

Report for:	Safeguarding Adults Board
Title:	Hate Crime Action Plan
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1. Background

In March 2012 the Home Office published a cross-departmental plan to tackle hate crime setting out the strategic direction the Government wishes to take to address this issue¹. The briefing explores what the Government's ambitions are when it comes to tackling hate crime, looking in particular at:

- The different types of hate crime highlighted by the plan;
- The key objectives of the plan and their relevance for local authorities;
- The wider policy context; and
- The reaction from organisations in the sector.

The Home Office plan provides a blueprint for the Government to help set a national direction and support local efforts over the next three years to combat hate crime. The Crime Prosecution Service and Association of Chief Police Officers have agreed 5 monitored strands of hate crime which are as follows: disability, race, religion or belief, sexual orientation and transgender identity. In line with the same, best practice and relevant legislation, the Haringey definition of Hate Crime is as follows:

“Hate crime or harassment is any behaviour (verbal or physical) that is perceived by the victim or any other person to be motivated by hatred because of a particular characteristic of that person”.

¹ ***Putting People First: More Effective Responses to Anti-Social Behaviour : Home Office May 2012*** - Full document can be found via: [The white paper\(Opens in a new window\)](#)



Haringey Council

In 2012-13, Haringey is undertaking to raise awareness of the importance of tackling hate crime, collecting and presenting data, encouraging and highlighting examples of best practice and giving victims better protection under the law. The Home Office has set a national direction to combat hate crime and is made up of three key areas:

- **Preventing Hate Crime:** Publishing an analysis of hate crime data; working with schools and voluntary sector partners to help tackle bullying in schools; and a new cross-Government Disability Strategy (action on changing attitudes and behaviour). ***The aim is early intervention to minimise the risk of incidents escalating. Awareness, detection, prevention – ensure the system is able to respond to potential cases of abuse.***
- **Increasing Reporting and Access to Support:** making it easier for victims of hate crime to come forward and report offences. ***The Home Office and the Association of Chief Police Officers will be working with councils, police forces and housing providers to improve the handling of public calls about anti-social behaviour so that hate crime victims can be better identified (the Home Office will be collecting best practice examples of work carried out by Community Safety Partnerships to tackle hate crime and publish in the autumn).***
- **Improving the Response to Hate Crime:** Making the criminal justice system more effective and dealing more robustly with offenders. ***Councils and other local partners work jointly with the criminal justice system to bring offenders to justice – making available information on hate crime and local support services.***

2. Haringey's Hate Crime Action Plan

A priority for Haringey is to contribute to prevention of hate crimes from occurring or escalating in seriousness. This includes engaging with communities to celebrate diversity and promote good community relations. This is in addition to tackling reported incidents of hate crime through effective prosecution of offenders, emphasising that no hate crime is acceptable in our community. Haringey wants people to see that action is being taken, and this in turn should encourage higher levels of reporting.

As referenced in the action plan, the Lead officer in Community Safety is to coordinate delivery of the action plan through joint work with relevant partners and lead officers.

To address the national and local challenges in tackling hate crime, the key priorities and project areas for 2012-13 are highlighted in the Action Plan (appended in **Section 5** of this paper).

3. Recommendation

That the Safeguarding Adults Board agrees the content of the Hate Crime Action Plan.

4. Glossary to Action Plan

ASC	Adult, Safeguarding & Commissioning
ASC QB	Adult, Safeguarding & Commissioning Quality Board
ASBT	Anti Social Behaviour Team
A&VS C	Adult & Voluntary Sector Commissioning
BIT	Business Intelligence Team
CYPS	Children & Young People Service
CSPB	Community Safety Partnership Board
CST	Community Safety Team
JSNA	Joint Strategic Needs Assessment
LDPB	Learning Disabilities Partnership Board
MASH	Multi Agency Safeguarding Hub
MPS CSU	Haringey Police Community Safety Unit
PIP	Policy, Intelligence & Partnership
SAB	Safeguarding Adults Board
SAT	Safeguarding Adults Team



5. Haringey's Hate Crime Action Plan

Action		Lead Department	Lead Officer/s	Timescale
Key Area 1: Preventing Hate Crime				
1.1	Work with Head Teachers Forum to tackle bullying in schools <i>(Any compliance issues will be addressed following review of information captured)</i> Work with voluntary sector partners to help tackle bullying in schools	CYPS A&VS C CYPS	J Doust B Nicholls J Doust	Mar 2013 Jan 2013 / ongoing
1.2	Ensure effective and targeted interventions are in place to protect people Physical Disabilities, Sensory Impairment, Learning Disabilities, and their families	SAT ASBT	D Paterson O Williams	Mar 2013
Key Area 2: Increasing Reporting and Access to Support				
2.1	Publication of hate crime awareness raising information (e.g., reporting routes and support services) via Haringey People, website, posters, etc.	CST	O Williams	Sept-Dec 2012
2.2	Promote reporting lines and details of support services via accessible materials to help people with Physical Disabilities, Sensory Impairment, Learning Disabilities	SAT	D Paterson	Sept-Dec 2012
2.3	Evaluate effectiveness of LDPB campaign to tackle hate crime against those with learning disabilities and continue to improve practice	SAT	D Paterson	Jan-Mar 2013
2.4	Services to assess whether appropriate IT systems/forms are in place and that staff understand the importance of the collection of data to monitor hate crimes across the five agreed strands	PIP CST	A Brown O Williams	Sept-Dec 2012
2.5	Safeguarding to set up system to identify and record hate crime victims to ensure that all incidents of hate crime and harassment are dealt with effectively Monitor HATE crime in Abuse of Vulnerable Adults return Update ASC Improvement & Quality Action and Performance Plans (Outcome 4)	SAT SAT ASC QB	D Paterson	Sept-Dec 2012 Ongoing Ongoing
2.6	Collation and analysis of available hate crime data across the equalities strands to establish trends, hotspots and prevalent issue types for intelligence led responses <i>(NB: in so far as information is available under 2.4 above)</i> ➤ Use of safeguarding performance framework / housing, schools and police data ➤ Include findings within JSNA and/or STRATAS	CST / BIT	O Williams / P de Bourg	Jan-Mar 2013



Action		Lead Department	Lead Officer/s	Timescale
Key Area 3: Improving the Response to Hate Crime				
3.1	Update multi-agency safeguarding adults information sharing protocol - to include children and young people and Hate Crime	SAB	H Constantine	Oct 2012
3.2	Liaise with court users group to improve links around sentencing and publication of successful case outcomes	CST	O Williams	Jan–Mar 2013
3.3	Evaluation of case findings <ul style="list-style-type: none"> ➤ <i>Assessment of sample of closed cases to improve processes and outcomes – snapshot of 'x' number of cases by 'y' time</i> ➤ <i>Appropriate case studies</i> 	CST	O Williams	Mar 2013
Governance/Other:				
4.1	Report strategic action plan progress to the CSPB	CST	O Williams	Oct 2012
4.2	Progress Report to SAB	SAB	D Paterson	Oct 2012
4.3	Establishment of Equalities Forum to capture: <ul style="list-style-type: none"> ➤ <i>Community intelligence</i> ➤ <i>Community engagement</i> ➤ <i>Targeted information to raise awareness</i> 	PIP MPS CSU CST	A Brown J Willats O Williams	Sept–Dec 2012
4.4	Examine examples of best practice in other boroughs <ul style="list-style-type: none"> ➤ <i>Through pan London Hate Crime Coordinators Group</i> 	CST	O Williams	Oct 2012
4.5	Coordination of plan and working group of relevant officers/partners to review and oversee progress	CST	O Williams	Oct–Mar 2012