represent total recorded crime, the darker blocks represent the percentage with a hate crime interest marker.

785 hate crime flagged offences

Hate crime is not a crime type in itself and therefore can exist across any crime category. The police use a series of 'interest markers' to label crimes for monitoring purposes. Examples of interest markers include 'vulnerable adult', 'cyber related' and 'alcohol involved'. There are specific interest markers which are used to identify hate crime offences (see opposite). The table below lists the top 10 offence categories by percentage of total hate crime offences, also included are the number of hate crime related interest markers for each offence category.

Multiple interest markers can be used against a single offence, for example if a hate crime was both racist and homophobic then both markers would be applied. The hate crime markers used below are:

- Racist incident (RM)
- Hate crime reported by victim (HV)
- Hate crime reported by other party (HC)
- Homophobic incident (HO)
- Prejudice alternative culture/lifestyle (PAC)
- Disablist incident (DA)
- Hate crime reported by police (HP)
- Transphobic incident (TI)

% Crime Category	Total Offences	Interest Markers							
		RM	HV	HC	HO	PAC	DA	HP	TI
41% Racially/religiously aggravated intentional harassment alarm/distress words/writing	282	262	216	26	7	13	0	4	0
9.7% Intentional harassment alarm or distress	67	9	48	10	32	4	19	0	2
9.2% Send letter/communication/article conveying indecent/offensive message	63	45	46	5	9	1	1	0	0
7.4% Racially/religiously aggravated common assault/beatings	51	46	35	0	0	2	0	1	0
6.4% Racially/religiously aggravated fear/provocation of violence by words/writing	44	37	31	4	1	3	0	3	0
5.7% Racially/religiously aggravated harassment/alarm/distress by words/writing	39	39	23	9	2	0	0	2	0
3.2% Racially/religiously aggravated assault occasioning actual bodily harm	22	20	16	4	0	3	0	0	0
2.8% Assault occasioning actual bodily harm	19	7	14	2	7	0	0	0	0
2.3% Common assault and battery	16	2	9	2	6	1	5	0	1
1.5% Racially/religiously aggravated criminal damage vehicle	10	10	5	2	0	1	0	0	0

The crime category with the highest proportion of hate crime offences is 'racially/religiously aggravated intentional harassment alarm/distress words/writing'. The majority of offences within this category involve verbal abuse where the perpetrator has used a derogatory term to insult the victim. Examining offence details reveals that in many cases the victim had done nothing to provoke the verbal attack. In total, 93% of this category of offences had a racist incident interest marker.

The category of 'intentional harassment alarm or distress' involved the highest number of homophobic and disablist interest markers. These offences mostly involved aggressive confrontation towards the victim using derogatory and hostile language.

The two assault categories where victims have been physically attacked include a high proportion of homophobic interest markers (37%).

Interest Markers

This section looks in more detail at the use of the hate crime interest markers across crime types, providing details on what the interest markers relate to and the type of offences they have been applied to.

Additional relevant non hate crime interest markers such as cyber related have been included to understand other factors contributing to the hate crime offences.

74%

Racist incidents

Just under three quarters of offences included a racist incident interest marker, examples of the sort of offences included are:

- verbal name calling
- written abuse including via social media
- violence based on race differences
- criminal damage



Reporting

71%

71% of hate crimes were reported to the police by the victim themselves.



13%

Violence - Public Place

This interest marker is used to identify when a violent offence has taken place in a public place. Examples of locations included are:

- places of worship
- licensed premises
- public parks



15%

Alcohol Involved

Alcohol was involved in 15% of offences suggesting that alcohol may not be a major driver for this type of crime. In comparison, 36% of violence with injury offences for the same period involved alcohol.



7%

Stranger Violence

This marker is applied when the victim has no known relationship to the offender.



10%

Homophobic

Within this category, the majority of offences involved intentional harassment in the form of verbal threats, although there were a number of cases in which victims were physically assaulted.



5%

Prejudice: Alternative Culture/Lifestyle

The majority of offences within this category were verbal and written threats, nearly all were race related incidents.



5%

Vulnerable Adult

A person is identified as vulnerable if, as a result of their situation or circumstances, they are unable to take care of, or protect themselves or others from harm or exploitation.



Disablist Incident

4%

There were a wide range of people targeted within this category, including the visually impaired, those with learning difficulties, autism and other physical disabilities.



Cyber Crime

4%

Nearly all of the cyber flagged offences involved posting of offensive messages online via social media. Over 90% of cyber incidents also had a racist incident interest marker.

**Growth of cyber related crime**

In April 2015 harassment became a recordable offence. Prior to this, verbal and written instances of harassment, including via email and social media were known as malicious communications. The introduction of this category has played a part in the overall increases to recorded crime in recent years. With the continual growth in communication via social media it is likely that cyber related offences will continue to increase.

The Warwickshire Cyber Crime Survey for 2017* identified the following:

- 59% of those surveyed felt at risk online
- More than half of respondents used the internet to access social media
- 94% of respondents accessed the internet every day
- 1% of respondents had been a victim of hate crime online

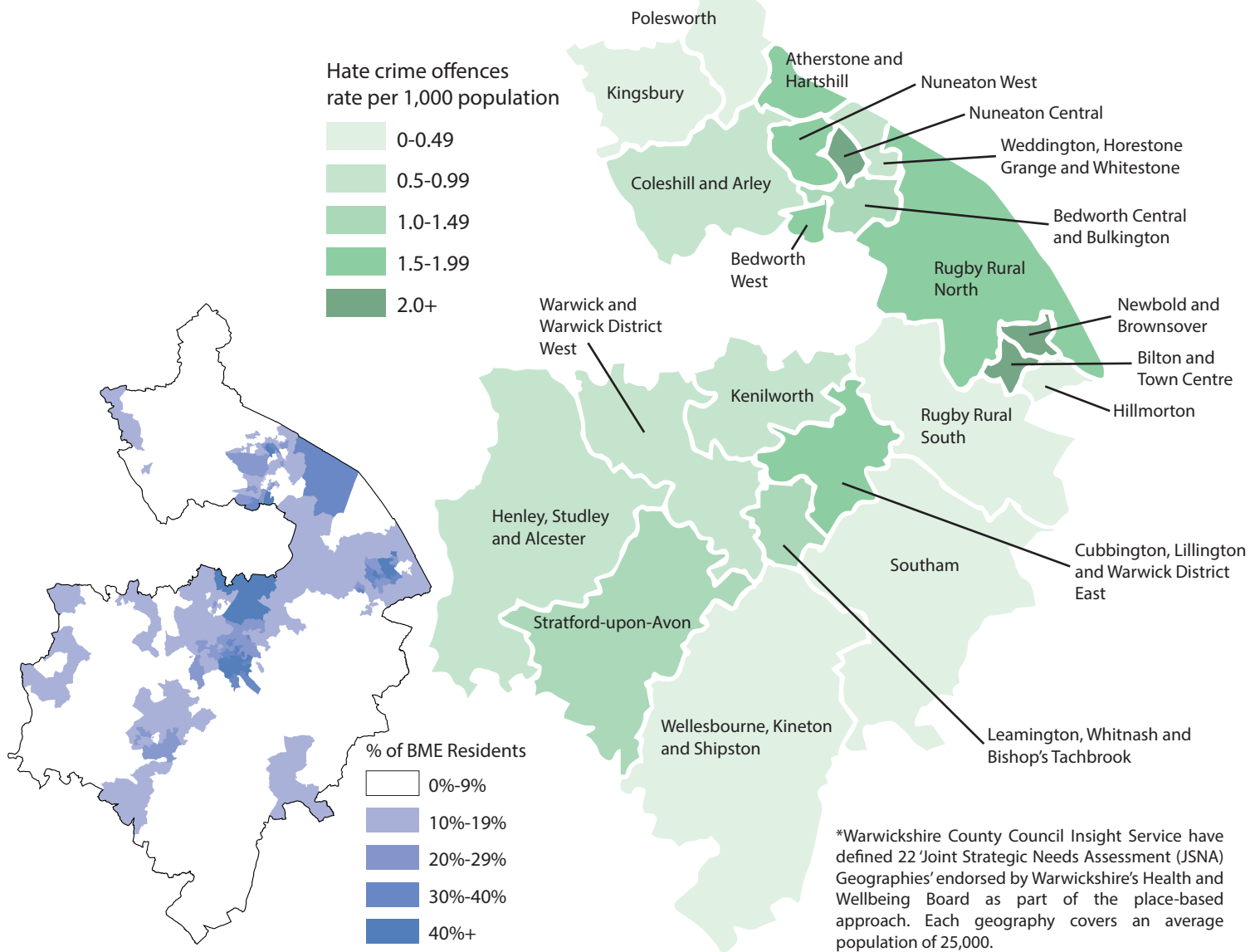
Online hate crime will be an important area of consideration for future hate crime reduction strategies. The ability for anyone to create an online account and anonymously post abusive content is a major risk factor and social media platforms are increasingly being encouraged to do more to remove abusive content and non compliant users. However, the sheer volume of social media traffic and numerous social media platforms make it difficult to police.

**An online version of the report can be found at: www.cybersafewarwickshire.com*

Locations of Hate Crime

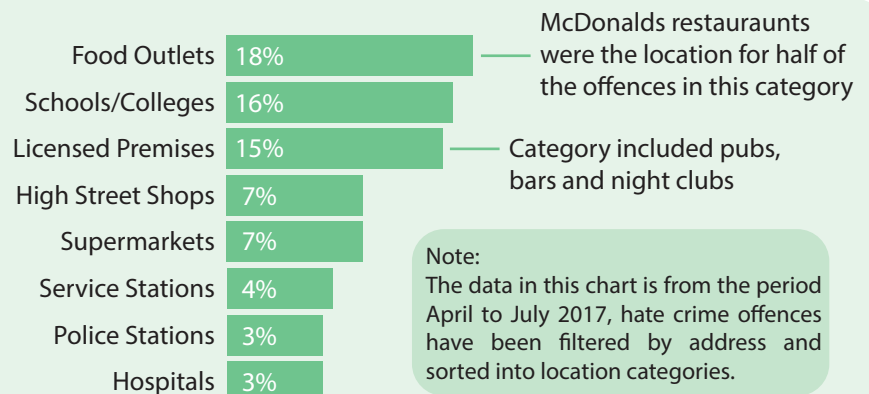
The larger map provides the rate of offences by JSNA* area for the twelve month period September 2016 to August 2017. The darker shades indicate the areas with the highest rate of hate crime offences per 1,000 population.

The smaller map displays the percentage of black and minority ethnic group (BME) residents (2011 Census). The three areas with the highest rate per 1,000 population are Nuneaton Central, Newbold and Brownsover and Bilton and Town Centre.



Locations by Premises

To understand more about the locations at which hate offences are taking place, analysis has been carried out to look at the types of premises where hate crime is frequently occurring. The chart opposite provides the proportional breakdown of the top eight premises by category, not including residential premises.



Warwickshire Victims of Hate Crime

The illustrations below provide key information on victims of hate crime during the examined period. It is important to note that the data is representative of only those that have reported an offence to the

police and have provided these details. Examining victim data helps to identify any demographic groups being targeted disproportionately and can highlight where there may be areas of under-reporting.

Nationality

In total, 421 victims provided their nationality.

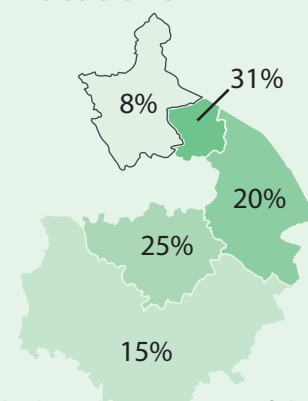


The next most common victim nationalities were: Polish 7% Indian 4.5%

Victims from Bangladesh, Jamaica and Romania each made up 1%

The breakdown of victims by nationality is almost identical to the percentages from last year's report.

Locations



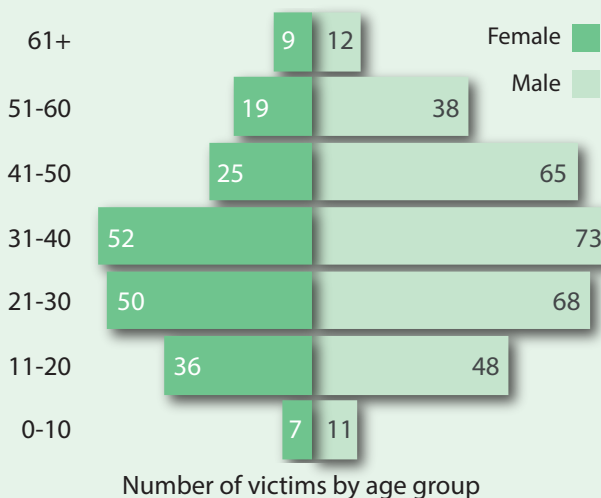
The map displays the percentage of the total number of victims (542) by district and borough based on where the offence took place.

Age and Gender

In total, 513 victims provided their age and gender details.

For both males and females the highest volume of victims were in the 31-40 years age group

62% of victims were male

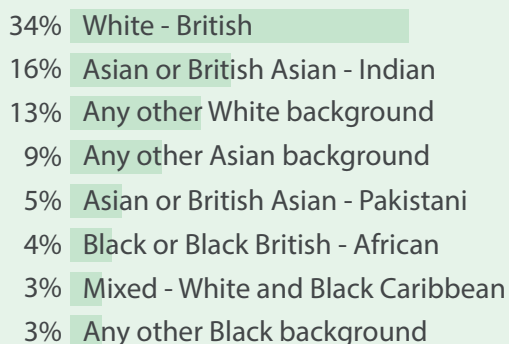


In total, 4% of hate crime victims fell into the 61+ age group. When comparing this to the Warwickshire population (mid-2016 population estimates, ONS) we see that this age group accounts for a quarter of all Warwickshire residents.

The Warwickshire gender split is 49% male to 51% female, compared to 62% male and 38% female for hate crime victims. This suggests that females and the over 60 population are either less likely to be victims of hate crime or, less likely to report it to the police if they have been a victim.

Ethnicity

In total, 463 victims provided ethnicity details. The top eight ethnic groups were:

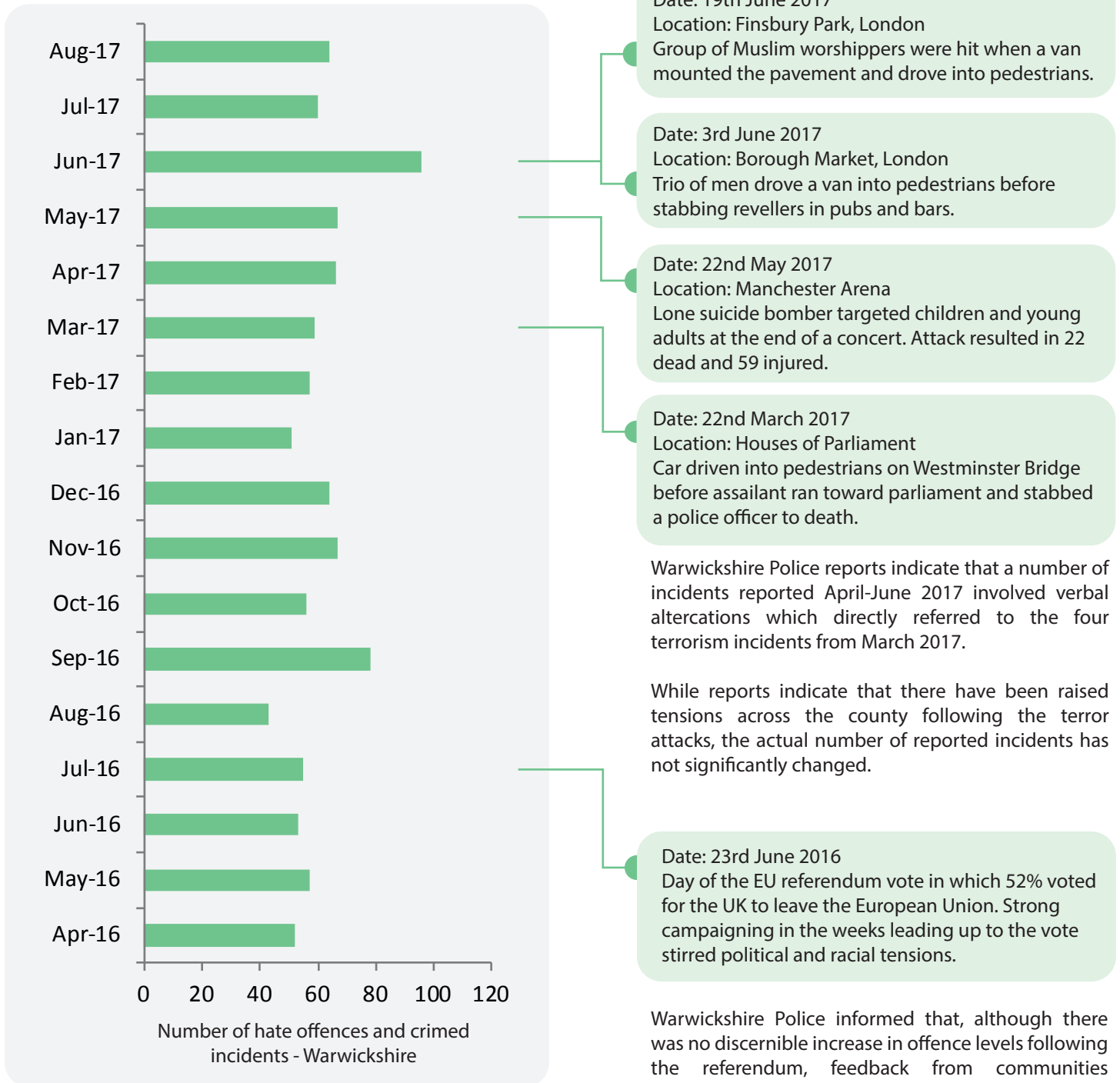


Echoing last year's report, Asian communities were disproportionately affected by hate crime with a high percentage of victims compared to the number of residents from those communities living in Warwickshire (based on 2011 Census figures).

In total, 16% of hate crime victims were of Indian ethnicity despite this community constituting 3% of Warwickshire's population.

Hate Crime Timeline

The timeline provides the number of hate offences and crimed incidents (for Warwickshire) by month, alongside key dates that many suggested may have had an effect on hate crime levels across Britain.



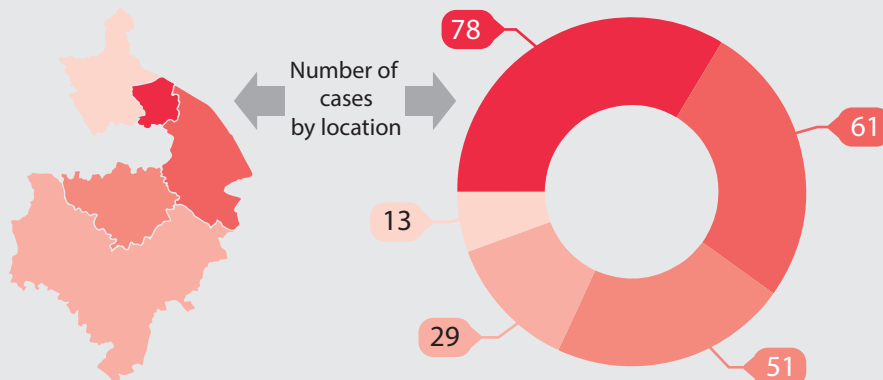
Victim Support data reveals that for 2016/17 there were a total of 264 cases created providing support to hate crime victims. In total, 248 cases (94%) involved racist hate crime and 12 cases (5%) were homophobic hate crime.

From January 2017, Victim Support have started to record additional case types including gender identity and disability. During January to March three disability hate crime cases and two gender identity hate crime cases were recorded. The breakdown for all 264 cases is provided below.

Cases by location

Comparing the case data to 2015/16, 53% more people have been supported during 2016/17.

Stratford-on-Avon District and Rugby Borough have seen the largest increases in cases with 123% and 110% respectively. Nuneaton and Bedworth Borough has the highest proportion of cases (34%).



Victim Profiles

Gender

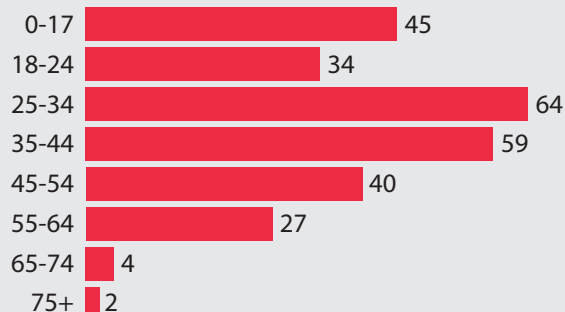


59%

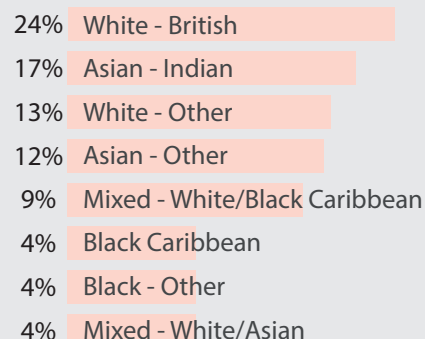


41%

Age



Ethnicity (Top Eight)



Access to Services

To make the Victim Support service more accessible to local communities, drop in sessions are being held across the county at the following locations:

Stratford-upon-Avon

Venue: Elizabeth House
Day: Thursday
Time: 10:00 - 12:00

North Warwickshire

Venue: Atherstone Fire Station
Day: Wednesday
Time: 14:00 - 16:00

Rugby

Venue: Rugby Fire Station
Day: Monday
Time: 10:00 - 12:00

Leamington Spa

Venue: Brunswick Healthy Living Centre
Day: Wednesday
Time: 10:00 - 12:00

Bedworth

Venue: St Michael's Children's Centre
Day: Monday
Time: 10:00 - 12:00



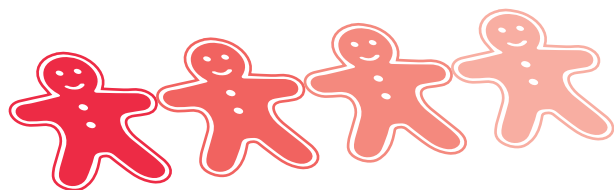
It is hoped that by having a local presence, people who have been affected by hate crime will feel able to go along and talk to Victim Support.

Victim Support in Schools

Victim Support in Warwickshire have recognised the importance of preventative work and awareness raising, complementing their core service providing one-to-one emotional and practical support to people affected by hate crime. They felt one important aspect of this would be to reach young members of the community so that the awareness and hopefully prevention begins as early as possible. With this in mind, Victim Support created an initiative going into Primary Schools and delivering an assembly to Warwickshire pupils.

The assemblies include:

- Getting pupils to recognise each others differences.
- Promoting difference as a positive thing that should be celebrated.
- Discussions on what hate crime is, the effect it can have and what to do if someone they know is affected by it.
- Resources are provided to create visual display boards of gingerbread figures which the pupils decorate to represent themselves.



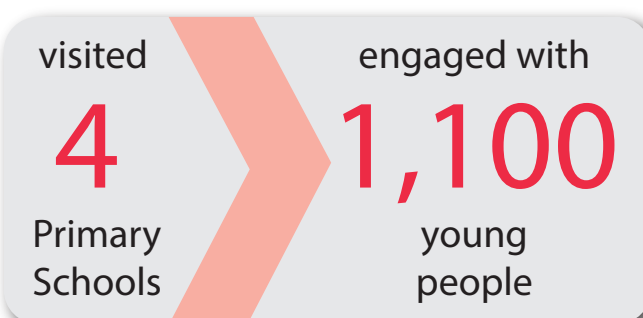
Pupils are asked to sign a pledge to "Join Hands Against Hate Crime", showing solidarity as a school that they will not accept any form of hate crime, not only within their school, but also their communities.

Victim Support provides each school with a canvas that has the pledge on, and each child puts their fingerprint onto the canvas as an age appropriate way of signing it. This is then left for the school to display as a visual reminder of the preventative message.



Support Provided This Year

So far this year Victim Support have:



Taking a different approach for secondary schools, Victim Support Caseworkers have recently been accredited to deliver Sophie Lancaster Foundation's educational game in Secondary Schools. The team will be working in partnership with Warwickshire Police's Youth Engagement Team to deliver awareness and preventative sessions to small groups within school around hate crime. The game allows young people to openly discuss their current prejudices against people and have them appropriately challenged.

Victim Support have delivered this programme to a group of young people from NCS The Challenge* with great success, and aim to approach as many Secondary School aged young people as possible throughout the academic year of 2017/18.



*National Citizen Service (NCS) The Challenge provides opportunities for 15-17 year olds to experience activities away from home and build relationships. Further information is available at: <http://www.ncsthechallenge.org/>

Victim Support Case Study

The following case study provides an example of a hate crime from the victims' perspective outlining the initial incident, the support received and the outcomes.

The Incident

John was a victim of a racially aggravated road rage incident. He and his young family were sitting in the car when a neighbour shouted racial abuse at them whilst punching the windows of John's car.

When Victim Support initially spoke to John he talked about his whole family being affected by this. As an economic immigrant, John felt unsure whether he was welcome in the UK and even doubted his decision to move here. John's confidence had been knocked and he blamed himself for putting his family in the situation.

Due to the incident taking place in John's street, he did not feel safe in his own home.

Support Received

Victim Support offered emotional and practical support to the family and specialist support from their Children and Young People Caseworkers for John's children who were also affected by the incident.

Victim Support arranged for the Police Safer Neighbourhood Team to visit, and John was very pleased with the advice and reassurance he was given.

Victim Support helped him to understand the Criminal Justice System and referred him to the Witness Care Team to arrange court visits and keep him updated regarding the trial.

Outcomes

The Police have been updating John regularly on the whole process, which together with the support from Victim Support and other agencies has helped John to recover and realise that he is welcome in this country and that incidents like this are not to be tolerated.

With agencies working together with John and his family, he now feels that his life is 'back to normal'. John was very satisfied with the support he received and was most grateful for the reassurance and confidence building tools he was provided with, alongside all the updates and information.

Prejudice Related Incidents in Schools

Warwickshire County Council's Diversity and Equality Team record prejudice related incidents reported by Warwickshire schools. Schools are asked to provide this information on a voluntary basis.

Schools, like local authorities, have a duty to evidence how they will show due regard to equality and in particular how they will:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between different groups and;
- Foster good relations between different groups.

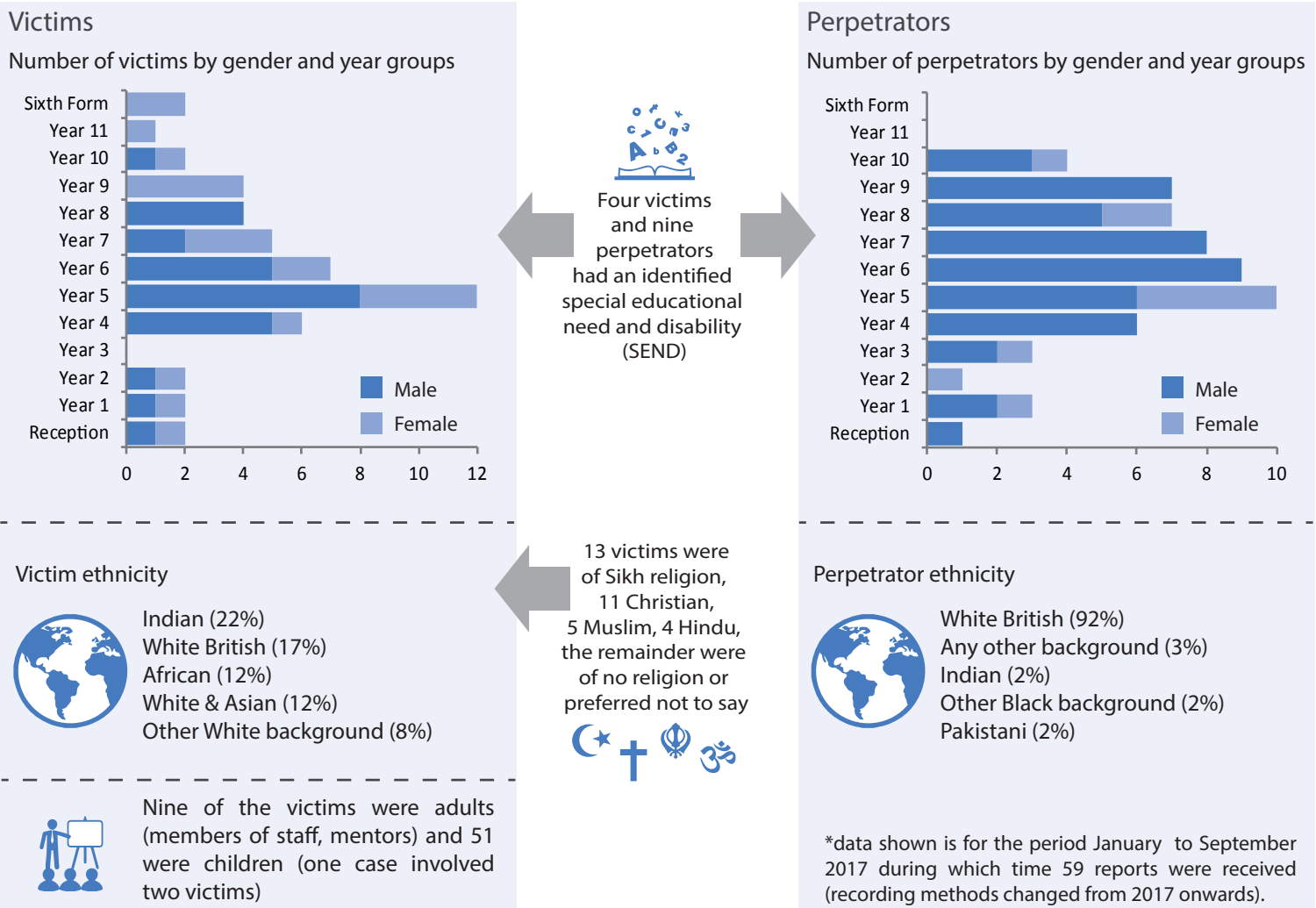
Prejudice related incidents form part of this recording and reporting process.

The Equality Team ask that all schools provide reports via an online reporting form to enable them to monitor what is happening across the county. Guidance is provided, detailing what would be counted as a prejudice related incident, including online documents and workshops which have been developed as part of the Equality Team's support to schools to help them meet their Equality Duty.

The Equality Team provide the following key messages for schools:

"By raising awareness of all strands of diversity, how to eliminate discrimination and promote equality of opportunity, we are preparing our young people to become good global citizens, and to appreciate the diverse society in which they live".

Victim and Perpetrator Data*



*data shown is for the period January to September 2017 during which time 59 reports were received (recording methods changed from 2017 onwards).

Nature of Incidents

Provided below is a breakdown of the 59 reported incidents, focusing on the types of words used, when and where they took place and the actions taken against the perpetrator.

Although each individual school has a different profile of incidents and methods to deal with the perpetrator, there is a lot of common ground in the types of incidents being reported.

Incidents by category

7

incidents were listed as being a repeat for either the victim or the perpetrator

Race	85%
Religion/Belief	5%
Sexual Orientation	3%
Disability	3%
Individual characteristics	2%
Sexism	2%

While there are a variety of different incident categories that have been recorded during the examined period, race related incidents are by a distance the most common incident type.

Incident details

Examining the details of each incident reveals a wide range of derogatory remarks and actions. In many cases the perpetrator has told the victim "go back to your own country". Skin colour appeared to be a common theme within the incidents, examples include:

- telling the victim they could not play due to the colour of their skin
- references made to the victim looking like chocolate, phrases such as "chocolate boy" and "chocolate spread" were reported.

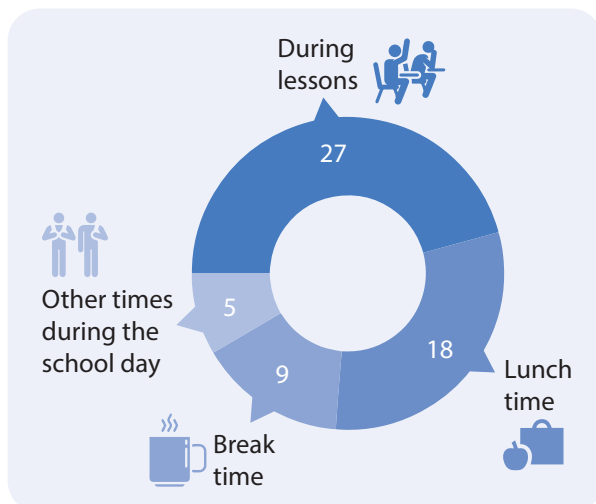
Some of the derogatory terms used were:



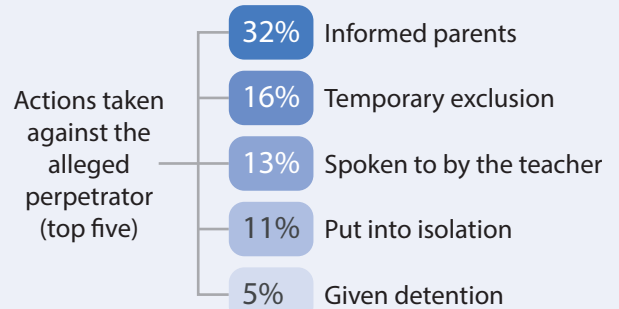
95%

of victims and 97% of perpetrators had a 'good' or 'satisfactory' outcome

Times of day



Actions taken against the perpetrator

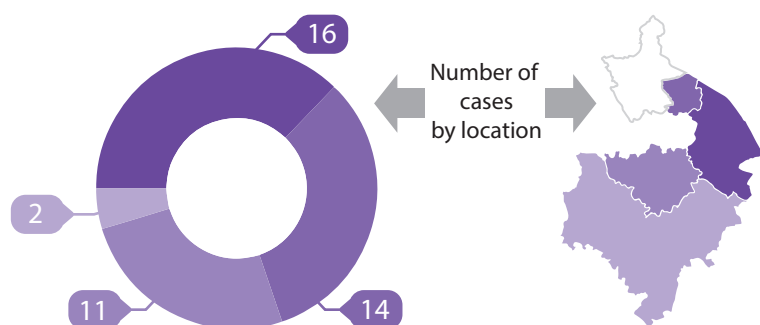


Each school has a different approach to tackling hate incidents, in many cases multiple actions have been taken; for example informing parents and holding class discussions. The top five responses represent the most common forms of response, other responses included taking away playtime privileges, contact with PCSO's (2 incidents) and holding a workshop to address the issues.



The Equality & Inclusion Partnership (EQulP) charity works toward the elimination of discrimination on the grounds of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation.

The service, launched August 2017, has evolved out of the Warwickshire Race Equality Partnership (WREP). From September 2016 to September 2017 WREP/EQulP dealt with 179 cases through their discrimination casework service of which 43 were victims/witnesses of hate incidents, these victims/witnesses were from the following locations:



We Stand Together Events

Introduced following the EU Referendum, events aimed to raise awareness of hate crime and hate incidents identifying how communities can work together with agencies to increase confidence in reporting and help agencies understand the possible barriers.

Events took place around the county attracting approximately 200 attendees. Anecdotal information from #WeStandTogether, suggests that hate incidents have increased since the EU referendum and the recent terror attacks.

#WeStandTogether

Hate Crime Website

Following on from the feedback from WREP's gap analysis of support services for victims and witnesses of hate crime and the #WeStandTogether events, it was recognised that there is a need for an alternative mechanism where victims, witnesses and agencies can log hate crimes, hate incidents and areas of concern to another agency other than the police.

The aim of the website is to have an independent and central location where all information regarding hate crime in Warwickshire is located, including a reporting form and information on support services.

Hate Crime Training

EQulP will run free hate crime training for frontline workers and community representatives across Warwickshire. The training will be offered from September 2017 – March 2018. Dates of the training will be publicised on the Warwickshire Hate Crime website and the Equality and Inclusion Partnership website. The aim of the training is to:

- Increase the reporting of hate crime/incidents
- Improve support for victims
- Increase confidence of frontline workers and community representatives in relation to hate crime.

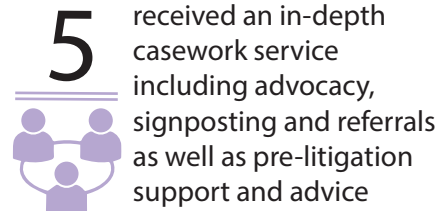
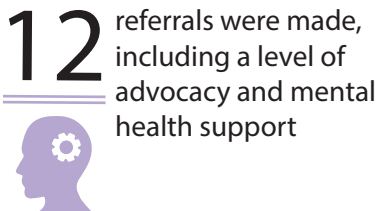
Our Families, Our Future Safeguarding Events

EQulP in partnership with Warwickshire County Council engaged with Warwickshire communities on the subject of Preventing Violent Extremism. This project was delivered under the banner of the 'Our Families, Our Future' (OFOF). This principle was devised as a method of engaging with community members on safeguarding issues.

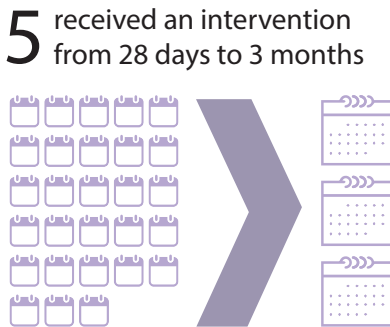
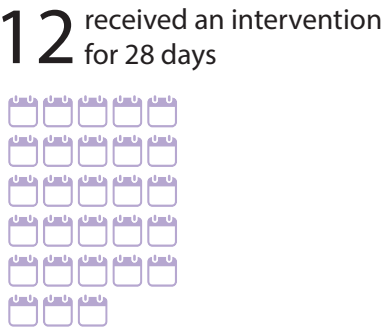
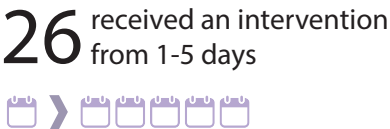
Various methods to engage community members were used. There were a series of events in Nuneaton, Rugby and Warwick District, as well as workshops in community groups around the county. For those members of the community that felt unable to express their views in a group setting, one to one meetings were organised for them.

Below is a breakdown of the WREP/EQuIP referrals over a one year period.

Type of Support Given

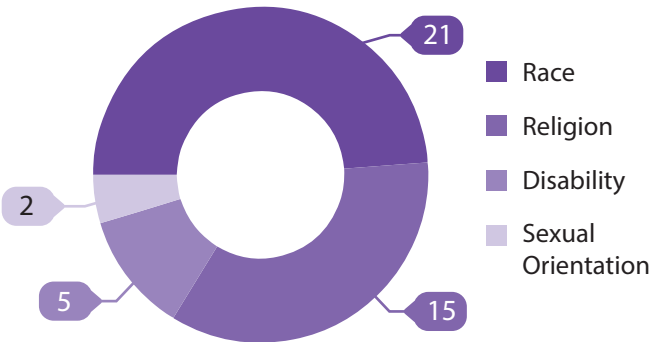


Length of Intervention Needed



Details of Incidents

Referrals were made up of a combination of incident types including verbal, physical and psychological. The hate crime strands were:



Victims

Number of referrals by Ethnicity



32 people reported a hate incident or hate crime to WREP/EQuIP without going to the Police



Hate Crime Action Plan

Every year an action plan is produced by the County Hate Crime Group (CHCG) to co-ordinate and plan partnership activity on Hate Crime. Actions are designed to meet the objectives of "Action Against Hate", the UK government's plan for tackling hate crime that was published in July 2016. There are also actions that are intended to meet areas for improvement that have been identified locally.

During the last 12 months, the following work has been completed:

Action	Work Undertaken
Design and deliver a Hate Crime Communications Campaign that raises awareness of hate crime and challenges attitudes/behaviours that cause it.	<p>A new branding has been agreed and materials produced to support campaign.</p> <p>New materials have been produced which can be used by all partners to raise awareness of hate crime and promote reporting.</p> <p>A website www.reportthatenow.com has been built that contains information about hate crime and how to report it in Warwickshire. There is a reporting function on the site which enables people to report incidents either to the police or to EQuIP.</p> <p>A detailed communication plan has been produced to co-ordinate activity and ensure key messages are delivered in an impactful and thought provoking way.</p>
Review what education programmes are available and being delivered currently in schools to raise awareness of hate crime; challenge stereotypes and prejudice; encourage acceptance of diverse communities.	<p>The CHCG compared two educational packages - Sophie Lancaster Foundation Training for secondary school children and Victim Support "Join hands against Hate Crime" for primary school children to see how they differ in delivery. Both packages were endorsed by the Group.</p> <p>Communication to schools in Warwickshire about the educational inputs available to them and the target age range.</p> <p>Website contains dedicated page for schools and detailed information on the educational inputs and support on offer.</p> <p>Resources produced that are dedicated for use in schools including snapbands and posters. These can be ordered from the website.</p>
Ensure victims receive advice and support information at the time of the incident.	<p>Warwickshire Police have produced a new hate crime pack which contains comprehensive information and a list of support agencies within Warwickshire. These are given out to all victims.</p> <p>www.reportthatenow.com contains a full directory of support agencies and practical advice for victims.</p>
Continue the engagement with communities following the #WeStandTogether events. How do we show "You said, We did..."	<p>A summary report on all the feedback received during the events has been produced by EQuIP.</p> <p>Feedback from the event has been used to shape the hate crime campaign and website.</p>

Develop and run activities for Hate Crime Awareness Week (HCAW) in 2017.

A series of events have been planned for HCAW between the 14th and 21st October 2017:

All residents are being encouraged to come along and take part in a 'Cake not Hate' tea party, which are taking place around Warwickshire during Hate Crime Awareness Week. The community tea parties aim to promote cohesion and the principles of #WeStandTogether.

The launch of the new website – www.reporthatenow.com – which has a wealth of information on hate crime and is also a way that residents can report hate crimes to Warwickshire Police or Equality Charity, EQuIP.

Music can be a powerful way to raise awareness of an issue. Inspired by lyrics penned by a local Warwickshire police officer based in Nuneaton, a music track has been written and produced by Singer/Song-Writer Jordan Charles and 'The Voice' Singer Letitia George that highlights the harm that hate can cause. The producers and artists on the single 'Love Instead of Hate (Give it a Try)', have donated their time and expertise for free on this project. A video has also been produced to accompany the track and students at Avon Valley School in Rugby play the starring roles in the film as well as being involved in the editing and production. The single and video will be available to download iTunes and the Warwickshire County Council YouTube channel.

Consider Internet based hate crime and what can be done to address this specifically.

New website www.cybersafewarwickshire.com contains information on what to do if you are abused on-line.

Information on www.reporthatenow.com about what to do if you are abused on-line.

Z-cards are being produced which summarise what to do if you experience on-line abuse or harassment.

Create and deliver hate crime awareness sessions/workshops to professionals and communities.

Funding has been obtained from the Police and Crime Commissioner to run hate crime awareness sessions across Warwickshire.

Sessions to be delivered by March 2018 by EQuIP.

Next steps....

Over the next 12 months the hate crime focus for Warwickshire Community Safety Partnership will involve engaging in the following seven activities:

Reviewing current research projects that focus on hate crime to ensure that we are considering new approaches, methods and schools of thought within our plan and activities. For example, University of Leicester "Identifying and Dismantling Barriers to Justice" July 2017.



Revision of the existing Hate Crime Action Plan (due to be completed by April 2018). A review of progress and identification of new areas of work.



Devising a new e-learning hate crime awareness training package.



Developing hate crime initiatives with the Gypsy and Traveller Community, focusing on the need to counter on-line abuse.



Launching and promoting the new partnership hate crime website www.reportthatenow.com and the associated hate crime awareness campaign.



Creation of a hate crime charter for businesses, schools, retail shops, restaurants/pubs, GP surgeries, hospitals which will promote a zero tolerance approach to hate within/at their organisation and encourage the reporting of all incidents.



Delivering a programme of awareness training sessions (EQuIP) throughout Warwickshire.



Conclusion

It is clear from this report that there is a vast amount of work being carried out across the County to tackle hate crime. We can be confident that hate crime in Warwickshire is being prioritised by Partners who take the needs of victims very seriously.

While reporting to the Police is the ideal pathway for most victims and witnesses to report hate crime, it is also important to acknowledge that some people are unlikely to report their experiences to the Police. It is therefore vital that the role of support agencies such as EQuIP, Victim Support and Tell Mama are highlighted. Moving forward if we can increase awareness of these organisations and the range of reporting services they offer, we may be able to capture incidents that would have previously gone unreported. This is essential to fill the gap in our knowledge about hate crime and where/how it happens in Warwickshire.

Whilst we acknowledge that there is still much work to be done, Warwickshire is responding to the challenge of hate crime and is in a good position to continue to build upon and improve our approach over the next year.

Report produced by:

Karen Thomas
Community Safety Project Manager
Warwickshire County Council

Thomas Kane
Insight Service
Warwickshire County Council
email: insight@warwickshire.gov.uk

Glossary of Terms

County Hate Crime Group

The Group was established in January 2015 and includes representatives from all the main community safety partners in Warwickshire. It meets on a quarterly basis to monitor hate crime reports, examine trends, share intelligence, compare data to national and regional figures and provide a forum for everyone to share best practice. At the outset of each year an action plan is created to co-ordinate and plan activity around hate crime in Warwickshire. The group also monitors objectives set out in the national government action plan on hate crime: Action Against Hate.

Hate Incident Partnership Panels (HIPPs)

Set up in 2015, the HIPPs are forums that are made up of community members as well as representatives from statutory, voluntary and community organisations. There are two groups – one for the north of the county covering Nuneaton and Bedworth, Rugby and North Warwickshire boroughs and one for the south covering Warwick and Stratford-on-Avon districts.

The group meets quarterly to discuss local community tensions and national hate crime patterns to see if they have any repercussions at a local level. They also look at crimes and incidents reported in that area in the last 3 months. The group looks at trends and themes and helps to plan and provide advice on possible responses. It also advises the partnership on potential new campaigns and promotional activities.

Safer Warwickshire Partnership Board

The aim of the Safer Warwickshire Partnership Board (SWPB) is to create safer communities through the reduction of crime and the promotion of safety. As part of the Crime and Disorder Act, the statutory agencies in Warwickshire are required to have a Community Safety Agreement which sets out countywide priorities and appropriate strategies, implementation plans and targets which support

Hate crime has been a priority for the SWPB for the last few years. This means that they monitor, and review activity on hate crime, and act as the main scrutinising body.

Community Safety Partnerships (CSPs)

Community Safety Partnership is the name for the body responsible for reducing crime, disorder and substance misuse in a local authority or district area. They feed into the Safer Warwickshire Partnership Board. There are four CSP's in Warwickshire; Rugby, Nuneaton and Bedworth, North Warwickshire and Safer South Warwickshire (which covers Warwick and Stratford-on-Avon districts).

Each Partnership produces an annual strategic assessment which helps them to assess risk, create a partnership plan and agree the priorities for reducing crime and anti-social behaviour. Hate crime has been a priority for some of the CSPs.

Safer Education Partnership

The Safer Education Partnership Board's objectives are to ensure that all children and young people in Warwickshire are provided with the skills and information they need to keep themselves safe. They support schools in reducing incidents of bullying, harassment and violent behaviour and help them to establish a culture of inclusion and safety for all children and young people so that they thrive and achieve to their full potential. The Warwickshire Safer Education Partnership Board aims to maximise the impact of multi-agency approaches to improving the wellbeing of children in Warwickshire schools. The group facilitates and promotes relevant training and support to schools and evaluates the impact of interventions.