

**HATE CRIME Action Plan 2023 - 2026**

Objective	Approach	Proposed Activity	Activity Lead	Success Indicators	Timescale	Status
<b>Reduce Hate Crime</b>	Renew the Hate Crime Pledge	Raise awareness of Hate Crime and Broxtowes commitment to tackling Hate Crime, by renewing the Hate Crime Pledge and holding a photo opportunity event signing the new pledge. Provide a week long opportunity in the Councils reception for staff and members of the public to sign their own pledge	Communities Officer Equalities Chief Communities Officer Communications Officer Leader of the Council Mayor Portfolio Holder	Agreement by Cabinet to Renew pledge  Event delivery  Social media comms of event	Feb - March 2023	
	Support for victims of Hate Crime through CCP referrals and signposting	Referral of repeat victims of Hate Crimes into the Complex Case Panel for management and assurance	Chief Communities Officer Communities Officer Equalities Police	Referrals to CCP  Signposts into support services	2023 2024 2025	
	Raise	Distribute Hate Crime leaflets and	Communities	Leaflet		

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	awareness of Hate Crime and reporting mechanisms	posters to relevant sites throughout the Borough, including foreign language versions where appropriate	Officer Equalities	distribution	2023 2024 2025	
	Address and challenge extremist views	Referral of individuals with extremist views into the CHANNEL Panel and the PREVENT team for management and assurance	Chief Communities Officer Police	Broxtowe cases managed by the CHANNEL panel and PREVENT	2023 2024 2025	
	Update the Hate Crime Policy	Review and amend the Hate Crime Policy and publish on the website	Chief Communities Officer Communities Officer Equalities	Updated policy  Policy Approved by Cabinet  Published on the website	2024	
	Address repeat offending relating to Hate Crimes	Referral of repeat perpetrators of Hate Crimes into the ASB Group for management and assurance	Chief Communities Officer Communities Officer Equalities Police	Refer relevant cases to ASB panel	2023 2024 2025	
	Physical	Mutli-agency / multi provision event	Communities	Event held	2023	

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<p><b>Raise Awareness of Disabilities</b>  <b>Provide support and reduce inequalities</b></p>	<p>Disabilities Event  Stapleford</p>	<p>to raise awareness of services and opportunities and signposting. To raise awareness within the general community, of the disabled community in a positive light.</p>	<p>Officer Equalities Communities Officer Health Communications Officer Liberty Leisure</p>	<p>Signposting to services  Agencies engaging with disabled community  Engaging relevant agencies  Comms</p>	<p>May - June</p>	
	<p>Mental Health Event  Eastwood</p>	<p>Raising Mental Health awareness among the community with the support of the relevant agencies. Raise awareness of support service provision and signposting.</p>	<p>Communities Officer Equalities Communities Officer Health Communications Officer</p>	<p>Event held  Agencies engaging with disabled community  Engaging relevant agencies  Comms</p>	<p>2024  August - Sept</p>	

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	Learning Disability Event  Eastwood	Raising awareness of Learning Disabilities among the community with the support of the relevant agencies. Raise awareness of support service provision and signposting	Communities Officer Equalities Communities Officer Health Communications Officer	Event held  Signposting to services  Agencies engaging with disabled community  Engaging relevant agencies  Comms	2025  July - Aug	
<b>Gender</b>	International Women's Day media campaign	International Women's Day to celebrate women	Communities Officer Equalities Communications Officer	Campaign Delivered  Comms	2023  March	
	International Men's Day media campaign and White Ribbon event for staff	International Men's Day event to promote Health, Mental Health and White Ribbon	Senior Communities Officer Violence and Domestic Abuse	Campaign Delivered  Event Delivered  Staff pledges to	2023 2024 2025  November	

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	at Beeston and Kimberley Depot		Communities Officer Equalities Communications Officer	White Ribbon  Comms		
<b>Sexual Orientation</b>	Promote the LGBTQ+ Community	Campaign to raise awareness of LGBTQ+ community  Raise awareness of how hate crimes affect the LGBTQ+ community  Raise awareness of the support available to the LGBTQ+ community	Communities Officer Equalities  Communications Officer	Campaign delivered  Comms	2025  June	
<b>Age</b>	Older Persons Event  Eastwood	Raise awareness of the needs of the older community in Broxtowe, engaging relevant parties to help create an event tailored to our older community and a place for them to become aware of support provisions available in the community	Communities Officer Equalities Communities Officer Health Housing Independent Living Communications Officer	Event Delivered  Engaging relevant agencies  Signposting to support services  Comms	2023  Aug Sept	

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	Young Peoples Event  Stapleford	Raise awareness of the needs of young people in Broxtowe, engaging relevant parties to help create an event tailored to our young people and a place for them to become aware of support provisions available in the community	Communities Officer Equalities Communities Officer Children and Young People Claire Senior Communities Officer Crime and ASB Communications Officer	Event Delivered  Engaging relevant agencies  Signposting to support services  Comms	2024  May - June	
<b>Equality and Diversity</b>	Raise awareness of Equality and Diversity in relation to the workplace	Issue Equality and Diversity at Work Leaflets to new starters on induction	Chief Communities Officer	Leaflet distribution	2023 2024 2025	
	Update training package	Review Equality and Diversity training on BLZ	Communities Officer Equalities and HR	Updated training on BLZ in accordance with the currently legislation and policy	2024	

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	Update the Equality and Diversity Policy	Review and amend the Equality and Diversity Policy and publish on the intranet	Chief Communities Officer Communities Officer Equalities	Updated Equality and Diversity Policy in line with the current legislation and policy  Cabinet approval  Publish to the intranet	2025	
<b>Equal Opportunities</b>	Update the Equal Opportunities Policy	Review the Equal Opportunities Policy and publish on the intranet	Chief Communities Officer Communities Officer Equalities	Revise the Equal Opportunities Policy in line with current legislation and policy  Cabinet approval  Publish to the intranet	2024	
	Create equal	Review and amend the Sanctuary	Chief	Delivery of the	2023	

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	opportunities for survivors of Domestic Abuse to remain in their homes	Policy and publish on the website. Deliver the Sanctuary Scheme	Communities Officer Senior Communities Officer Violence and Domestic Abuse and	Sanctuary Scheme  Review of policy to align with the current countywide recommendations		
<b>Culture/Race Religion/Belief</b>	Holocaust Memorial Day Event  Bramcote	Support the Holocaust Memorial Day event at the Holocaust Memorial Bramcote Park	Civic Office Communications Officer Communities Officer Equalities	Event held  Good participation and engagement	2023 2024 2025  Jan	
	Hold Black History Event	Black History Month event to raise awareness of black history	Communities Officer Equalities Communications Officer	Event held  Comms	2024  Oct	
	Hold Multi Faith Event	Raise awareness of and promote tolerance of multi faiths	Communities Officer Equalities Communications Officer	Event held  Comms	2025  May - June	



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	Refugee, Asylum Seekers Event  Beeston	Hold an event that brings together our refugee community, and various faiths to celebrate the diversity of Broxtowe and to share information of support services and activities for our refugees and Asylum seekers.	Communities Officer Equalities Communications Officer	Event held  Agencies engaging with refugees and asylum seekers to signpost to support  Comms	2023  Oct - nov	
<b>Reduce Community Tension</b>	Develop interventions package	Develop package of interventions to be delivered where community tensions arise	Communities Officer Equalities	Packages of intervention	2023 2024 2025	
<b>Support Victims</b>	Refer victims to specialist services	Raise awareness of reporting and support organisations and signpost victims <ul style="list-style-type: none"> <li>• Stop Hate UK: 0800 138 1625 or for deaf people text: Relay on 18001 0800 138 1625</li> <li>• Victim Support: <a href="http://www.victimsupport.org.uk">www.victimsupport.org.uk</a></li> </ul>	Communities Officer Equalities	Website page with the relevant information and links  Comms	2023 2024 2025	

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		<ul style="list-style-type: none"> <li>Tell MAMA</li> <li>Childline: <a href="http://www.childline.org.uk">www.childline.org.uk</a></li> <li>Mental health and trauma support self-referral via NHS Talking Therapies via: <a href="https://www.nhs.uk/service-search/find-a-psychological-therapies-service/">https://www.nhs.uk/service-search/find-a-psychological-therapies-service/</a></li> </ul>				
<b>Reduce Modern Slavery</b>	Update the Modern Slavery Statement and publish on the website	Review and amend the Modern Slavery statement and publish on the website	Chief Communities Officer	Revise the statement to ensure it is up to date Cabinet approval  Publish on the website	2023 2024 2025	
<b>Increase Communication and Engagement</b>	Develop the Key Individuals Network (KINs)	Develop relationships with leaders of key minority groups throughout the Borough to identifying Key Individuals and faith leaders for the KINs network to enable key messages to be distributed to minority groups throughout the	Communities Officer Equalities Communications Officer	Developing new networks with relevant community members	2023 2024 2025	

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		Borough and to engage with KINs to identify issues for support and resolution.				
	Annual Social Media Campaigns linked to action days	Develop social media communications to raise awareness of <ul style="list-style-type: none"> <li>- Hate crime and reporting mechanisms - Oct</li> <li>- Black History – Oct</li> <li>- Ramadan – Feb - Mar – Apr</li> <li>- Season of lights/Diwali/Passover Nov – Dec</li> <li>- Women’s day – Mar</li> <li>- Disabilities – Dec</li> </ul>	Communities Officer (Equalities) Communications Officer	Social Media Comms	2023 2024 2025	
<b>MEMBERS ACTIONS</b>						