



# Key Findings

## Recorded crime



61% of all hate crime related offences involved racism



Hate crime victim satisfaction levels are currently around 78.8%, the target is 90%



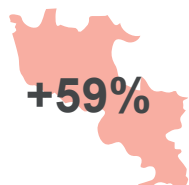
2 JSNA areas have seen hate crime levels double this year



Age 21-50

Hate Crime victims are most likely to be white males

## Victim Support



Warwick District cases increased by 59% compared to 2016/17



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



Continued engagement with schools including interactive sessions with Primary Schools



Staff and volunteers attended events throughout the county including the Stratford Equality Rally

## Incidents in Schools



Victims were most likely to be of Indian (22%) or White British (21%) ethnicity



The proportion of incidents relating to Sexual Orientation increased this year from 3% to 11% of all incidents

## Report that enow



Average of 304 users a month accessing the website



6 reports to Police and 3 to Hate Crime Partnership per month via website

## Equality and Inclusion Partnership



248 Frontline Staff Trained - Disseminated to over 3000 colleagues and partner agencies



Of the 130 incidents dealt with by EQUIP this year, 85% had a motivating factor of 'Sexual Orientation'

## Hate Incident Partnership Panels








8 new members recruited this year



Analysis of local hate crime data leading to development of the Hate Crime Charter

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# Introduction

This is the third annual report on Hate Crime in Warwickshire. The report reviews the level of hate offences in the county, shares the achievements of partner agencies and sets out our future plans.

Over the last 12 months reported incidents of hate crime in Warwickshire have increased by 6% from levels in 2016/17. This increase is seen as positive and a step in the right direction as it is widely acknowledged that hate offences are under-reported<sup>1</sup>. We have built upon the foundations laid in previous years and undertaken a tremendous amount of work to raise awareness of hate crime. The launch of [www.reportthatenow.com](http://www.reportthatenow.com) in October 2017, a dedicated hate crime website for Warwickshire, now offers the public an alternative method of reporting incidents and accessing support. The hope is that in the future we will be able to capture offences that would have previously gone unreported and will see even larger increases moving forward. Ultimately we want to get to a situation where we are able to feel confident that the level of hate offences reported are a true reflection of what is going on.

Our goal in the **Hate Crime Partnership**<sup>2</sup> in Warwickshire is to reduce the amount of hostility and prejudice experienced in our community and to develop a more effective, cohesive and victim centred approach to tackling hate crime. Each year, an action plan is devised to coordinate and plan partnership activity around Hate Crime, and monitor progress against the objectives set out in the National Government Plan: Action Against Hate<sup>3</sup>. You will see from this report that much has been achieved. You will see for yourself the sheer range and diversity of the work undertaken by all Partners.

Whilst we have been able to work towards our goals in 2017/18, there is still a lot more to be done and new challenges to overcome. On a national level, the ramifications of Brexit are still being felt across the UK. Community tensions are likely to increase as we move closer to the scheduled departure from the EU in March 2019. Terrorist activity both in the UK and abroad also serves to heighten anxiety and prejudice. The growth of social media has changed the way in which we communicate with each other. Unfortunately, with this level of connectivity comes the ever growing presence of hate speech and online harassment.

Our hard work to date is just a starting point. It is vital that we keep looking at ways we can do things better. The consolidation of the **Hate Incident Partnership Panels** and the development of the **Hate Crime Charter** are key future initiatives which can help to improve joint working and build dialogue with communities.

<sup>1</sup> Various sources including National Government Plan: Action Against Hate (2016), LGBT Survey (July 2018)

<sup>2</sup> Partnership includes representatives from a number of statutory, voluntary and community organisations including Warwickshire County Council, Nuneaton Borough Council, North Warwickshire Borough Council, Warwick District Council, Stratford District Council, Rugby Borough Council, Warwickshire Police and Crime Commissioner, Warwickshire Police, Warwickshire Racial Equality Partnership (WREP) and Victim Support.

<sup>3</sup> National Government Plan: Action Against Hate (2016). Due to be revised and updated in Oct/Nov 2018.

# What is Hate Crime?

## Hate Crime is:

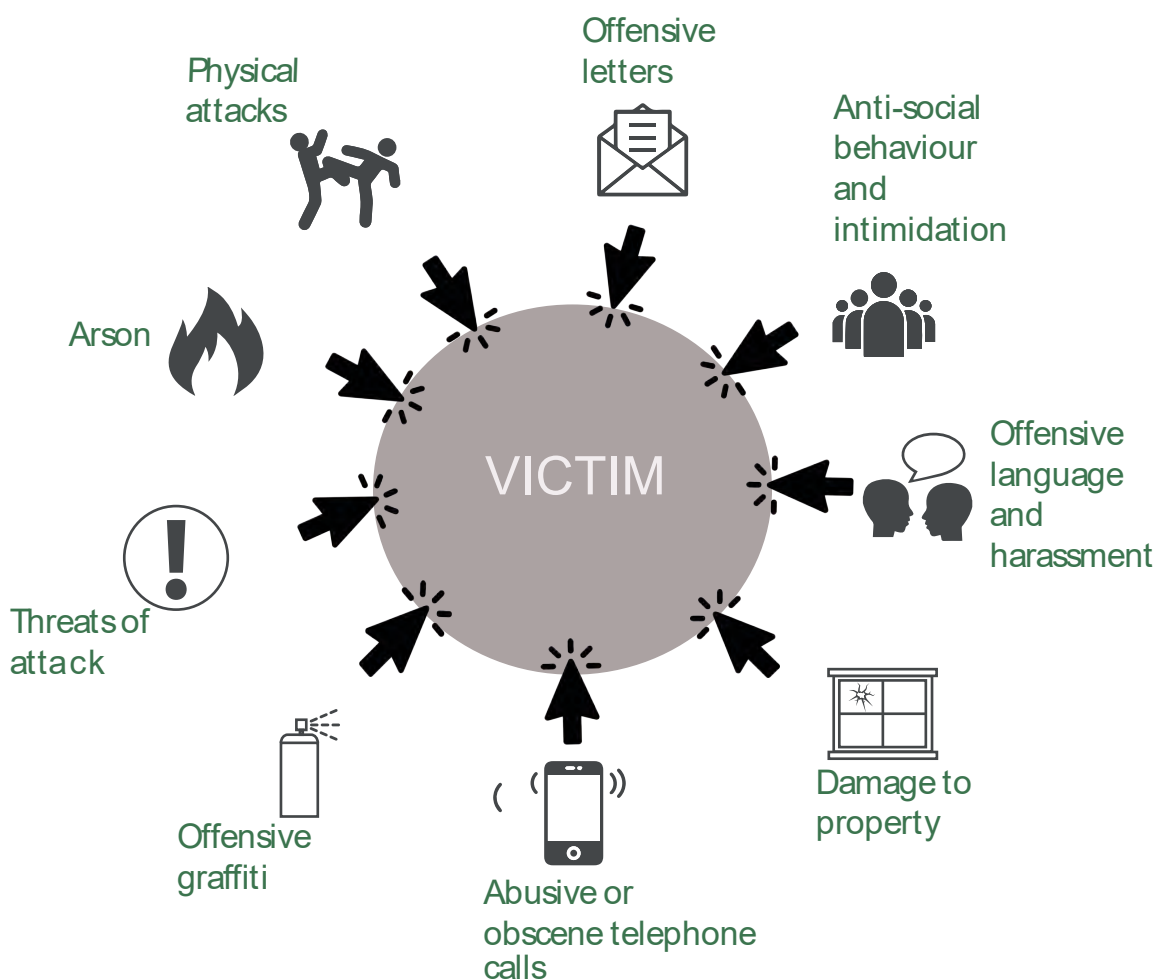
Any criminal offence which is perceived by the victim, or any other person, to be motivated by a hostility or prejudice based on a person's:

- 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:

Acts that fall short of being a criminal offence but are still perceived by the victim to be motivated by a hostility or prejudice based on any of the same characteristics.

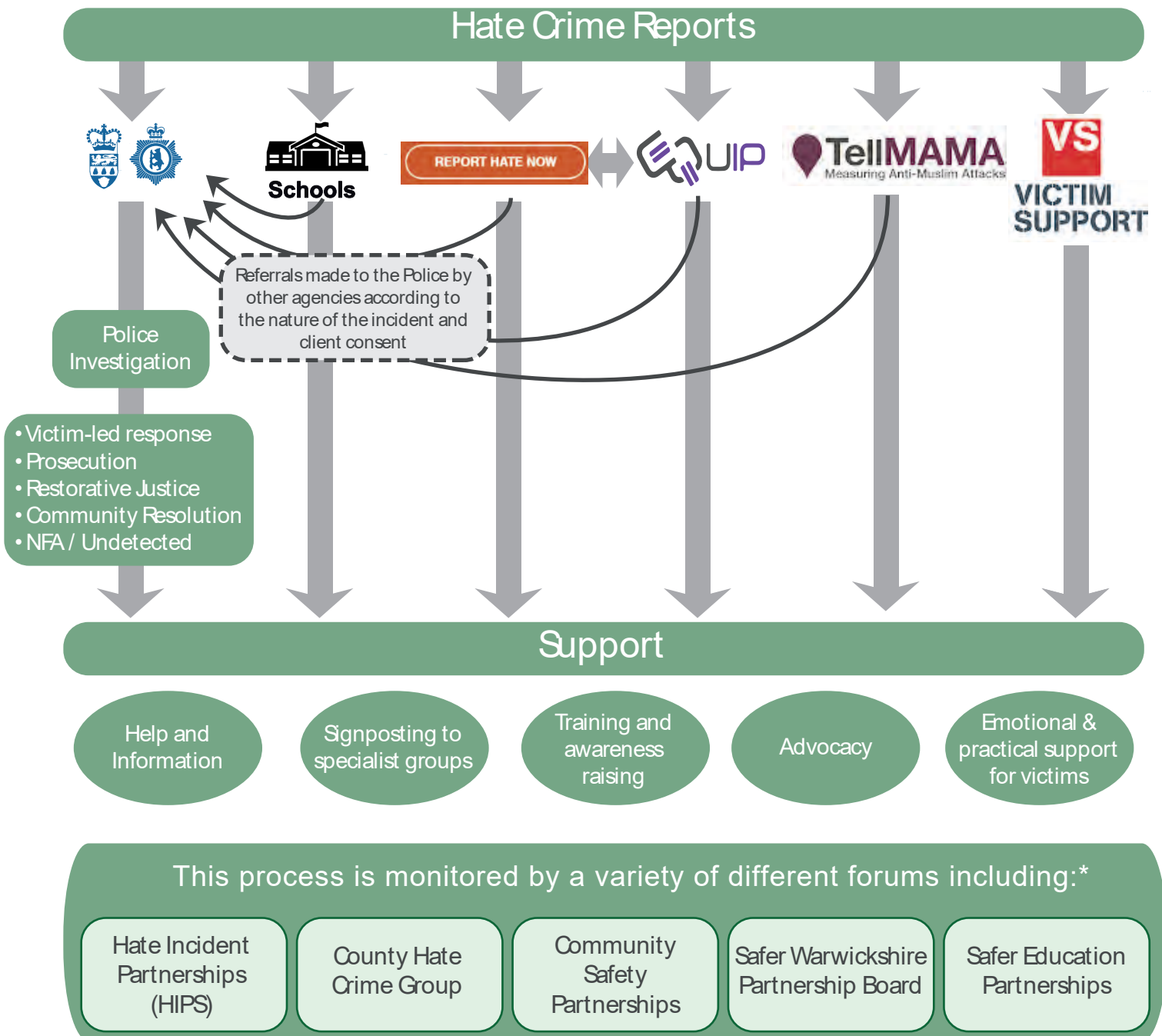
## Examples of hate crime/incidents:



# 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.



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



# Police Incident and Offence Data

## Warwickshire Police's Approach to Hate Crime

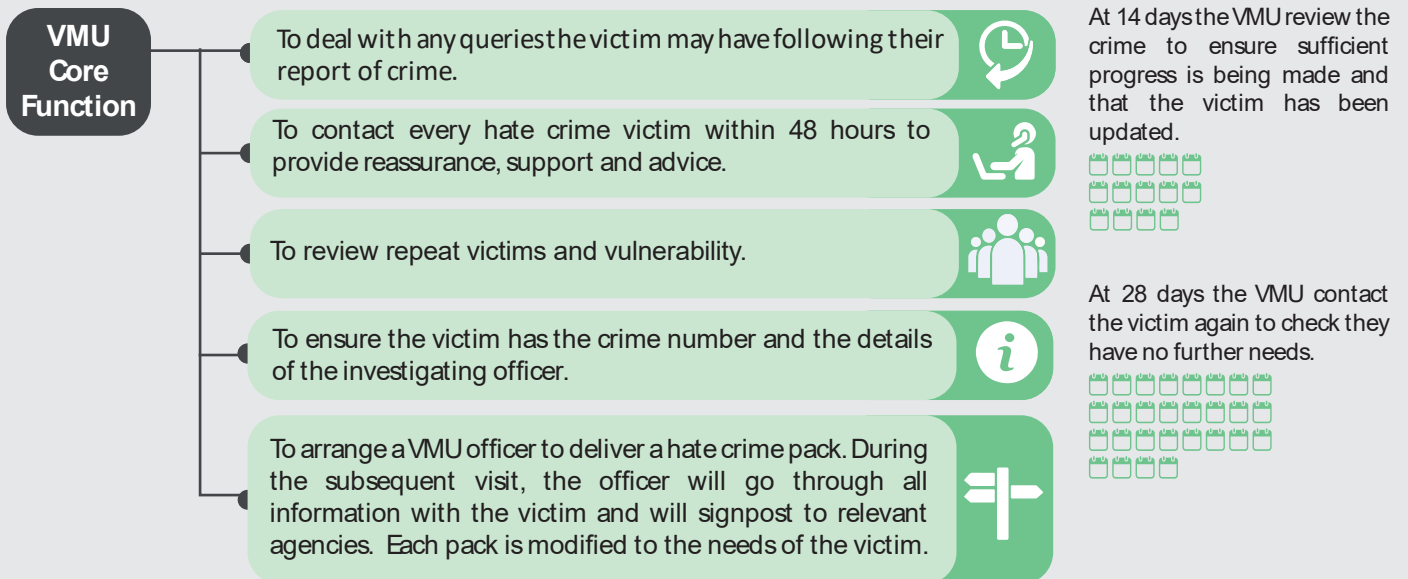
Warwickshire Police are committed to protecting our communities from harm and aspire to be great at protecting the most vulnerable within society. As an organisation they recognise that hate crime victims are vulnerable and are normally a silent voice amongst communities. Over the last 12 months the 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:



## Warwickshire Police Hate Crime Strategy Update

Following on from the 2017 launch of the Hate Crime Strategy, Warwickshire Police have developed a new dedicated approach to the investigation of Hate Crime. The Strategy clearly sets out roles and responsibilities for all staff involved in investigating Hate Crimes, which now includes dedicated officers to deal specifically with Hate Crime incidents. These officers are attached to the

**Warwickshire Police Harm Hub Investigation Team (HHIT).**

The Warwickshire Police external website allows members of the public access to the Hate Crime Strategy, enabling them to:

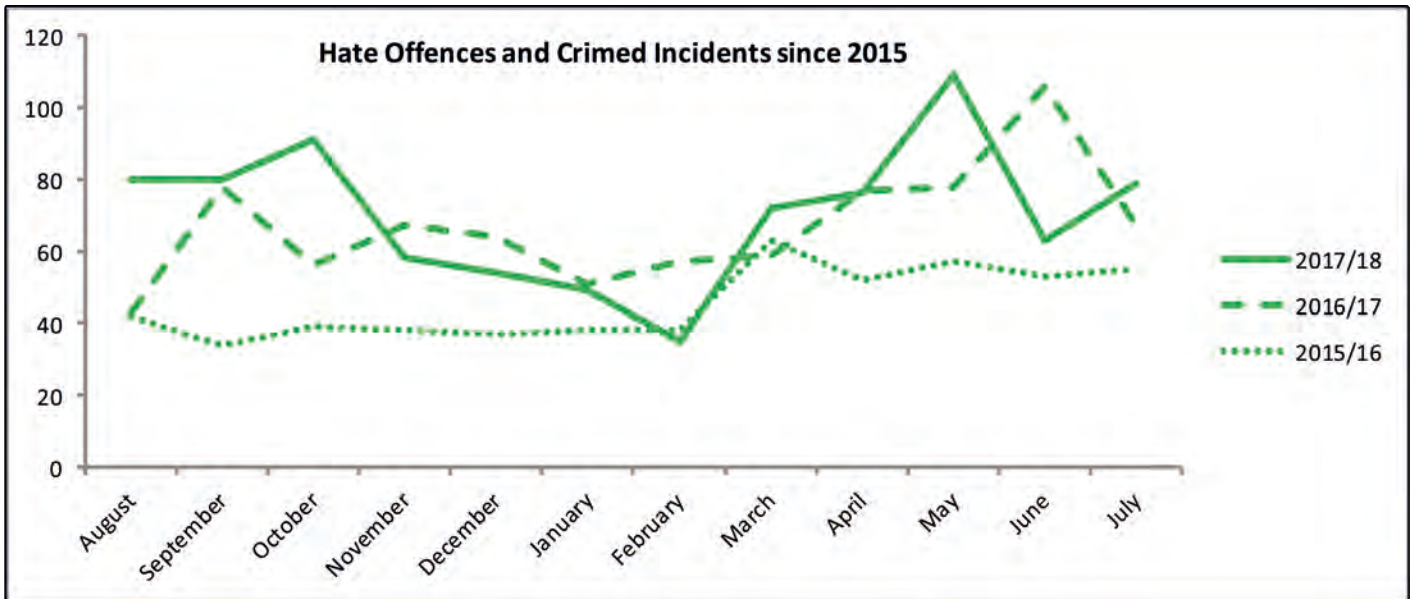
- gain information on how to report matters
- be directed to the police or other reporting methods including on-line reporting to True Vision and Tell Mama
- Get access to a variety of information about hate crime

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

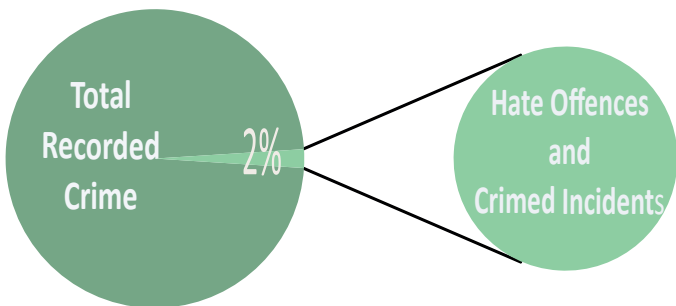
### Hate Crime Trends

The chart below provides the monthly volume of hate offences and crimed incidents between August 2017 and July 2018, with a monthly comparison to the previous year. As the graph shows, levels of hate offences and crimed incidents throughout the last 12 months have fluctuated greatly between lows of 35 in February 2018 and highs of 112 in May 2018. Levels have steadily increased during

the spring months after a gradual decrease in autumn and winter 2017. It is proposed that this downward trend was mainly due to the changes to the crime reporting system in October 2017.<sup>1</sup> The increase since March 2018 to more typical levels of hate crime may indicate that crime reporting issues have now been resolved or that there has been a drive to report this type of crime.



Source: ATHENA, iBase8 Recording System Warwickshire Police.



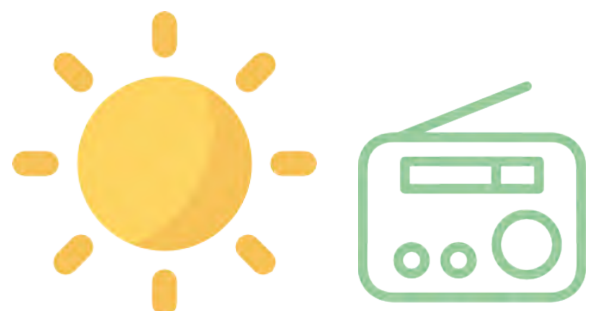
During the twelve month period August 2017 to July 2018, there were a total of 41,177 recorded offences across all crime types. Of these, 849 were hate offences and crime incidents.

**6% increase from 2016/17**

The majority of this increase can be attributed to peaks in May 2018 and October 2017,<sup>1</sup> and higher levels in August compared to the previous period.

Levels of hate offences and crimed incidents in May 2018 peaked at 112 and this co-incided with the very warm weather that started at this time. Indeed May this year was the warmest May for more than 100 years. June 2017 also saw high levels of hate crime (106 offences and crimed incidents) and again very warm temperatures (highest for June since 1976) indicating that weather is likely to be a motivating factor for this type of crime.

In addition, April saw a digital media advertising campaign for Hate Crime throughout Warwickshire launched across platforms such as Deezer and Spotify. The campaign encourages people to report hate crime. This is also likely to have increased reports of hate crime in the following months.



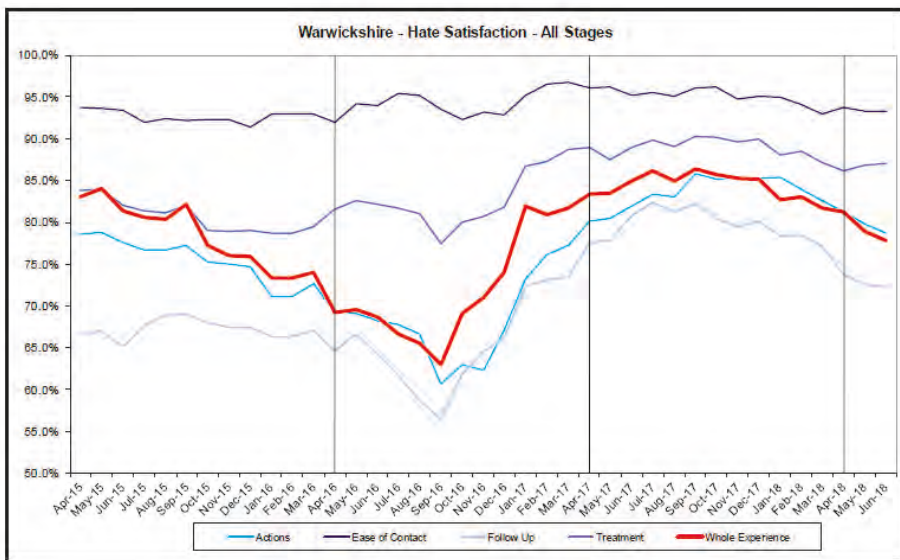
<sup>1</sup> Athena Crime Recording system was introduced in October 2017 and may have led to some reporting differences after that time.



### Hate Crime Victim Satisfaction

Warwickshire Police aspiration for victim satisfaction is for 9 out of 10 victims to be satisfied with the overall service provided. The graph shows how Warwickshire Police measures victim satisfaction for hate crime based on an average of 10 hate crime victims surveyed per month. Due to the relatively low levels of victims surveyed, the data is shown on the chart as a rolling 12 month average to give a longer term trend.

Hate Crime victim satisfaction rates across the force have shown a steady decrease since September 2017 to the lowest levels since 2016 (77.8%). This trend is in line with the overall victim satisfaction for all recorded crime which showed decreasing levels, resulting in 78.8% as at June 2018. In contrast, Ease of Contact and Treatment remain at consistently high levels.

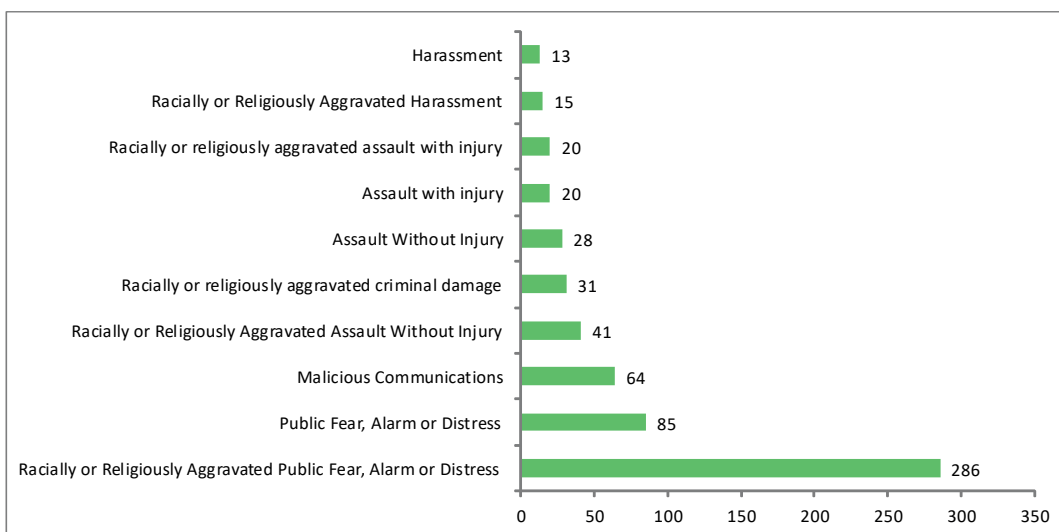


Source: Office of the Police and Crime Commissioner Warwickshire, Quarter 1 Performance Report 2018

Significant activity continues to address the performance in this area, and forms part of the wider review into the approach to victim satisfaction. The Strategic Equality and Diversity Advisor has been tasked to engage with a range of victims to get more detailed feedback on the service received from Warwickshire Police to identify opportunities for improvements, and scrutiny of each areas' response to hate crime continues at the quarterly review meetings.

### Hate Offences<sup>1</sup> and Crimed Incidents

Hate crime is not a crime type itself and therefore can exist across any crime category. During the last 12 months, the majority of hate crimes were within the offence type - 'Racially or Religiously Aggravated Public Fear, Alarm or Distress'. The chart shows the top 10 offence types for hate crime:



Source: ATHENA, iBase8 Recording System Warwickshire Police.

Offences where the offence description was not available have not been included. This includes crimed incidents where the circumstances do not amount to a notifiable crime but, are recorded on the crime recording system for the purposes of building an intelligence picture around the nominals involved. This accounts for 18% of the total offences and crimed incidents during this period.

<sup>1</sup> The analysis within this Police section is based on Hate Crimes obtained from the Athena reporting system and does not include the crimed incidents.

### Event Aggravating Factors

With the introduction of Athena Crime Reporting System in October 2017, the previously used 'Interest Markers' were replaced by 'Event Aggravating Factors'. These are used by the Police in conjunction with other flagging and offence data to aid in the identification of hate crime offences. Multiple 'Event Aggravating Factors' can be used against a single offence, for example one offence may have 'Homophobic' and 'Racist' factors applied.

Event Aggravating factors relate to a number of other factors that are also non-hate related e.g. alcohol related, domestic abuse, etc. Many of these factors have also been applied for the hate offences and crimed incidents within this period and are worthy of note to identify other possible motivators for hate crime. Note: Event Aggravating Factors provide for a more accurate recording due to the availability of more detailed factors e.g. instead of the previously available 'Racist' or 'Religion' all encompassing markers, there are now aggravating factors to specify the Religion by type. Therefore, the percentages shown below will not correlate against last year's report.

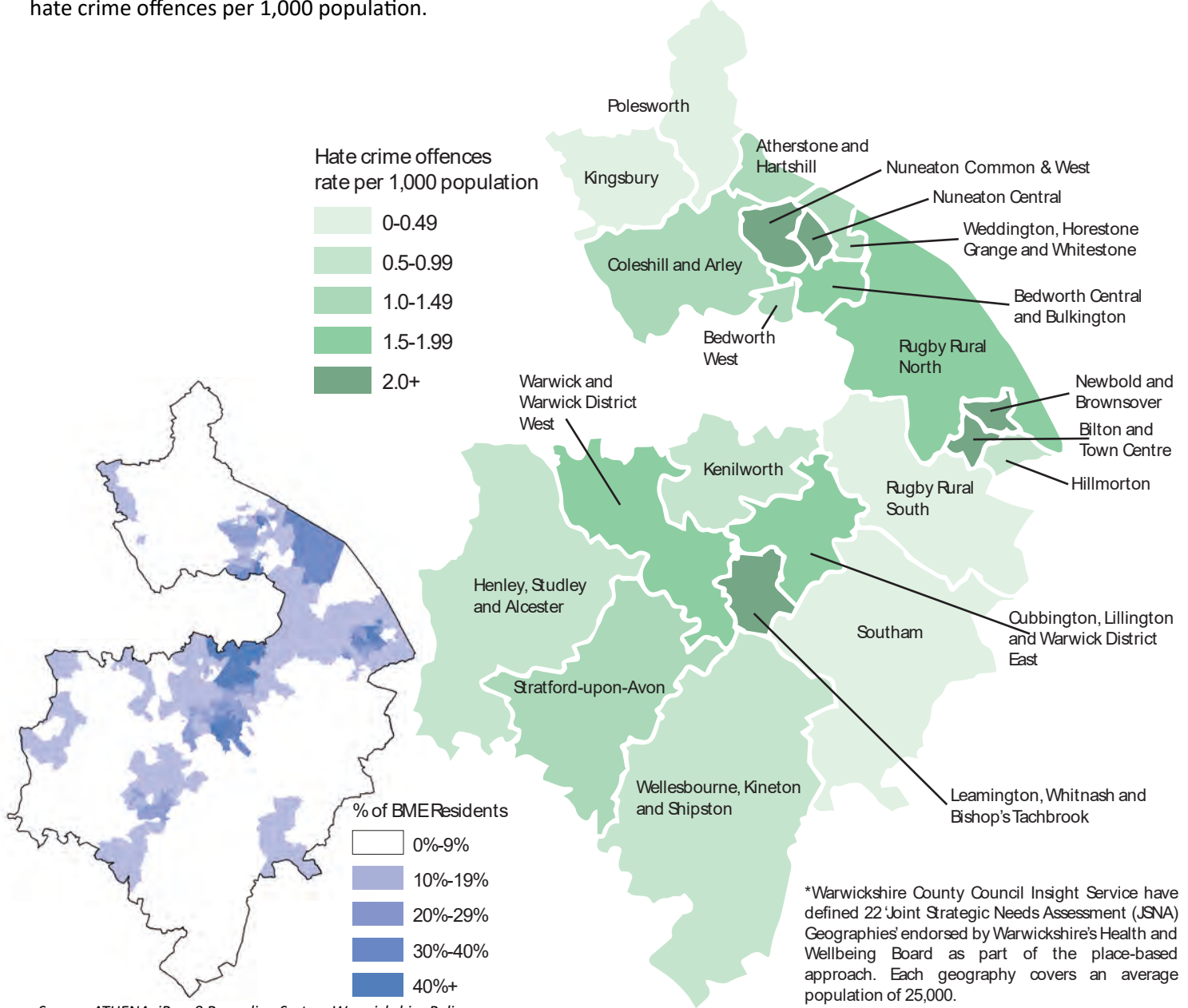
**Event Aggravating Factors for all hate crime in this period show the following top 10 main types applied:**



**Locations of Hate Crime**

The larger map provides the rate of offences by JSNA\* area for the twelve month period August 2017 to July 2018. 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 ethnic minority (BME) residents (2011 Census – no new updates since last year’s report).



Source: ATHENA, iBase8 Recording System Warwickshire Police.

For this 12 month period the number of JSNA areas with the highest rates of hate crime per 1000 population have increased from 3 areas to 5 areas . **Newbold and Brownsover** is the JSNA with the highest rate of hate crimes per 1000 population. Two JSNA areas have seen levels of hate crime per 1000 population double this period compared to the previous period - **Leamington, Whitnash and Bishop's Tachbrook** JSNA area and **Warwick and Warwick District West** . The same areas as last year remain at the lowest levels of hate crime per 1000 population .

**The 2 JSNA areas with the largest increase in hate crime per 1000 population**

- Leamington, Whitnash and Bishop's Tachbrook
- Warwick and Warwick District West

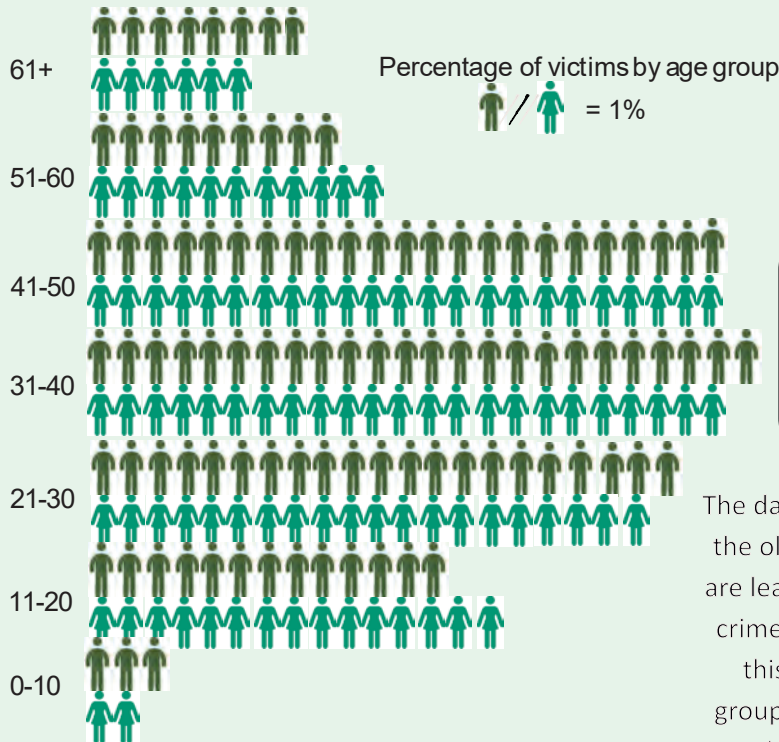
### Warwickshire Victims of Hate Crime

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 they may be areas of under-reporting. Note: Due to changes in the crime reporting system, Nationality data is not available.

#### Age and Gender

In total, 661 victims provided their age and gender details.

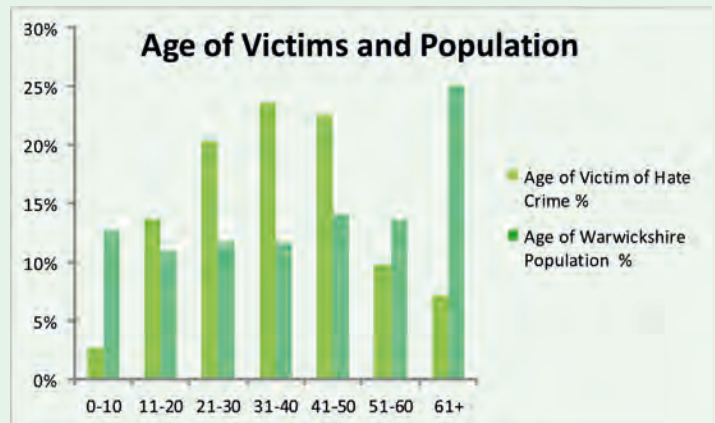


**67%**  
of victims were male

The trend compared to last year indicates that the proportion of male victims is increasing (by 5%).

The data indicates that females and the oldest and youngest residents are least likely to be victims of hate crime in Warwickshire. However, this may be due to these age groups not recognising it or being the least likely to report it.

When comparing hate crime this year to ONS Population data (Mid-2016 estimates), it is evident that victims in the youngest and oldest age groups are under-represented compared to the proportion of this age group within the population of Warwickshire. This difference also continues for the most affected age groups of victims where the proportion of victims aged 31-40 is double the proportion of this age group within the County population. This is likely to be due to the lifestyle of this most affected age group leading to more possible opportunities of being a victim of hate crime and being more able and willing to recognise and report it.



#### Ethnicity

Based on ethnicity details available, victims of hate crime were:

- 47% White – North European
- 28% Asian
- 20% Black
- 4% White - South European
- 1% Chinese, Japanese, or any other South East Asian
- 0% Arab or North African

**51%**  
Of all Victims were White

Due to differences in the type of data available for analysis this year, comparisons to last year's Ethnicity and Population data is not available

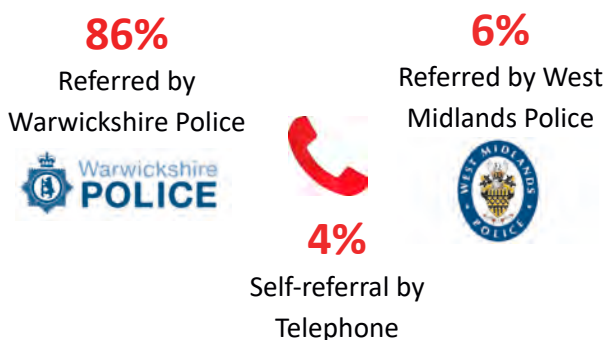
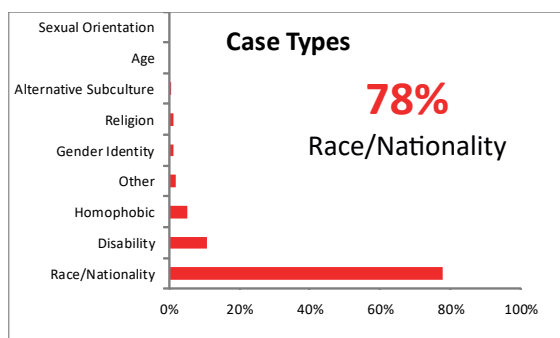
Sources: ATHENA, iBase8 Recording System Warwickshire Police.  
Office for National Statistics mid-year population estimates 2016

# VS VICTIM SUPPORT

Victim Support have staff based in both Nuneaton and Leamington Spa Justice Centres, and 24 hour 365 days of the year access to an on-line chat room service which together with out of hours telephone support makes accessing services anytime of the day or night easy and open to all no matter when they require someone to talk to.

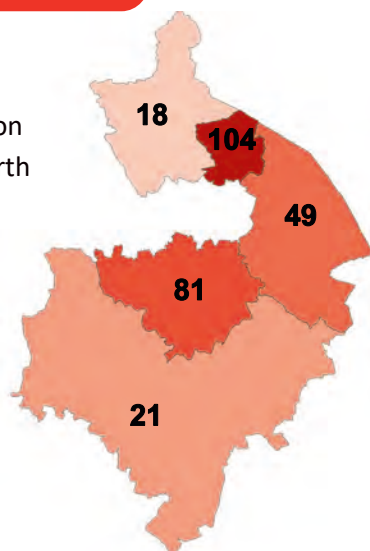
Victim Support data for Warwickshire reveals that between July 2017 and June 2018 there were a total of 279 cases created providing support to hate crime victims. The breakdown for these cases is shown below:

## Hate Crime Cases



## Cases by Location

**37%**  
in Nuneaton  
and Bedworth

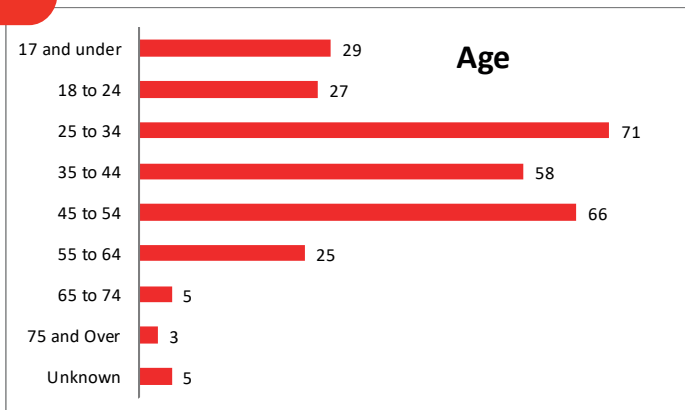
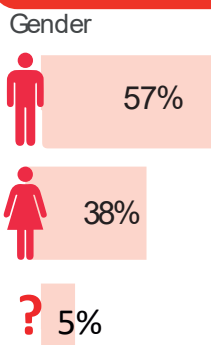


## Comparison to 2016/17:



- Warwick District** +59%
- North Warwickshire Borough** +38%
- Nuneaton and Bedworth Borough** +33%
- Rugby Borough** -20%
- Stratford-on-Avon District** -28%

## Victim Profiles



## Ethnicity (Top Eight)

- 36% Unknown/Not specified
- 21% White - British
- 10% Asian - Indian
- 8% White - Other
- 5% Asian - Pakistani
- 5% Black - African
- 4% Asian - Other
- 3% Black - Caribbean
- 3% Mixed - White/Black Caribbean



## Community

Staff from Victim Support in Warwickshire have been attending events throughout the County raising awareness of Hate Crime and the support available to them, including the **Stratford Equality Rally**. This rally was organised by **Warwickshire Pride** in response to a series of homophobic incidents they experienced whilst running a stand at the market in Stratford Upon Avon. Victim Support staff and volunteers attended to support members of Warwickshire Pride and the LGBT+ community. It is important for the team in Warwickshire to support partnership agencies and to also advocate for the differences that we have in our society.



## Training

Victim Support have been proactive in ensuring all staff and those volunteers who wish to support those affected by hate crime have access to 'In-House' Hate Crime Training to help them understand the impact hate crime has on individuals, families and communities. **We have a dedicated Hate Crime Independent Victim Advocate (IVA) who is based in Warwickshire.** She leads on ensuring all victims of Hate Crime within Warwickshire get the help and support they need, regardless of whether they wish to report to the Police.



## Victim Support in Schools

Over the past 12 months Victim Support in Warwickshire have continued to recognise the importance of preventative work and awareness raising alongside their core service providing one-to-one emotional and practical support to people affected by hate crime.

This year, Victim Support have developed primary school group work sessions around Hate Crime.



These interactive sessions have been delivered to groups of up to 35 young people, exploring what hate crime is, the impact it can have, and the support available to those affected by it. As part of this, the young people have also been able to hear and discuss anonymised case studies of young people in Warwickshire who have been affected by Hate Crime, finding out about the support they have received.



### An example:

During the month of June, Victim Support spent a day at Thomas Jolyffe Primary School in Stratford-Upon-Avon. This was during the school's "I am unique week", celebrating diversity in the school's community, teaching their children to be proud of their uniqueness and to respect other people's differences. Victim Support opened this week with their whole school Hate Crime initiative, and everyone in the school left their thumbprint on a canvas to demonstrate a commitment to treating each other kindly, despite any differences they might have. Workshops were also delivered during this day to individual classes, giving them a more in-depth understanding of hate crime.

## National Citizen Service - The Challenge

Victim Support have also continued to work with NCS The Challenge, and this summer were a partner on 3 of their programmes. Within this, they delivered 4-hour awareness sessions on hate crime with young people, including the Sophie Lancaster Foundation's educational game. This is a game which allows young people to openly discuss their current prejudices against people and have them appropriately challenged.

Following the awareness sessions, young people on the programme went out into the local community and spoke to members of the public about hate crime and the support available to those affected by it, helping Victim Support spread the message further.





## 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

Jonathon\* was referred to Victim Support by his school after experiencing homophobic bullying from other young people both in and out of school. These bullies would target him and make remarks, calling him gay.

When we called to offer support his mum spoke about how much of an impact this was having on his emotional wellbeing. She explained Jonathon would self-harm and also speak about wanting to end his own life.

When support started, Jonathon spoke about feeling fed up of the ongoing bullying and he felt unable to go out as much as he would before this was happening. Jonathan also struggled with his emotions, especially his anger.

### Support Received

Support was provided to Jonathon over a number of months by one of Victim Support's CYP Independent Victim Advocates around the impact of the ongoing homophobic bullying.

This involved exploring his emotions and helping Jonathon develop coping strategies for them, especially his anger.

The bullying had also left Jonathon feeling unable to name anything positive about himself, so support was also provided around building his confidence and self-esteem.

### Outcomes

Support has now come to an end as Jonathon feels more positive about himself and feels more able to cope with his emotions.

His school have also been very pro-active and are continuing to work very hard at ensuring this bullying does not continue to take place when in school.

The school have also had Victim Support deliver their hate crime initiative to ensure all students are aware of what hate crime is, the impact it can have, and also where they can access support. The canvas with all student's fingerprint pledges is now displayed in school as a visual reminder that hate crime is not acceptable.



# 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”.***

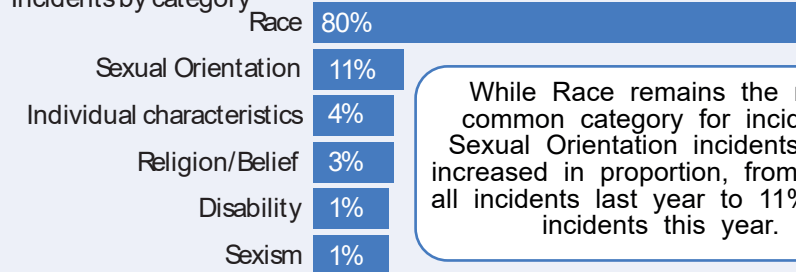
## Incidents

There were 94 prejudice related incidents reported to the Equality Team between August 2017 and July 2018. These reports originated from 31 different schools across the County.

**4**  
Schools reported 6 or more incidents in the 12 month period, with 1 school reporting **25** incidents

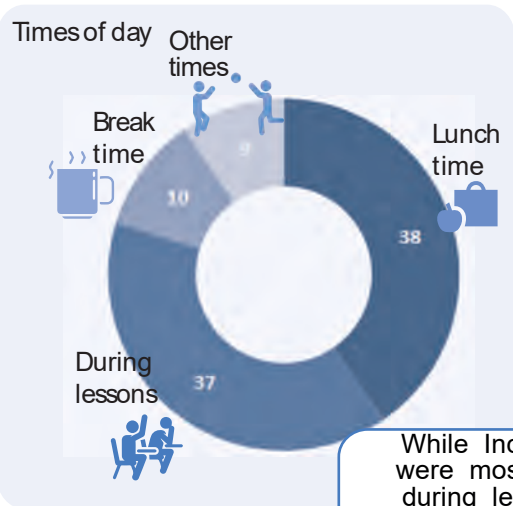


### Incidents by category



While Race remains the most common category for incidents, Sexual Orientation incidents have increased in proportion, from 3% of all incidents last year to 11% of all incidents this year.

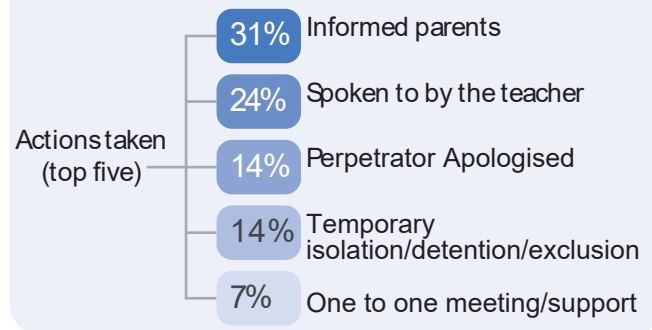
**97%**  
of victims and 98% of perpetrators had a 'good' or 'satisfactory' outcome  
\*Increase in satisfaction levels compared to 2016/17\*



**9%**  
of incidents resulted in exclusion from school

While Incidents last year were most likely to occur during lessons, this year during lunch time and lessons have been equally prevalent times of the day.

### Action taken by the School

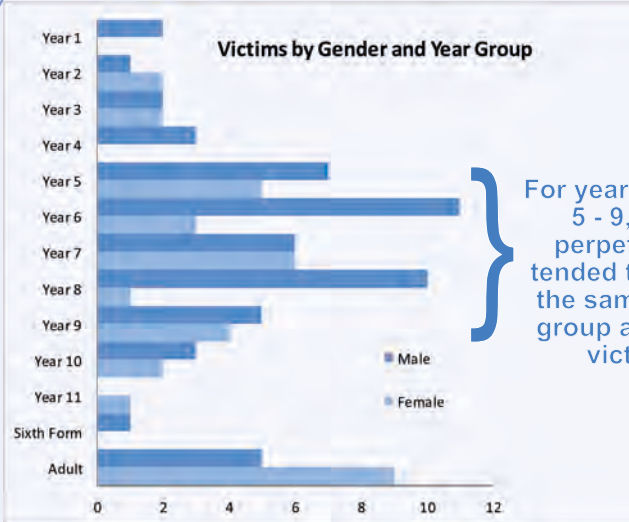


**17**  
incidents were listed as being a repeat for either the victim or the perpetrator

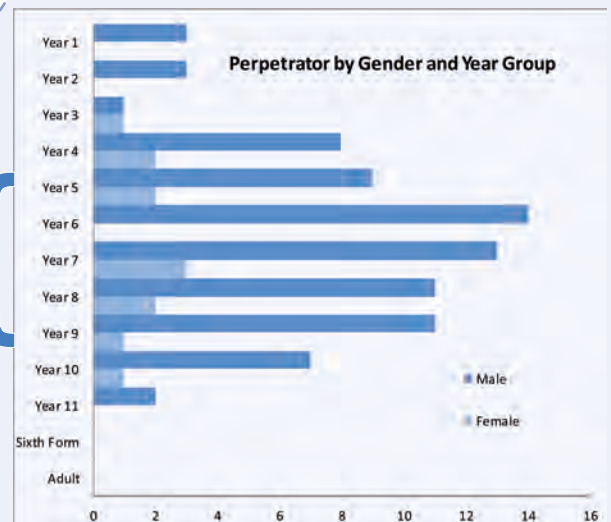
**Victim and Perpetrator Data\***

The data below refers to 94 prejudice related incidents reported to the Equality Team during the reporting period (July 2017-August 2018).

**Victim**



**Perpetrator**



For year groups 5 - 9, the perpetrator tended to be in the same year group as their victim

The highest concentration of **perpetrators** were in **years 4 to 9**, compared to **years 5 to 8** for **victims**. Low numbers of victims and perpetrators in years 3 and below indicates that these year groups may not recognise prejudice. A low number of victims in the oldest year groups suggests a lack of willingness to report this type of incident.

**62%**  
of Victims were male



12 Victims had a disability or Special Educational Need

**87%**  
of Perpetrators were male



21 Perpetrators had a disability or Special Educational Need

**Ethnicity of Victim**



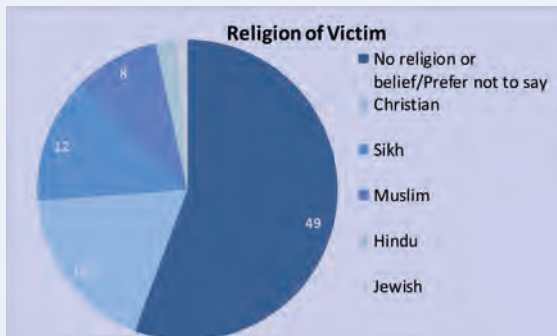
- Indian (22%)
- White British (21%)
- White & Black Caribbean (8%)
- White & Asian (7%)
- African (7%)

**Ethnicity of Perpetrator**

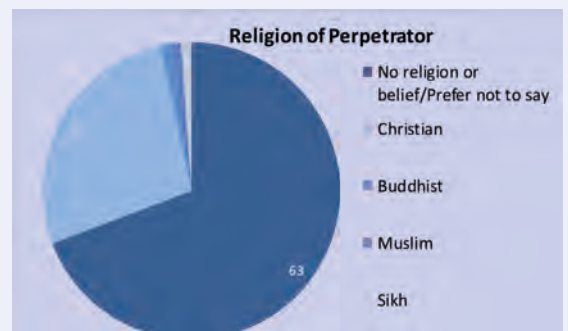


- White British (86%)
- Did not wish to disclose (4%)
- White and black African (3%)
- Other White (2%)
- White Irish (2%)

**Religion of Victim**



**Religion of Perpetrator**



**WARWICKSHIRE  
HATE  
CRIME  
PARTNERSHIP**

**Don't be afraid, speak up - silence hides hate**

**REPORT HATE NOW**

**Warwickshire Hate Crime Website**

The Warwickshire Hate Crime Partnership launched its hate crime website in October 2017. It provides an excellent reference for both frontline staff and members of the community to access basic information that outlines hate crime, lists of suitable agencies where victims and witnesses can seek support and provides hundreds of useful resources from posters, leaflets, news articles and case studies/stories all in relation to hate crime.

The information below is based on website usage between October 2017 and June 2018.

**Website Usage**

**304** Average number of users a month accessing the website



**537** Highest number of users in a month during May 2018



Likely to be as a result of a digital media campaign during April encouraging reporting of hate crime in Warwickshire

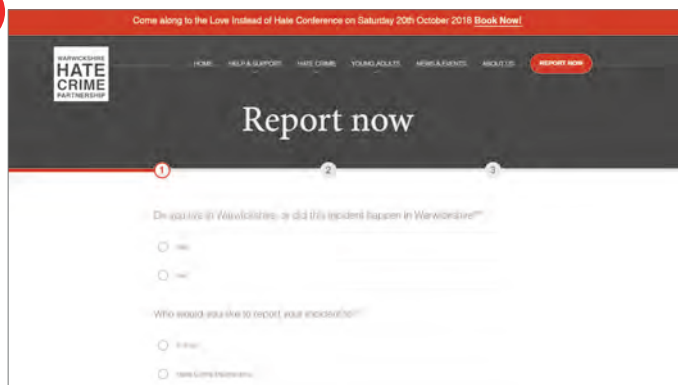
**3.26** Minutes



Average time spent on the website in a session

**Website Reporting<sup>1</sup>**

**3** Average number of reports made to the Hate Crime Partnership each month via the website<sup>2</sup>



**6** Average number of reports to the police each month via the website



**Website Top Content**

The images below show the most viewed pages on the Warwickshire Hate Crime Website.



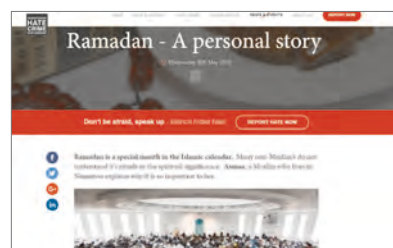
Most views for October 2017



Most views for December 2017 to March 2018



Most views for May 2018



Most views for June 2018

<sup>1</sup> Number of reports made is determined by the number of times users reached the 'Thank you for reporting a hate crime' page.

<sup>2</sup> This excludes the exception of 100 reports made in March 2018 relating to homophobic incidents experienced by Warwickshire Pride at Stratford Market on 1 occasion.



Summary of all incidents dealt with by EQuIP through reportthatenow.com

87%  
Of Victims  
were Male



9%  
Of incidents were  
race related



86%  
Of incidents were  
due to Sexual  
Orientation



31- 45 Years

Where victim age was given,  
the majority of victims were  
in this age group

Come along to the Love Instead of Hate Conference on Saturday 20th October 2018 [Book Now!](#)

WARWICKSHIRE  
**HATE  
CRIME**  
PARTNERSHIP

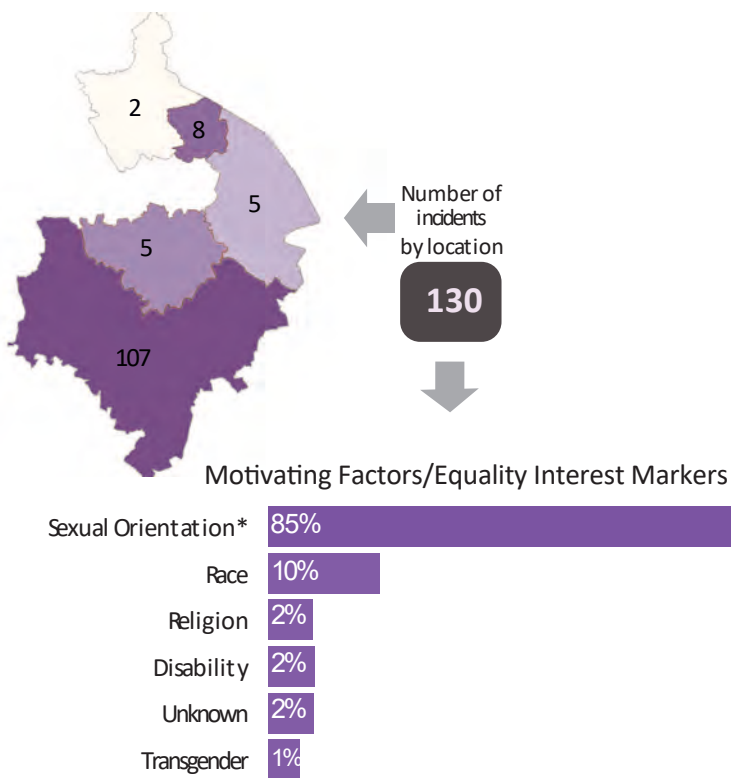
[HOME](#) [HELP & SUPPORT](#) [HATE CRIME](#) [YOUNG ADULTS](#) [NEWS & EVENTS](#) [ABOUT US](#) [REPORT NOW](#)

Never tolerate it.  
**Always report it.**

Don't be afraid, speak up - silence hides hate [REPORT HATE NOW](#)



The Equality & Inclusion Partnership (EQUIP) 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), before transferring to the new charity, Equality and Inclusion Partnership (EQUIP). Between September 2017 and August 2018, EQUIP dealt with 130\* hate incidents in the following locations:



### Hate Crime Training

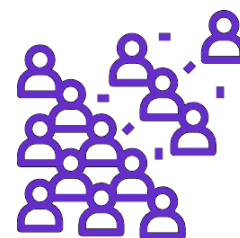
The training sessions were delivered across Warwickshire between November 2017 and March 2018. Daytime and evening sessions were delivered in both public and community venues to widen access



24

Free Hate Crime Awareness Training Sessions delivered to Frontline Workers and Community Representatives across Warwickshire.

248  
Frontline Staff Trained- Disseminated to over 3000 colleagues and partner agencies



The training aimed to define hate crime/incidents, outline the different types of hate crimes, motivating factors behind hate crime, how to report and why it is important to report hate crime. During the training, frontline staff disclosed 267 unreported hate crimes/incidents and EQUIP will be publishing a full report on these findings soon. During the training, the new Warwickshire Hate Crime website was heavily promoted.

### Warwickshire Hate Crime Charter (HCC)

The Warwickshire Hate Crime Charter is the first of its kind in the county. Phase one of the project will take place between April 2018 and March 2019 and it sets out to support the private business sector to address the growing number of hate crimes/incidents taking place in fast food outlets, restaurants and supermarkets across Warwickshire.



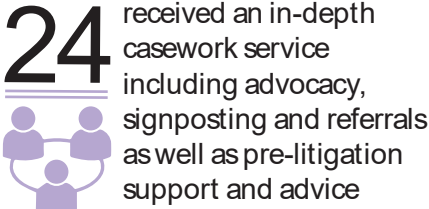
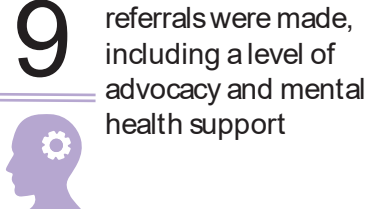
The Hate Crime Charter is based on four core principles which enable local private businesses to access hate crime awareness training, display HCC branding which indicates hate crime is not acceptable within their facilities, enables staff working in the private sector to identify hate crime and essentially address it by reporting any incidents and supporting victims and witnesses. This project aims to support local businesses during the first phase and later be rolled out across other local businesses so further people can benefit.

\*This includes 100 reports made in March 2018 relating to homophobic incidents experienced by Warwickshire Pride at Stratford Market on 1 occasion.

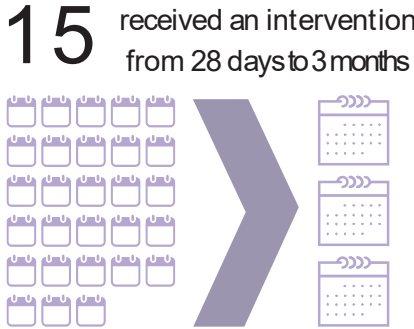
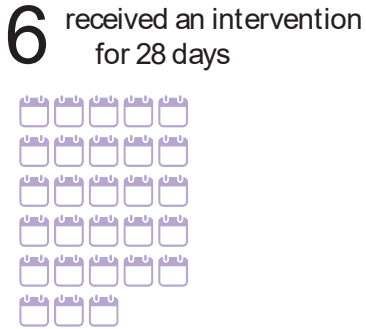
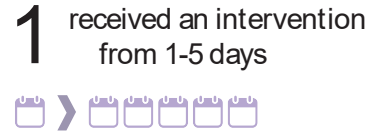


Below is a breakdown of the EQUiP referrals over a one year period.

Type of Support Given

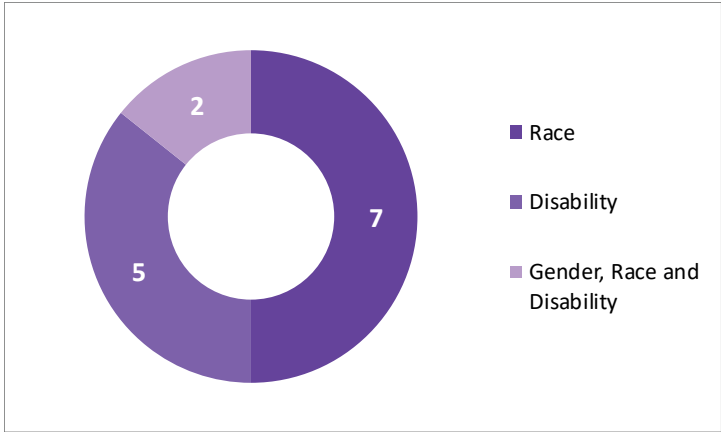


Length of Intervention Needed



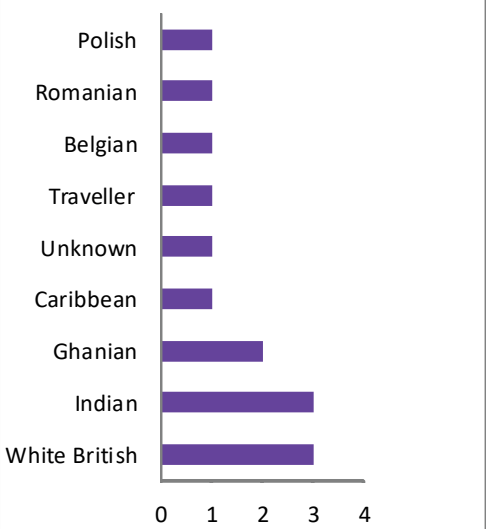
Details of Incidents

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



# Hate Incident Partnership Panels

Hate Incident Partnership Panels (HIPP) help to shape the way our hate crime services and campaigns are run in Warwickshire. They were formed in 2016 and there are two groups – one for the north of the county covering Nuneaton & Bedworth, Rugby and North Warwickshire Boroughs, and one for the south covering Warwick and Stratford-on-Avon Districts.

## Role

The HIPPs meet every 3 months and their role is to:

Discuss local community tensions and national hate crime patterns

Review hate crimes and incidents reported in the last 3 months

Scrutinise hate crimes dealt with by the Police

Plan and provide advice on new campaigns

Put forward ideas and help to set up promotional activities that raise awareness of hate crime in the community

## Membership

The HIPPs are made up of community members as well as representatives from statutory, voluntary and community organisations such as Victim Support, EQuIP and Springfield MIND. Any member of the community is welcome to join their local group. Community members who attend generally have an interest in hate crime, would like to share opinions and offer advice and have a good network within their community and an understanding of their needs.

The HIPPs role and function was reviewed in late 2017. It was agreed that a more diverse range of people was needed to attend the meetings and so an advertising campaign was run on social media and in local press to try to attract new members. The campaign has successfully recruited 8 new members to the groups.



## Developments this year

In 2018, HIPP members have been involved in the following:-

The analysis of local hate crime data. Both HIPP groups identified that there was a pattern of repeat incidents taking place at fast-food outlets, late night restaurants and shops/supermarkets throughout the county. The identification of this issue has led to the development of the Hate Crime Charter project funded by the OPCC and run by EQuIP.



The development of the e-learning training package for hate crime. Members have attended sessions set up by Learning Pool to agree and develop content for the e-learning and subsequently fed back on design iterations.



Reviewing and editing [www.reportthatenow.com](http://www.reportthatenow.com) to ensure that it is fit for purpose and user friendly.



# Hate Crime Action Plan

The Hate Crime action plan leads and co-ordinates partnership activity on Hate Crime. The County Hate Crime Group regularly reviews the plan, obtains progress updates and removes/adds actions as appropriate. 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 through forums such as the Hate Incident Partnership Panels, Community Safety Partnerships, and Anti-Social Behaviour meetings.

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

Action	Work Undertaken
Develop or purchase a new e-learning package on hate crime and roll out across all agencies, targeted community groups and businesses.	<p>Key stakeholders met to agree the outline of the content for the e-learning</p> <p>Package has been pulled together by Learning Pool</p> <p>Draft package currently being reviewed by all for comments</p> <p>Launch in Hate Crime Awareness week in October 2018</p>
Create and deliver hate crime awareness sessions/workshops to professionals and communities.	<p>Funding was obtained from the Police &amp; Crime Commissioner to run free hate crime awareness sessions across Warwickshire</p> <p>24 sessions ran from Nov – March</p> <p>248 staff trained by EQuIP across Warwickshire</p>
Look at ways to support schools and to raise awareness of hate crime; challenge stereotypes and prejudice; encourage acceptance of diverse communities	<p>Schools who have Gypsy and Traveller children attending have been contacted by Victim Support and offered hate crime training for children and staff</p> <p>Publicising resources and website to ensure schools know about the support available within Warwickshire</p> <p>Design and production of some fortune tellers. These are new resources which younger children in Key stage 1 and 2 can use. The fortune tellers have key messages about embracing differences for younger children</p> <p>Safer Internet Day Creative Writing Competition about being kind on-line. Over 200 entries received from 12 schools across Warwickshire. See appendix for some of the winning entries</p> <p>Entries to be used to promote messages about being safe on-line and kind. A short, animated video to be made from one of the stories which can be used on social media and YouTube</p> <p>E-learning to be made available to teachers and staff at schools to raise awareness of hate crime and what can be done</p> <p>More work required to identify schools needs and what support they want in this area</p>
Design and deliver a Hate Crime Communications Campaign that raises awareness of hate crime and challenges attitudes/behaviours that cause it.	<p>Launched <a href="http://www.reporthatenow.com">www.reporthatenow.com</a></p> <p>Digital radio advertising ran in Warwickshire during April</p> <p>Bus and public transport advertising ran in April and May 2018 in all towns across Warwickshire</p> <p>New business cards to promote website being developed to enable public to carry details in wallets as a quick reference</p>

Develop and run activities for Hate Crime Awareness week in 2018

Love Instead of Hate Community Conference booked for 20<sup>th</sup> October in Hate Crime Awareness Week.

The conference objectives are to:

Raise awareness and reinforce messages about hate crime and the importance of reporting

Encourage communities to speak out against hate, and report incidents

Empower and inspire people to be actively involved in combating hate within their own community

Update communities about the work being undertaken in Warwickshire by Partners (You said, We did) and obtain ideas about new areas of work

High profile speakers booked including:-

Dan Biddle

Sylvia Lancaster

Trish Adudu

Caroline Paige

150-200 delegates' places are available

Conference will be an opportunity to showcase work already undertaken and obtain feedback on new initiatives

Explore ways in which we can improve the reporting of hate crime from the gypsy and traveller communities

Attendance at the Kenilworth Horse Fair in July to engage with the community – activities for children organised. Activities promoted difference and the importance of being kind

## Next steps....

Over the next 12 months, the focus for the County Hate Crime Group and Partnership will be:-

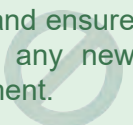
On-going revision of the existing Hate Crime Action Plan which will involve reviewing progress, evaluating the success of initiatives and the identification of new areas of work.



Launch the new e-learning hate crime awareness training package. Deliver a programme of awareness raising to promote the use of the e-learning to key areas / agencies throughout Warwickshire e.g. schools and universities.



Later this year the government will be updating its Hate Crime Action Plan to provide further measures to tackle the five hate crime strands – race, religion, sexual orientation, disability and transgender identities. We will need to review our approach in light of the new plan and ensure our activities align and address any new initiatives within the revised document.



Set-up and monitor a third party reporting centre at the University of Warwick for students experiencing hate crime.



Look at how the Partnership can target hard-to-reach communities and those strands of hate crime which traditionally under-report e.g. disability and gender identity. Assess the feasibility of delivering tailored support and awareness campaigns in these areas.



Promote and launch the new hate crime charter for businesses, retail shops, restaurants/pubs which will promote a zero tolerance approach to hate within/at their organisation and encourage the reporting of all incidents.



County Hate Crime Group and Hate Incident Partnership Panels to analyse and assess the increase in hate crime seen in particular geographical areas of Warwickshire e.g. Warwick. Identify why these differences exist.



On-going promotion of [www.reportthatenow.com](http://www.reportthatenow.com) and the associated hate crime awareness campaign to try to increase reporting and raise awareness in our communities.



## Conclusion

Warwickshire is working hard to tackle hate crime and has taken huge steps forward in 2017/18 to increase awareness and reporting within the county. Initiatives such as the launch of [www.reporthatenow.com](http://www.reporthatenow.com) have started to improve the quality of data and our understanding of hate crime. This report shows the breadth and variety of activities being undertaken by partners and demonstrates their commitment to protect our communities from this insidious crime.

We recognise that offences driven by hostility or hatred directed at personal characteristics (disability, gender identity, nationality race, religion or sexual orientation) have the potential to impact on communities as well as the individual themselves. Hate crime victims are more likely to suffer psychological problems and all partners take the need to support and reassure victims very seriously. Moving forward, more detailed work is needed to target hard-to-reach communities who traditionally under-report incidents. We need to improve confidence in our service within those communities and broaden the support available to meet their individual needs. Joint working and community engagement is crucial to this objective.

Our ultimate goal is to reduce the amount of hostility and prejudice experienced in Warwickshire. It is vital that we keep up the momentum and continue to look at ways in which we can do things better. Whilst we are in a good position there is still much work to be done.

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# 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.

## 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/>

## 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 CSPs 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.

## Tell Mama

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

## Join Hands Against Hate Crime

A Victim Support Schools initiative:

- Getting pupils to recognise each other's 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.
- Providing schools the resources to create visual display boards about the initiative and pledge. This includes a for the young people to put their fingerprint on as an age appropriate way of joining the initiative, and gingerbread figures which the pupils decorate to represent themselves.

# Appendix

## Warwickshire Safer Internet Day Creative Writing Competition

Children from schools across Warwickshire were asked to submit a creative piece – whether it was a poem, a song or a short story piece – of no more than 200 words on the key themes of Safer Internet Day: Respect Online and #BeCyberKind.

Over 200 entries were received from 12 schools across Warwickshire and the winning entries for each age category are shown below:



There was a boy called Joe, who loved the internet so!  
Sister Lou enjoyed it too but had these words to say to you...  
Don't tell anyone your age or name, internet safety is not a game.  
Where you live is private too, only known by your family and you.  
If an email worries you tell mum or dad, they will check if it's good or bad.  
Facebook is good for people to chat, under 14's must not do that!  
No photos please on the net of you, your friends or even your pet!

The internet is here to stay. We like to use it every day.  
Google places far and wide - email friends and family too.  
They will love to hear from you.  
Use for homework, Make pictures you like.  
Don't forget mathematics on a Tuesday night!  
Log off when it's time for bed.  
Why not read a book instead?  
Follow the rules that make it clear - safer internet day is here!

Emma Flear – Age 7 – Kineton Primary School  
6-8 years Category

### Untold Truth

Louder than a crying wolf, my screams had filled the air.  
Just like that poor and tiny wolf, I was caught in a nightmare,  
I wish the clocks could all reverse, to when I sent that text.  
Now, it just seems like a curse; let's see what happens next.  
I never knew it at the time; I thought he was my friend.  
So easy was his little crime, just like it's a new trend.  
He exposed all secrets that I said; at school I'm called a freak.  
I just want to crawl up in my bed, and cry until I'm weak.  
The pain inside me hurts too much; I don't think I can move.  
He broke me there just with his touch, there is nothing here to prove.  
My friends have figured out my pain; I finally see the light.  
This will not ever happen again, because I'll do what's right.  
Do not text the people you don't know; don't start blind friendship there.  
I have learnt from my mistake although, if you don't it won't be fair.  
Learn from the mistake I made, for you I really care.  
Then it'll be a game well-played; no need for desperate prayer.

Amy Sebastian – St Thomas More Catholic School, Nuneaton  
12+ years Category

Danger!  
(Set to the music of Strangers by Sigrid)

When you're being on-line,  
Don't post your private info.  
We don't want the hackers,  
To spam and take your account (oh, no)

When the virus looms,  
Our PC is in threat.  
People can be hostile,  
And bully you at the end.

It's danger!  
They're perfect pretenders!  
We all want to be safe,  
For happy browsing.  
It could always be us, yeah!  
So, just stay safe!

It's danger!  
They're perfect pretenders!  
We all want to be safe  
For happy browsing.  
It could always be us, yeah!  
So just stay safe!!!!

Nataniel Finc –  
Age 10 – St Michael's C of E Academy,  
Bedworth  
9-11 years Category