

**Report for:** Cabinet 12 March 2024

**Title:** To seek Cabinet approval for the Hate Crime Strategy and for the Community Safety Strategy to be presented to Full Council for ratification in March 2024.

**Report**

**authorised by:** Barry Francis, Director of Environment & Neighbourhood

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**Ward(s) affected:** ALL

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

**1. Describe the issue under consideration.**

- 1.1. On the 7<sup>th</sup> February 2023 Cabinet gave approval to consult and engage with the public on the development of the Community Safety strategy and Hate Crime strategy.
- 1.2. The purpose of this report is to present the outcome of the consultation and request Cabinet to approve the Hate Crime Strategy and to request approval to present the Community Safety Strategy to Full Council on 14<sup>th</sup> March 2024.

**2. Cabinet Member Introduction**

- 2.1 I am delighted to commend to Cabinet, for approval, the Hate Crime Strategy and to present the Community Safety Strategy to Full Council. The objective of the Haringey Deal is to collaborate with our partners and communities in creating co-produced solutions to safe and secure environments where residents can lead fulfilling lives, free from the fear or experience of crime. Haringey Council is wholeheartedly committed to working alongside our police partners, public sector partners, voluntary and community organisations, and neighbouring boroughs to ensure the safety of all residents, businesses, and visitors within our diverse and vibrant borough.

- 2.2** In light of the geopolitical events that have directly affected and caused distress within our local communities, it has never been more important to recommit to the values of decency, respect, love and peace.
- 2.3** We are proud to share the resounding success of our consultation efforts with our vibrant communities, which yielded an impressive and heartening response of over 1000 contributions. This extensive engagement reflects the deep commitment of our residents and partners to shaping the future of Haringey.
- 2.4** We eagerly anticipate the opportunity to bring these co-produced strategies to life, knowing that the collective wisdom and perspectives of our community will play a pivotal role in making them effective and inclusive. Together, we are embarking on a journey to ensure that these strategies truly resonate with the needs and aspirations of our diverse and dynamic borough, fostering a safer and more inclusive Haringey for all.

### **3. Recommendations**

#### **That Cabinet:**

- A) Take note of the contents of the evaluation report which provides an overview of the responses and the headline findings from the Community Safety and Hate Crime Strategy engagement consultations.
- B) Recommend that Full Council approve the Community Safety Strategy as part of the Council's Policy Framework.
- C) Approve the London Borough of Haringey's Hate Crime Strategy (2024-2027).
- D) Delegate authority to the Assistant Director of Safer Stronger Communities, after consultation with the Cabinet Member for Community Safety and Cohesion to make any minor amendments to the documents and to agree and publish an annual action plan.
- E) Notes that the Assistant Director of Safer Stronger Communities will bring a report to Cabinet to make any necessary amendments to the Hate Crime Strategy in the event that Full Council approves the Community Safety Strategy in a form that is incompatible with the Hate Crime Strategy as currently drafted.
- F) Note that the Climate Community Safety and Culture scrutiny Panel have no changes to the Community safety strategy and recommend Cabinet note their comments set out below at paragraph 13 in accordance with Part four Section E paragraph 2.2 of the Council's Constitution.

### **4. Reasons for decision**

- 4.1** The Crime and Disorder Act 1998, requires that the Council establish a

Community Safety Strategy. As a collaborative document outlined in the Constitution and integrated into the Council's Policy Framework, the Crime and Disorder Reduction (community safety) Strategy, hereafter referred to as the "Community Safety Strategy," is reserved for ultimate approval by the full Council, subject to a recommendation made by the Cabinet.

- 4.2 The co-creation of a Hate Crime Strategy for Haringey aligns seamlessly with the Council's unwavering commitment to a zero-tolerance stance against any manifestation of hate and discrimination. Additionally, the issue of hate crime has been incorporated as a prominent theme within Haringey's Corporate Delivery Plan for 2023-2024.
- 4.3 The Community Safety Strategy will serve as the overarching framework encompassing key priorities in community safety, harmonised with vital council strategies and action plans including the Corporate Delivery Plan for 2023-2024, the Young People at Risk strategy for 2019-2029, and the proposed Hate Crime Strategy for 2024-2027.
- 4.4 Both the Hate Crime Strategy and the Community Safety Strategy are scheduled for publication in 2024.

## **5. Alternative options considered.**

- 5.1 Not developing a Community Safety Strategy is not an option, as it is a legal requirement as highlighted in 4.1.
- 5.2 With regard to the development of the Hate Crime Strategy, the alternative option would be not to have a strategy. This is not recommended as it is recognised the most effective way to coordinate this work is to deliver an agreed set of ambitions under a structured partnership strategy with an adjoining annual action plan. In response to both strategies, without any agreed responsibility or monitoring by officers, including any formal Governance, would significantly increase the risk of the work dissipating and would not allow for the effective protection of victims.

## **6. Background information**

- 6.1 The priorities in both the Hate Crime and Community Safety strategies have been developed following a Community Safety Strategic Needs Assessment (2022) (See Appendix 4). This highlighted several key crime and community safety priority areas for Haringey.
- 6.2 The identified priorities were then used as the framework to begin a period of pre-consultation with our residents, businesses and communities. Pre-engagement was critical and aligned to the Haringey Deal and we were keen to hear about issues of crime and community safety that impacted upon their lives at the earliest possible stage.

**6.3.** Following the pre-engagement in December 2022 we were able to co-produce six Community Safety priorities and five Hate Crime objectives with our communities who identified these as being the issues that they would like both strategies to focus on.

#### **6.3.1** Community Safety Priorities

- Violence and high harms
- Violence Against Women and Girls (VAWG)
- Exploitation
- Increase in trust and confidence.
- Reducing reoffending
- Reducing victims of crime and ASB

#### **6.3.2** Hate Crime Strategy Objectives

- Raise awareness of hate crime and incidents in Haringey
- Consult with residents and community groups to build our understanding of hate crime.
- Increase reporting of hate incidents
- Improve support for victims and witnesses of hate crime to enhance confidence and trust in the process.
- Adopt a multi-agency approach working with community safety partners.

**6.4** In addition to the pre-engagement period that took place in December 2022, we also obtained feedback from residents, businesses, and stakeholders during the Wood Green Voices engagement that took place in November 2022. This is in addition to the feedback received following the Week of Action events that took place in Bruce Grove in October, and Wood Green in December 2022.

**6.5** Following Cabinet approval in February 2023, and as part of the development of the Community Safety Strategy and Hate Crime Strategy, the Community Safety team undertook a 12-week period of formal consultation and engagement.

**6.6** Formal public engagement began on Tuesday 30th May 2023 and concluded on Tuesday August 22, 2023. The consultation delivered a total of 1,045 responses over the 12-week period. This comprehensive engagement process employed a multifaceted approach, seamlessly blending digital and face-to-face interactions to enhance inclusivity and capture a diverse array of perspectives.

**6.7** Co-production was the guiding principle from the outset, with the aim of ensuring that each strategy not only authentically represented the lived

experiences and voices of our communities, but also resulted in a strategy that genuinely aligned with the needs and concerns of Haringey's many diverse communities.

**6.8** The consultation survey consisted of a range of questions which included quantitative short answer, multiple choice, yes/no questions, and qualitative questions that allowed for free text to express personal thoughts, opinions and lived experience.

**6.9.** The survey was divided into two parts, Part A concerning Community Safety and Part B related to Hate Crime. Part A was subdivided into six parts corresponding to the 6 key priorities of the community safety strategy, including violence and high harm crimes, violence against women and girls, exploitation, increase in trust and confidence, reducing reoffending, reducing victims of crime and anti-social behaviour.

Part B which addressed hate crime was subdivided into five parts, which again, reflected the five objectives for tackling hate crime which are, raising awareness of all forms of hate crime, improved support for victims and witnesses of hate crime, increasing confidence in reporting of hate crime, engaging and listening to our communities to better understand the nature of hate crime, taking a multi-agency approach working alongside the police, CCTV, and ASB team to tackle hate crime.

**6.10.** Of the 1,045 responses received, 216 were collected through an online survey, see Appendix 6 which provided a convenient and accessible means for individuals to voice their opinions. The remaining 829 responses were the result of in-person engagements conducted through a diverse array of methods.

These in-person engagements included standalone workshops, which allowed for participants to have the opportunity to engage in detailed discussions and workshops tailored to their interests, protected characteristic, and concerns. In addition to the stand-alone workshops, we reached out to a diverse range of colleagues, partners and community groups, and attended their partnership meetings and regular forums.

During these sessions, members of the community were invited to express their thoughts and ideas directly. Presentations to community groups facilitated another avenue through which valuable feedback was obtained, allowing for deeper insights into the specific needs and perspectives of different communities. In addition to public engagement, we were also keen to hear from Haringey Council staff who were also invited to participate in completing the survey.

**6.11.** For a comprehensive overview of the various groups engaged with during the public engagement process, please refer to Table A, (Evaluation Report-Appendix (1) which lists each group along with the number of participants.

- 6.12. A core focus of our outreach efforts throughout the engagement phase was to ensure representation from a wide spectrum of demographics, with a particular emphasis on amplifying the voices of seldom-contacted groups.

These groups included individuals from different faith backgrounds, representing the rich tapestry of religious beliefs within our community. Additionally, we made concerted efforts to engage with the BAME (Black, Asian, and Minority Ethnic) community, recognising the importance of their perspectives in shaping our decisions.

Furthermore, we actively sought the input of older individuals, valuing their wisdom and experience in helping us to have due consideration of the needs, concerns and aspirations of different age groups.

- 6.13. Through an in-depth analysis of responses to the online survey, we have discerned recurring trends and prevalent narratives. These trends have been organised into six overarching themes, which are as follows:

- **Reporting, Including Barriers to Reporting:** This theme delved into the respondents' perspectives on reporting incidents and the obstacles they encounter in doing so. It shed light on the numerous personal and practical challenges individuals face when attempting to bring incidents to the attention of relevant authorities.
- **Trust and Confidence in Police and Council Services:** This theme explored the sentiments of trust and confidence that respondents hold towards the police and council services. This encompasses their perceptions of how effectively these entities respond to and address issues related to safety and community well-being.
- **Communication and Engagement with Residents:** The third theme centred on the communication strategies employed by authorities to engage with residents. It investigated the effectiveness of these approaches and whether they facilitated productive solution focussed dialogue between residents and the relevant agencies.
- **Raising Awareness of Crime Types and Definitions:** This theme tackled the respondents' awareness of different crime types and their understanding of crime definitions. It evaluated whether there is a need for enhanced awareness campaigns and co-ordinated/consistent responses in this regard.
- **Lived experiences:** This theme highlighted the personal accounts and lived experiences of the respondents. The questions asked, offered a platform for

individuals to express their own stories, reflecting on the various events, emotions, and lessons that have impacted their lives.

Please note however, as part of the VAWG engagement we also asked a number of free text questions that elicited personal and lived experiences from the respondents which identified a number of additional key themes related to VAWG. A full and detailed analysis of these themes can be accessed via Appendix (2).

- **Other, Including Ideas on Co-Production and Miscellaneous Comments:** In this broad category, we gathered miscellaneous comments and ideas, including suggestions for collaborative efforts (co-production), innovative solutions, and any additional remarks or insights shared by respondents.

**6.14.** For detailed analysis, please refer to the full Evaluation Report which is appended as Appendix 1.

## **7. Contribution to the Corporate Delivery Plan 2023-2024**

**7.1** Our vision for our residents and local businesses in Haringey in respect to Community Safety and Hate Crime is summarised in the below priorities from the Haringey Labour Party Manifesto 2022 – 2026:

- **Safer Borough**

It is important that we all feel safe on the streets of Haringey and in our homes. That is the minimum requirement of a good society.

Living and working in areas where anti-social behaviour is rife can have a devastating effect on communities and individual lives. Every Haringey resident has the right to enjoy their local area in comfort and safety.

- **A Culturally Rich Borough:**

Haringey is a welcoming borough for everyone who wants to live and work here.

## **8. Carbon and Climate Change**

Not Applicable

**9. Statutory Officers comments (Director of Finance (procurement), Head of Legal and Governance, Equalities)**

Not Applicable

**10. Finance**

- 10.1** This report is for Cabinet to approve the recommendations as set out in para 2 of this report. There are no direct financial implications arising from the strategy. The financial impact from subsidiary plans and commissioning decisions will be assessed individually as they arise.

**11. Procurement**

- 11.1** There are no direct procurement decisions arising from the strategy. Subsidiary plans and commissioning decisions will be assessed individually as they arise.

**12. Head of Legal & Governance**

- 12.1** The Assistant Director for Legal and Governance has been consulted in the drafting of this report.
- 12.2** Sections 5 and 6 of the Crime and Disorder Act 1998 as amended, require local authorities, in partnership with the Police and other members of the Community Safety Partnership, to formulate and implement a Community Safety Strategy for their area. The strategy sets out how the partnership will (i) reduce crime and disorder, including antisocial behaviour and other detrimental behaviour, (ii) combat the misuse of drugs, alcohol and other substances, (iii) reduce reoffending (iv) prevent people from becoming involved in serious violence and (v) reduce instances of serious violence.
- 12.3** The Crime and Disorder (Formulation and Implementation of Strategy) Regulations 2007 (“the Regulations”) require the Council to consult with persons who represent the interests of as many groups of persons within the area as is reasonable, and persons who represent the interests of groups or persons within the area likely to be particularly affected by the implementation of the strategy. The engagement arrangements must include at least one public meeting.
- 12.4** The principles that guide any lawful consultation are that (i) it has to be at a time when proposals are still at a formative stage, (ii) the Council has to give sufficient reasons for any proposal to permit an intelligent consideration and response, (iii) adequate time has to be given for consideration and response, and (iv) the product of consultation has to be conscientiously taken into account in finalising and approving the Strategy. The strategies were approved for consultation by Cabinet at its February 2023 meeting.



- 12.5** The consultation process for both strategies complied with the Regulations and the guiding principles.
- 12.6** The Community Safety Strategy attached at Appendix 4 and the strategy for tackling Hate Crime attached at Appendix 3 comply with Sections 5 and 6 of the Crime and Disorder Act 1998 & Crime and Disorder (Formulation and Implementation of Strategy) Regulations 2007 (“the Regulations”).
- 12.7** In accordance with the Local Government (Functions and Responsibilities) Regulations 2000, the Community Safety Strategy cannot be approved solely by the Executive but requires final approval by Full Council. Article 4.01 of the constitution reserves approval of the Community Safety Strategy to Full Council. The Hate Crime Strategy does not require Full Council approval and may be adopted by Cabinet.
- 12.8** The Assistant Director for Legal and Governance sees no legal reason why Cabinet should not adopt the recommendations at section 3 in this report.

**13 Climate, Community Safety and Culture Scrutiny:**

At the Climate, Community Safety and Culture scrutiny meeting held on 27<sup>th</sup> February 2024 comments were made in relation to the Community Safety and Hate Crime Strategies as follows:

- 13.1.1** The Hate Crime strategy was welcomed but concerns expressed about boosting reporting in communities with low engagement. Information was shared on successful initiatives and the Panel urged similar strategies to be replicated elsewhere.
- 13.1.2** The role of councillors in advocating for reporting and ongoing efforts to enhance effectiveness. The strategy’s adaptability was noted and the importance of reporting for securing funding and the need to continue challenging stereotypes was highlighted.
- 13.1.3** There were concerns raised about unequal treatment of hate crimes by police sections the need to build confidence in reporting.
- 13.1.4** The Council’s role as a critical friend was noted and advocating for open engagement.

**13.1.5** The Panel noted that there would be an annually reviewed action plan which will be monitored by Community Safety Partnership Board.

**13.1.6** There was discussion about police visibility and effectiveness in addressing recurring crime in hotspot areas. Council officers' communication role was noted, along with the need for adequate police resources and the need to have measures in place to ensure the police were held accountable in the implementation of the "New Met for London plan" to restore neighbourhood policing. The Panel noted community leaders' role in informing and holding the police accountable.

## **14. Equality**

**14.1** The council has a Public Sector Equality Duty (PSED) under the Equality Act (2010) to have due regard to the need to:

**14.1.1** Eliminate discrimination, harassment, and victimisation and any other conduct prohibited under the Act

**14.1.2** Advance equality of opportunity between people who share protected characteristics and people who do not

**14.1.3** Foster good relations between people who share those characteristics and people who do not.

**14.2** The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

**14.3** Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

**14.4** A full Equalities Impact Assessment has been undertaken in relation to both the Hate Crime and Community Safety Strategies and can be found at Appendix- (6) and (7)

**14.5** In summary, the Hate Crime and Community Safety Strategies have identified certain groups with protected characteristics who may be disproportionately impacted by hate crime or unsafe spaces, discrimination or and violence in our communities like religious and ethnic minorities, LGBTQ+ residents, the elderly and women. Equally, through extensive consultations with stakeholders, we have identified groups with protected

characteristics who may be disproportionately impacted through enforcement action like young black males. In seeking to increase awareness about the issues, improve reporting rates, improve support for victims and adopting a multi-agency approach, the Strategies seek to positively impact all communities through protecting those who are vulnerable to discrimination and harassment, promoting good relations between communities and improving equality of opportunity for those residents with protected characteristics and those who do not share them.

**14.6** Our formal consultations were conducted between 30<sup>th</sup> May and 22<sup>nd</sup> August 2023 and involved events across various community groups and organisations in the borough, alongside statutory partners. We made our best efforts to reach and engage seldom heard voices in Haringey, especially those who have a history of systemic marginalisation and deprivation. Some examples of these groups included carers groups, older people groups, LGBTQ+ groups, Learning disability groups, Women and young people groups. Our strategy was based on the extensive feedback we received through consultation as well as analysis of publicly available data sources, which allowed us to provide plans of action that direct resources based on incidence and urgency.

**14.7** The Strategies seek to explore programs of action based on the identified priorities and objectives. Action plans which will be reviewed annually by the Community Safety Partnership Board will be developed, and we will continue to seek feedback from communities to monitor the equalities impact and effectiveness of our interventions.

## **15. Use of Appendices**

Appendix 1 – Community Safety & Hate Crime Strategy- Evaluation Report  
Appendix 2 – Draft Hate Crime Strategy  
Appendix 3 – Draft Community Safety Strategy  
Appendix 4 – Community Safety Strategic Needs Assessment (2022)  
Appendix 5 – Community Safety & Hate Crime Strategy-Consultation document  
Appendix 6 – Equalities Impact Assessment- Hate Crime Strategy  
Appendix 7 – Equalities Impact Assessment- Community Safety Strategy

## **16. Background Papers**

**None**