Appendix 2

Hate Crime Strategy Development Plan 2023-2027

Pre-Engagement Outcomes

1.   Introduction

Haringey is one of the most diverse boroughs in the UK - 38% of residents are from BAME groups, 26% identify as 'white other' and 180+ languages are spoken. It's a place where we celebrate difference and welcome everyone, from all different backgrounds and identities. It's also a place where no form of hate or racism will be tolerated or left unchallenged.

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.

In light of the increase of hate crime, the development of an inaugural Hate Crime strategy reflects the Council's commitment to creating an environment where hate crime is not tolerated but challenged, reported, and dealt with appropriately.

The ambitions of the strategy will set out the local picture and outline the key principles under which we will work in partnership, and with local communities, to raise awareness, encourage the reporting of incidents, support victims and increase our understanding of hate crime in Haringey.

The strategy is supported by the CSP, the Haringey Hate Crime Delivery group and MPS data sets which have identified trends, patterns, and drivers relating to hate crime. Alongside quantitative data, through discussion with victims and witnesses of hate crime as well as national research we understand that victims would like us to be better at recognising a hate crime, would like better information on what support is available to them and ultimately, feel like they are being listened to and taken seriously. The strategy will seek to bring partners together to address the above issues.

The strategy will be informed by extensive consultation and engagement with partners across the system, with community groups, and with Haringey residents and businesses.

The outcomes that the Community Safety Partnership seeks to achieve through the strategy will reflect both the data and what we have heard through our engagement activity.

The strategy will be inclusive of all 5 protected characteristics covered by Hate Crime law. This includes:

- Religion
- Race
- Disability
- Sexuality
- Transgender identity

2.   Strategy Development Process:

In order to allow for pre-consultation engagement, evaluation of responses and authoring and sign off of the strategy, development has been broken down into four distinct phases. These are outlined below and the activities that will support each of the phases are detailed within the attached GANTT chart.

➤ **Phase 1 – Pre-Engagement Nov- Dec 2023: (Community Safety and Hate Crime Strategy development.**

   In order to ensure we hear from as many of residents and stakeholders as possible and in line with the Haringey Deal, we will be undertaking a short period of pre-engagement which will take place over a two-week period during December 2022.

   The Hate Crime Strategy is also being developed alongside the Community Safety Strategy. In order to expedite the process, we will be jointly holding pre-consultation engagement activities for both strategies.

   With agreement and sign off, the proposal is for activities and processes linked to the Hate Crime strategy to also run in parallel with the proposed activities and processes linked to the Community Safety development as listed on the Gantt chart (phase 2/3/4)

➤ **Phase 2- Evaluation Pre-Consultation Responses/Preparation Cabinet Report- Jan- Feb 2023**

   Evaluate responses to Pre-Engagement utilising information to support cabinet report preparation:

   Prepare Cabinet Report- 8th Feb 2023 Cabinet requesting formal permission to consult for 12-week period.

➤ **Phase 3 Feb-June 2023**

   Subject to Cabinet approval on 8th February to hold a 12-week consultation period up to week ending 5th May 2023.

   This will be by way of a series of formal consultations sessions, workshops, and focus groups, with the community, e.g., community groups, faith groups, as well as utilising digital and other communication platforms surveys etc.

   Review/evaluate the feedback we have received from our residents and stakeholders in Phase 1 and Phase 2, and prepare the draft Strategy and Action Plan-

   Engage with Stakeholders/CSP Board re draft strategy regarding any feedback additional commentary before final version completed.

➤ **Phase 4 June-August 2023**

   Cabinet sign off seeking agreement to ratify at full council.
   Full Council Ratification/CSP sign off.
   Community Safety Strategy Publication.

3.   Pre-Consultation Engagement Process:

The below table indicates and details the stakeholder groups and community engagement that was carried out for a two-week period during the first three weeks of December 2022. This Engagement was in line with the Haringey Deal and aimed to capture residents' views and experiences before any formal consultation period. This ensured that strategy development reflected the real experiences of our communities.

As well as the activities contained in the engagement plan, we will also be utilising some of the early evaluation from the Wood Green Voices consultation and the Week of Action which took place in Wood Green from 5th December 2022.

Engagement methodology consisted of, F2F engagement, online engagement, surveying and holding conversations with a variety of residents and community groups.

Who	How	When
Bridge Renewal Trust	Microsoft Form to be cascaded to community groups	1st Dec-18th Dec
Community Groups and business	Microsoft Form to be sent to a known community interest groups and businesses	1st Dec-18th Dec
Faith Groups	Microsoft Form to be cascaded to faith groups and attendance at the Multi Faith Forum to encourage members to fill in the form.	1stDec- 18th Dec
Youth Groups-Settings	Microsoft Form to be sent to Youth settings e.g., Bruce Grove, Project Future	1st Dec-18th Dec
Targeted direct engagement with members of the public	- Working with Haringey Community Gold, Connected Communities, Community Safety and Prevent teams etc to engage directly with members of the public over a series of days in key locations such as Tottenham High Road, Tottenham Hale, Wood Green High Road, Muswell Hill, Crouch end etc - This will also incorporate the Week of Action due to take place in Wood Green High Road WB 5th Dec.	5th Dec- 9th Dec 12th Dec- 16th Dec
OWL app	Microsoft Form advertised on OWL resident Neighbourhood Watch app.	1-18th December

4.   Pre-Consultation Engagement Questions

In consultation with colleagues from the Policy directorate, the following set of questions in relation to Hate Crime were developed:

Hate crime, as defined by the police is:

Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender.

1. **Given the definition of Hate Crime above, have you ever been affected by hate crime? (Please circle)**

   YES / NO / UNSURE (if NO please go to Q3)

2. **If yes to the above, what type of hate crime did you experience? (Please circle as appropriate)**

   RACISM / HOMOPHOBIC/ TRANSPHOBIC / DISABILITY/ RELIGION/
   ISLAMOPHOBIA/ANTISEMITISM/OTHER (please state) _____

   2.1 **Thinking about your experience of hate crime, did you ever report it? YES/NO**
   2.2 **If not, why not? _____**
   2.3 **If yes, who did you report it to? POLICE/COUNCIL/COMMUNITY ORG/OTHER**
   2.4 **What were your thoughts on how you were supported? (Please use box below to elaborate)**

3. **There are a range of approaches for tackling hate crime, which do you think we should focus on? (Please choose your top 5)**

- Raise awareness via training and education to front line organisations and schools across the borough to ensure staff and young people can identify and respond to Hate Crime appropriately.
- Providing holistic support to victims and witnesses of hate crime.
- Signposting victims and witnesses to community organisations who can provide specialist support.
- Promotion of third-party reporting mechanisms to ensure communities can report hate crime in places other than a police station.
- Consulting with residents and community groups to build our understanding of hate crime to help tackle the problem.
- Celebration of diversity and inclusion by supporting and promoting community events and cohesion.
- Take a multi-agency approach working alongside the police, CCTV and Anti-social Behaviour team to tackle hate crime via problem solving, gathering evidence, and scrutinising cases were necessary.
- Work with the police to collect data to analyse hate crime patterns, hotspots, perpetrators, and victim vulnerability to take action to prevent hate crime where possible.

4. **Do you have any other comments or thoughts around tackling hate crime in your neighbourhood or the borough that you would like to mention? (Please use the box below to elaborate)**

5. Findings from Hate Crime engagement survey

Over the two-week period, the team collated 104 respondents from the survey. Part A of the survey asked questions that related to Community Safety and part B comprised of questions related to hate crime. For the purpose of this report, part B will be discussed in isolation.
Part B contained a maximum of 8 questions for respondents to answer, some questions were dependent on a positive response to the preceding question.
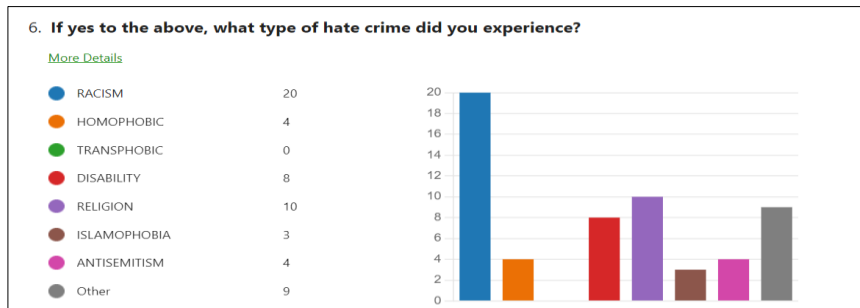
Summary of responses are as follows:

Q1 Part B presented respondents with the MPS definition of hate crime. Respondents were then asked if they had been affected by hate crime. From the 104 responses given, 39.4% (41) answered 'YES' and 50% (52) answered 'NO', while 10.5% (11) answered 'UNSURE'.

Given our understanding that hate crime is commonly underreported to the police and with the current rolling annual figure of 837 crimes reported, we can infer that the proportion of respondents to the survey who have been affected by hate crime is high.

Q2 Part B asked the 41 respondents who answered 'YES' to Q1 what type of hate crime they experienced. Respondents were able to choose more than one type of hate crime to represent the intersectional landscape of hate crime experiences. Most respondents (48.7%) responded 'RACISM' while (24%) responded 'RELIGION'. 10 respondents picked the 'OTHER' category when responding to the question, common answers to this included 'sexism' 'misogyny' and 'gender'.

Q3 Part B asked those respondents who ticked yes for hate crime if they have ever reported it. 43.9% of people answered 'YES' while 56% of people answered 'NO'.
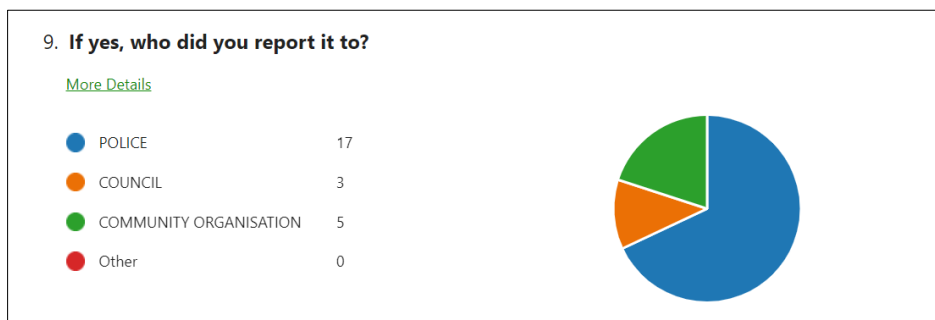
Although this reflects the wider reporting landscape of less likely to report, respondents to this survey reflected a higher reporting rate.

Q4 Part B asked respondents who ticked No, why they did not choose to report. 23 people responded to this question. Key themes drawn out included:

- *Lack of trust and faith in the police*
- *Nothing will get done.*
- *Not worth the time or effort*
- *I was a child at the time.*
- *It was considered normal back then.*

Q5 Part B asked respondents if they did report, who did they report it to. Respondents were able to choose more than one answer. The majority (68%) of respondents ticked 'POLICE' while 20% of responded with 'COMMUNITY ORGANISATION' and 12% reported it to the 'COUNCIL'.

9. **If yes, who did you report it to?**

More Details

● POLICE	17	
● COUNCIL	3	
● COMMUNITY ORGANISATION	5	
● Other	0	

Q6 Part B asked respondents on what their thoughts were on how they were supported. 18 people responded to this question. From the 18 responses, 10 elicited negative comments and 8 were positive. Key themes drawn out include:

- *Not supported*
- *Poor*
- *Well at the time*
- *Sympathetic*
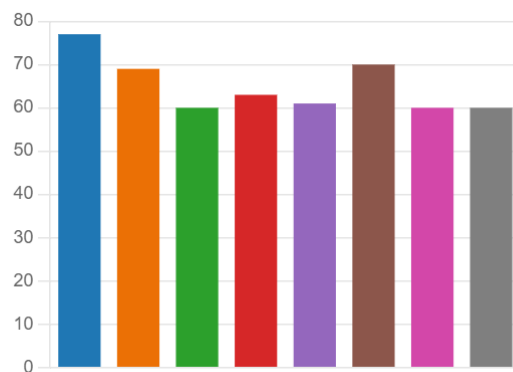- *Fine/quite good/well supported.*

Q7 Part B presented respondents with a range of approaches for tackling hate crime and asked respondents to choose their top 5. Respondents' choices for this question were fairly equal, however the top five were as follows:

1. Raising awareness
2. Take a multi-agency approach working alongside the police, CCTV and Anti-social Behaviour team to tackle hate crime via problem solving and scrutinize cases where possible.
3. Providing support to victims
4. Promotion of reporting, including third party reporting
5. Consulting with residents and community groups to build our understanding of hate crime.

11. **There are a range of approaches for tackling hate crime, which do you think we should focus on? (Please choose your top 5)**

More Details

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- 🟣 Consulting with residents and c... 61
- 🟤 Take a multi-agency approach w... 70
- 🟣 Work with the police to collect ... 60
- ⚪ Celebration of diversity and incl... 60

Q8 Part B asked respondents for any extra comments around tackling hate crime in their neighbourhood 104 people responded to this question. From the 104 responses, 54 respondents written 'no' or 'NA' and 5 respondents didn't feel hate crime is an issue in Haringey.

Key themes included:

- *Better training police/staff and schools*
- *Speaking to affected communities/awareness raising in public spaces*
- *All ideas are worth investing in*
- *More community centres*
- *Police on the street*
- *More kindness and acceptance/diversity is important.*