

# Zero tolerance to hate and discrimination

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**Hate Crime definition according to the CPS** '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 **actual or perceived** race, religion, disability, sexual orientation, or transgender identity' or been motivated by hostility based on **actual or perceived** race, religion, disability, sexual orientation or transgender identity.

Haringey proposes to deliver a 'zero tolerance' to hate via 5 key approaches.

### key approaches:

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

We aim to work with the community and partners to co produce the Hate Crime Strategy and Action Plan using the suggested 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



# Key approaches:

## 1. Raising awareness:

- Training
- Community engagement
- Weeks/Months of Action i.e. Hate Crime Awareness Week
- Education

## 2. Support for Witnesses, Survivors and Perpetrators:

- 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.

## 3. Building Confidence:

- More informed on how residents feel about reporting Hate Crime and their perception on how the council and police deal with it.
- Residents to feel more informed on what we are doing to tackle hate crime and support individuals



## 4. Reporting:

- 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.
- 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.

## 5. Continuous improvement:

- 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 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



## Ask for the CSP:

### Discussion:

- *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?*

