

Report of the Chief Executive

HATE CRIME PLEDGE1. Purpose of report

To invite Councillors to consider committing the Council to signing a Hate crime pledge set out in appendix 1.

2. Detail

Hate crime is an issue which needs to be tackled by every organisation and which requires partnership working with Police and other organisations. The Chief Executive chairs the Hate crime steering group for Nottinghamshire.

3. Financial implications

None arising from this report.

4. Legal implications

The term 'hate crime' can be used to describe a range of criminal behaviour where the perpetrator is motivated by hostility or demonstrates hostility towards the victim's disability, race, religion, sexual orientation or transgender identity. These aspects of a person's identity are known as 'protected characteristics'. A hate crime can include verbal abuse, intimidation, threats, harassment, assault and bullying, as well as damage to property. The perpetrator can also be a friend, carer or acquaintance who exploits their relationship with the victim for financial gain or some other criminal purpose.

5. Human Resources implications

Hate crime needs to be identified and tackled within the workforce where it occurs, or where employees experience hate crime in the course of their duties by their interactions with members of the public.

6. General Data Protection Regulation compliance implications

The Information Governance Officer indicated that there are no implications.

7. Equality Impact Assessment

Signing the pledge will advance equality in that hate crime is disproportionately experienced by people with protected characteristics.

8. Union Comments

Support the signing of the pledge.

Recommendation

The Committee is asked to RESOLVE that the chair of the Committee be authorised to sign the Hate crime pledge on behalf of Broxtowe Borough Council

Background papers

Nil

On behalf of: Safer Nottinghamshire Board, Nottingham Crime and Drugs Partnership, Police and Crime Commissioner, Nottinghamshire Police.

In Nottinghamshire we recognize 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 organizations 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 organization, 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 organization 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 organization 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 organization 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 organization 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 organization that says ‘No to Hate!’

Name:

Organization: