

**Title:** Community Safety Partnership Hate Crime developments

**Report authorised by:** Gavin Douglas, Acting Assistant Director for Stronger & Safer Communities

**Lead Officer:** Heather Hutchings– Strategic Lead of Community Safety

**Ward(s) affected:** All Wards

**Report for Key/ Non-Key Decision:** Non key-decision

## 1. Describe the issue under consideration

1.1 This briefing note details information about Haringey’s commitment to a ‘zero tolerance’ approach to any form of hate and discrimination as well as highlighting some of the key developments in the work to coordinate a partnership response to tackling hate crime and supporting survivors, witnesses, and perpetrators in Haringey.

### **Hate crime context:**

The below gives some insight into the makeup of our diverse communities in Haringey. The context below illustrates the risk picture in Haringey, and some of the challenges inherent to Hate Crime. Figures extracted from The State of the Borough 2022 report.

- 1.2 Haringey is a highly diverse borough; 38% of residents are from BAME groups, 26% identify as ‘white other’ and 180+ languages are spoken. Haringey is the 4th most deprived borough in London, with deprivation more concentrated in the North East of the borough. Haringey has experienced an increase in reports of all categories of hate crime during 2021/22. Overall, hate crime has increased by 2% with largest increases ranging from +20% for homophobic hate crimes to +14% for Antisemitic hate crimes. The largest volume hate crime category in Haringey is racist and religious hate crime, which experienced a 12% increase during 2021. 2021 levels of racist and religious hate crime reports were above the 5-year average. Haringey residents reported lowest levels of life satisfaction since 2011- 12 and there are higher rates of serious mental illness than in London
- 1.3 Hate Crime definition according to the CPS notes that ‘The law recognises five types of hate crime on the basis of: Race, Religion, Disability, Sexual orientation, Transgender identity. Any crime can be prosecuted as a hate crime if the offender has either: demonstrated hostility based on race, religion, disability, sexual orientation, or transgender identity’.
- 1.4 Haringey proposes to deliver a ‘zero tolerance’ via 5 key approaches. We aim to work with the community and partners to co-produce the Hate Crime Strategy and Action Plan using the suggest approaches and any other themes that may arise during discussion. Our plan to coproduce, including our understanding of how we will engage with residents, communities and partners is currently being developed.

Co-production of key approaches:

Raising awareness  
Support for survivors/witnesses  
Building confidence  
Reporting  
Continuous improvement

## **2. Raising awareness:**

- 2.1. We want to ensure that all departments in the council have a clear understanding of Hate Crime, local data and trends, how to report and what local support is currently available. We have developed Hate Crime Awareness Training for this purpose. This training will be rolled out during National Hate Crime Awareness Week 8-16<sup>th</sup> October 2022 and made available for staff through the year.
- 2.2. It is important that we use national weeks/months of action to promote local Haringey services and the work we are doing to tackle hate crime. Hate Crime Awareness week was a key week of action to raise the profile of this area of work. During this week, the team delivered on a schedule of training and engagement events for both internal staff, and external community partners.
- 2.3. Raising awareness through education for young people and parents is a priority for hate crime delivery. We want to give young people the skills to recognise hate crime and understand the support available to them. We want to build resilience in young people, so they feel equipped to counter hate and report when they see something happening. Hate Crime resources are made available to all education and out of school settings. Resources that celebrate diversity, Individualism and a sense of community are made available to all settings.

## **3. Support for Witnesses, Survivors and Perpetrators**

- 3.1 Haringey Community Safety Hate Crime Lead and Local Area Coordinators in Connected Communities have set up a cross-departmental partnership to support witnesses and survivors of hate crime. The support offered is strength-based and person centred routed in the ethos of 'building relationships is the intervention'. This project named 'Hate Crime Support Service' allows individuals who are impacted by hate to feel listened to in a non-judgemental way.

## **4. Building Confidence**

- 4.1 We want to be better informed on how residents feel about reporting Hate Crime and their perception on how the council and police deal with it.

- 4.2 We want residents to feel more informed on what we are doing to tackle hate crime and support individuals. Working with Communications, we will ensure that hate crime and the key themes are including in forward planning.

## 5. Reporting

- 5.1. Individuals impacted by hate crime should be offered a range of outlets to report, via their community or via a third-party reporting organisation i.e. CST, TellMama, StopHateUK.
- 5.2. The Prevent and Hate Crime teams will work with partners to continuously monitor tensions. By doing so, the local authority seeks to understand local community dynamics and identify potential or actual tensions. The aim is to minimise the potential negative effects of tension, prevent escalation and reduce conflict.

## 6. Continuous improvement

- 6.1. We wish to gain a better understanding of hate crimes that are being reported to the police, to learn experiences, triggers, and circumstances of victims. This better understanding will help us to learn, improve and shape support for the future. In accordance with the Community Safety Plan we will establish a multi-agency panel to scrutinise hate crime cases where there have been negative outcomes at criminal justice levels

## 7. Recommendations

- 7.1. The briefing will then ask the partnership board the following questions in table discussions:
- *Do you agree that the 5 key workstreams do all that we can to promote a zero-tolerance approach to hate and discrimination?*
  - *Are there any gap or further opportunities for partnership working?*
  - *Race, Religion, Disability, Sexuality and Transgender Identity are the 5 protected characteristics identified and supported in Law (Crime & Disorder Act 1998) (Criminal Justice Act 2003). Do we want to expand our offer of support to survivors of gender-based hate crimes?*
  - *What is your role in this and how can you help contribute to the 5 key approaches?*
- 7.2 It is recommended that the board supports the monitoring of community tensions; the approach will work best if all members and frontline professionals feedback tensions as they arise, so we are able to mitigate long-term impacts.
- 7.3 It is recommended that the board supports the work of the Hate Crime Support project and proactively encourages staff to make referrals.

## 8. Contribution to strategic outcomes

- 8.1 This work contributes to the Contest Strategy (The United Kingdom's Strategy for Countering Terrorism) and the Haringey Community Safety Strategy.
- 8.2 Officers and partners work strategically across related work areas and boards.

**9. Use of Appendices**  
n/a