

APPENDIX 1

Strategy: Hate Crime

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1. Background

Broxtowe is a diverse borough where people generally get along and have a strong sense of community. However, like many places, there is a minority of people who may target others based on their identity. There are also some vulnerabilities to extremist views, and narratives in communities around refugees, migration and changing demographics amongst other things which may contribute to prejudice developing.

Hate crime has no place in our society. It affects people based on their race, faith or religion, sexual orientation, transgender or disability. It can disempower victims, destabilise their lives, create fear and weakens community cohesion.

What is striking about this type of crime is the level of under-reporting suggested by current figures. So our strategy aims to raise awareness of hate crime, whilst increasing confidence in the community to report incidents.

We are committed to working with our partners to tackle all forms of crime in our borough. This five-year strategy sets out our commitment to supporting victims of hate crime and holding perpetrators to account. It also focusses on how we will work with partners to prevent hate crime, support victims, and prosecute perpetrators.

Broxtowe Borough Council takes an all-round approach to preventing and tackling all forms of intolerance and hate and we aim to engage all stakeholders who may come into contact with 'intolerance' engaging and equipping them to be active agents against hate crime.

Nottinghamshire recognises the seriousness of Hate Crime in all its forms and its impact on the victim/s and community and has committed to the 'No to hate!' pledge (Appendix 1).

Our strategy for tackling hate crime takes all of the above into account. It is centred on reinforcing and celebrating the boroughs values while at the same time taking a zero tolerance approach to hate crime when it does happen.

The Broxtowe Hate Crime Strategy complements the National Hate Crime Plan published in July 2016, which focuses on five key areas:

1. Preventing hate crime by challenging beliefs and attitudes through education for young people
2. Responding to hate crime with the aim of reducing incidents through security funding and other measures
3. Increasing reporting of hate crime
4. Improving support for victims
5. Building understanding of hate crimes through data collection and analysis.

2. Aims

The strategy aims to:

- Prevent hate crime by dealing with the beliefs and attitudes that can lead to hate crime.
- Respond to hate crime in our communities with the aim of reducing the number of hate crimes and incidents.
- Increase the reporting of hate crime.
- Improve support for the victims of hate crime.
- Build our understanding of hate crime.

3. Vision

Our vision is to strengthen the borough by creating a unified and connected community where diversity is valued. We want our borough to be a place that embraces strong and positive relationships between people of all backgrounds and identities. Our borough is a champion of all people, inclusive of race, faith, disability, sexuality and gender identity

4. What is a Hate Crime?

A hate crime (also known as a bias-motivated crime or bias crime) is a prejudice-motivated crime which occurs when a perpetrator targets a victim because of their membership (or perceived membership) of a certain social group or race. It is any crime which is perceived, by the victim or anyone else, to be motivated by hostility and prejudice towards a person because of any of the following protective factors:

- Age
- Disability
- Gender reassignment or transgender identity
- Marriage and civil partnership
- Pregnancy and maternity
- Race or ethnic group



- Religion or belief
- Gender
- Sexual orientation
- Lifestyle choice

Nottinghamshire Police define a hate crime (including hate incident) as 'Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate.'

Nottinghamshire Police recognised and monitor the below strands of hate crime:

- Race
- Religion/faith
- Sexual orientation
- Disability
- Transgender-identity
- Misogyny (incidents targeted at women because they're women)
- Alternative sub-cultures (e.g. goth or emo sub-culture)

These crimes can be against individuals or their property or belongings.

5. What form can Hate Crimes take?

The following can all be considered as a hate crime;

- Physical assault – violence against you such as punching, pinching, spitting, hitting
- Harm or damage to property/belongings - arson, offensive graffiti, damaging cars, throwing litter on your garden
- Threatening attack – Offensive telephone calls, texts, emails or letters, intimidation and untrue malicious complaints

- Verbal abuse – direct offensive language, offensive jokes, offensive posters, bullying at school or workplace
- Bullying via social media through Facebook or twitter.

6. How to report a Hate Crime

You can report whether you are a victim, a witness or reporting on behalf on someone else.

We want everyone to feel safe at home, at work or school/college and on the streets of Broxtowe. Only by recording incidents can we build up a complete picture of hate incidents in the area and do something to stop it. If you or someone you know has been the victim of a hate incident, we want to know about it.

We encourage all victims of hate crime to report this by ringing 101 and speaking to Nottinghamshire Police about the incident. They should then arrange for an officer to come and visit you at a time and place you feel most comfortable.

If you're not comfortable speaking to someone directly, you can [make a report online via the True Vision website](#).

Nottinghamshire Police also has the Pegasus scheme which offers a greater number of ways to contact the police and helps individuals who may find the usual ways of reporting a crime difficult. You can either register [online](#) or by filling in an application form, which can be obtained by emailing pegasus@nottinghamshire.pnn.police.uk.

7. Delivery

The council has developed an action plan (Appendix 2) to deliver the following key themes;

- Raise awareness of hate crime and hate incidents through media campaigns
- Increase confidence amongst victims to report hate crimes or hate incidents through improving responses and building confidence
- Support victims by ensuring they are signposted or referred to support services
- Challenge and re-educate perpetrators through referral to the ASB panel taking enforcement action where possible
- Increase community cohesion and reduce community tensions through targeted events in response to community tensions.

Appendix 1



Nottinghamshire Hate Crime Pledge

In Nottinghamshire we recognise that everybody has a role to play in tackling hate and discrimination and in promoting communities which are safe for all.

By signing this pledge, we are committing ourselves and the organisations for which we work, whether they are from the statutory, voluntary, community or private sectors, to create a Nottinghamshire that says "No to Hate!".

Say 'No to Hate!' Organisational Pledge

I pledge on behalf of my organisation that we will:

1. Be mindful of the language used by our organisation, our behaviour, to reduce the likelihood of causing offence, and act inclusively in our dealings with people so no-one feels left out.
2. Challenge inappropriate language/banter within our personal, social and work environments and speak out against all forms of prejudice and discrimination.
3. Be a visible advocate for those experiencing hate crime/incidents and do our best to tackle prejudice and to stop those who, because of hate or ignorance, would hurt anyone or violate their dignity.
4. Try at all times to be aware of our own prejudices and seek to gain understanding of those who we may perceive as being different from ourselves.
5. Reach out to support those who are targets of hate, recognising that small acts of kindness to those at risk of being victims of hate crime/incidents make a difference.
6. Encourage all our employees to behave in the manner outlined above; ensure all our employees are trained to be aware of hate crime issues and know how to respond to victims who report incidents.



7. Share information about hate crimes that come to the attention of our organisation with the Safer Nottinghamshire Board Hate Crime Steering Group to contribute to creating a better picture of hate crime in the County and City.
8. Ensure that policies and procedures developed within our organisation deal effectively with hate crime or incidents that occur, whether against members or the public or staff or between employees in the workplace.
9. Think about specific ways our organisation and all those who work for us can promote respect for all people and make Nottinghamshire a place where people feel safe.
10. Promote and implement policies in our organisation that promote diversity and equality and challenge all forms of discrimination.

We know that one person can make a difference and that everyone has a part to play in achieving equality and social justice.

By signing this pledge, we commit ourselves to leading an organisation that says 'No to Hate!'

Appendix 2

ACTION / DESCRIPTION	DUE DATE	LEAD OFFICER (Title)	UPDATE
<p>Hold 2 community events</p> <p>A Black Lives Matters focussed Secondary School Writing Competition launched to coincide with Literacy Day (8th Sept) and a display of work and prize giving in Black History Month (Oct)</p> <p>Celebration of Diwali (4th) and The Season of Lights (End Nov)</p>	<p>Sept/Oct 21</p> <p>Nov 21</p>	<p>Communities Officer (Equalities)</p>	<p>There will be two community events later in the year due to COVID. The Black Lives Matter School Literary Competition and The Diwali and Season of Lights event.</p> <p>And two smaller religious/cultural projects:</p> <p>April: Religious and Cultural Exchange – An exchange of information displays between places of worship to raise awareness of other religions or cultures within these hard to reach communities as in April there are celebrations for Easter (4th), Ramadan (12th), Vaisakhi (14th) and Yom HaShoah (8th) COMPLETED</p> <p>Dec Celebration of the abilities of those with disabilities (disabilities Day 3rd) using one of the many Xmas markets/fayres or an existing event to increase exposure</p>
<p>Distribute 70 x Equality and Diversity at Work booklets to depot staff with no IT access £250</p>	<p>Jan 2021</p>	<p>Chief Communities Officer</p>	<p>COMPLETED</p>



ACTION / DESCRIPTION	DUE DATE	LEAD OFFICER (Title)	UPDATE
Deliver 12 anti-hate crime and extremism workshops in schools in Stapleford and Beeston as part of the Violence Reduction Initiative, young people aged between 11 and 15 will learn how to recognise hate and extremist feelings in themselves and others. They will use urban arts and breakdancing to explore and manage their feelings and learn skills to challenge hate and extremism in their friendship groups or families. 1,800 PCC funding application	2022	Transform Training	
Review training/e-learning packages and update	2021/22	Training Officer	



ACTION / DESCRIPTION	DUE DATE	LEAD OFFICER (Title)	UPDATE
Develop relationships with the leaders of key minority groups engaging with them to identify issues	2021/22 and ongoing	Communities Officer (Equalities)	Working with Comms to find faith leaders and will engage with them of
Referral of repeat victims to the CCP	2021/22 and ongoing	Chief Communities Officer/Communities Officer (Equalities) /Police	Referred and discussed at the Complex Case Panel if they are victim to identify appropriate support services,
Referral of repeat perps to ASB Group	2021/22 and ongoing	Chief Communities Officer/Communities Officer (Equalities) /Police	Referred and discussed at the ASB group if they are repeat offender.
Referral of individuals with extremist views to the CHANNEL Panel	2021/22 and ongoing	Chief Communities Officer	Referred and discussed at the CHANNEL Panel
Develop social media communications package to raise awareness of hate crime and reporting mechanisms	2021/22 and ongoing	Comms Social Media Team / Communities Officer (Equalities)	



ACTION / DESCRIPTION	DUE DATE	LEAD OFFICER (Title)	UPDATE
Develop package of interventions to be delivered where community tensions rise	2022/23	Communities Officer (Equalities)	
Identify key individuals in the community for the dissemination of information	21/22 and ongoing	Communities Officer (Equalities)	Awaiting implementation of the new KINs system



ACTION / DESCRIPTION	DUE DATE	LEAD OFFICER (Title)	UPDATE
<p>Refer victims to Victim Care www.victimsupport.org.uk</p> <p>and to specialist services</p> <p>Stop Hate UK: 0800 138 1625 or for deaf people text: Relay on 18001 0800 138 1625</p> <p>Tell MAMA</p> <p>Childline: www.childline.org.uk</p> <p>Mental health and trauma support self-referral via NHS Talking Therapies via: https://www.nhs.uk/service-search/find-a-psychological-therapies-service/</p>	2021/22 and ongoing	Chief Communities Officer/Communities Officer (Equalities) /Police	Referrals made when Hate Crimes reported
National Hate Crime Week Social Media on importance of reporting Hate Crime	End October 2021	Communities Officer (Equalities and Vulnerabilities) Corporate Comms Manager	



ACTION / DESCRIPTION	DUE DATE	LEAD OFFICER (Title)	UPDATE
Raise Awareness of reporting any Hate Crime elements within aggression at work reports to Health and Safety	End October 2021	Communities Officer (Equalities and Vulnerabilities) Corporate Comms Manager	