

Thurrock Community Safety Partnership:

Making Thurrock Safer

A Crime and Disorder Reduction Partnership



Hate Crime Action Plan 2009/11

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CONTENTS

1.0	Introduction	2
1.1	Background	2
1.2	Definition	3
1.3	Objectives	3
2.0	Executive Summary	4
2.1	Thurrock Profile	4
2.2	Headline Statistics	5
3.0	Action plan	6
3.1	Prevention	6
3.2	Education	7
3.3	Reporting & recording	9
3.4	Investigation	10
3.5	Prosecution & Witness support	11
3.6	Communication	12
4.0	Performance Monitoring	13
5.0	Related Strategies & Plans	13
6.0	Lead Delivery Partners	13
7.0	Risk Monitoring	13
8.0	Equality Impact Assessment	13
9.0	Acknowledgements	13
10.0	Promote Tolerance Group Action Plan	14

Section 1: INTRODUCTION

1.1 Background

In September 2009 the Government published the – Hate Crime – the Cross-Government Action Plan, ¹ as part of the Cutting Crime: Two Years On – An update to the 2008/11 Saving Lives, Reducing Harm, Protecting the Public: An Action Plan for Tackling Violence 2008/11.

Ahead of the guidance for Community Safety Partnerships planned for August 2010, Thurrock has developed its action plan to tackle hate crime, which will be implemented by the Promote Tolerance Delivery Group of the Thurrock Community Safety Partnership (TCSP).

In the foreword to the Cross-Government Action plan Alan Johnson; Home Secretary says, *“Hate crime is the targeting of individuals, groups and communities because of who they are. It targets people because of elements which go to the core of their identities – their race, their religious beliefs (or lack of them), their disability, their sexual orientation or that they are transgender.*

Hate crime is also a crime against the groups and communities to which these people belong. Hate crime is a human rights issue, a threat to community cohesion and a rejection of our shared values. Our society is strong when our communities are strong. And communities thrive when they are united by positive values they share. Values like fairness, respect and tolerance, democracy and the rule of law.....”

¹ www.homeoffice.gov.uk/documents/hate-crime-action-plan

1.2 Definition

The following are summaries of the definitions agreed by the Association of Police Officers and the Crown Prosecution Service.

Hate motivation

“Hate crimes and incidents are taken to mean any crime or incident where the perpetrator’s hostility or prejudice against an identifiable group of people is a factor in determining who is victimised.”

Hate incident

“Any non-crime which is perceived by the victim or any other person to be motivated by a hostility or prejudice based on a person’s race or perceived race”

(“race” is used here as an example, substitute with religion, disability etc as appropriate)

Hate crime

“A hate crime is a criminal offence which is perceived, by the victim or any other person, to be motivated by a hostility or prejudice based on a person’s race or perceived race”

(“race” is used here as an example, substitute with religion, disability etc as appropriate)

Incitement to racial hatred, incitement to religious hatred and incitement to hatred on the grounds of sexual orientation are all criminal offences and are considered hate crime.

Hate crime strands recognised within this plan are:

- Disability
- Race
- Region and belief
- Sexual orientation
- Transgender

1.3 Objectives

Our objectives are to:

1. **Increase victim and community confidence in the criminal justice system**
 - a. Increase the proportion of victims and witnesses of hate crime who report its occurrence
 - b. Bring more hate crime offences to justice and obtain more successful outcomes when it is reported
 - c. Improve responses to hate crime and incitement to hatred that occurs on the internet
2. **Prevent hate crimes from occurring or escalating in seriousness**
 - a. Improve the analysis into the nature and extent of hate crime to inform and help prevention and intervention
 - b. Improve local response to hate crime
3. **Improve access to and take-up of victim support**

Our Commitment is to: *“Place victims at the heart of our actions”*

Section 2: EXECUTIVE SUMMARY

2.1 Thurrock profile

Thurrock lies to the east of London on the bank of the River Thames. It covers an area of 165 km² and is a central part of the Thames Gateway regeneration area.

Population of Thurrock²:

- Population 151,600,
- Males 74,000 (49%),
- Females 76,900 (51%)
- 63,000 households (approx)

The population of Thurrock is projected to increase by 22% (or 33,200) by 2031) to 183,200.

Age:

- Thurrock has a young population by national standards and the age profile is skewed towards the 0-14 and 25-44 age groups, with a lower than average proportion of people aged 15-24³
- The population is ageing and a growing proportion of people are aged over 65. This trend will continue with improvements in health and life expectancy.

Ethnicity

- According to latest census data Thurrock has a lower percentage of people of the ethnic minorities than the regional average of 5.4%⁴ and the national average of 9%.
- However analysis of ethnicity in schools supports anecdotal evidence that the true percentage of people from ethnic minorities is greater. In primary schools the combined total for ethnic minority pupils has risen by 3.5 percentage points; from 19.8% in 2007 to 23.3% in 2008⁵
- Secondary BME percentage has also risen but not by as much as Primary.

2.2 Headline Statistics

- Thurrock is in the fourth quartile for the National Indicator which measures cohesion – NI1, % of people who believe people from different backgrounds get on well together 54%, as measured by 2008 Place Survey
- Thurrock has been highlighted as a focus partnership for the level of racially aggravated crimes, and for the perceptions of Anti-social Behaviour
- In 2008/09 there were 270 reports of hate crime to the Police, and 172 recorded crimes. This equates to 0.307 crimes per 1,000 residents which was highest compared to our 15 most similar average families (average 0.162/1,000)⁶
- In developing this action plan the TCSP recognises that there is a huge under-reporting of this type of crime to the Police
- In 2008/09 35% of our victims were repeat victims of hate crime
- 26% of reported hate crime to the Police in 2008/09 was via a third party

² Based on mid-year ONS population estimates, 2007

³ ONS mid-year population estimates, 2006

⁴ ONS Ethnic Minority Population Estimates, 2001-2003

⁵ Children, Education and Families, Thurrock Council, 2008

⁶ As reported by iQuanta April 2009.

2.3 Thurrock Strategic Priorities

This action plan will support delivery of the following:

Sustainable Community Strategy: To ensure a safe, clean and green environment

Local Area Agreement 2007/10 and 2008/11: Safer Communities

Essex Police: Crime priorities include racially aggravated offences as well as the measure of confidence the public have in their local Police force and Local Authority.

Thurrock Council priorities: Safer Environment.

Thurrock Community Safety Partnership Priorities:

1. To reduce the number of incidents of crime, anti-social behaviour and disorder;
2. To bring extra support and protection to the vulnerable;
4. To create a safe community by promoting tolerance and good citizenship

Section 3: ACTION PLAN

Effective prevention and responses to hate crime rely on and are the responsibility of a wide range of bodies, both statutory and voluntary. This action plan seeks to pull those responses together through the following headings/ aims:

- Prevention
- Education
- Reporting and recording
- Investigation
- Prosecution
- Communication and engagement

3.1 Prevention

Action		Coverage	Owner	Outcome	Milestone
P1	Disseminate and distribute best practice guidelines on projects to prevent hate crimes including expanding cohesion into equality impact assessment across LSP	All strands All ages	Promote Tolerance	<ul style="list-style-type: none"> • Actions to reduce and prevent hate crime will be more effective • Reduce hate crimes and incidents 	Available: Jul 10 Low priority
P2	Develop process to monitor community tensions to inform prevention and intervention:	All strands All ages	Promote Tolerance	<ul style="list-style-type: none"> • Increased understanding of nature & extent of hate crimes and incidents • Community champions in place 	High priority
P3	Develop data collection and performance targets to effectively measure incidence of hate crime	All strands All ages	Michelle Cunningham, Mona Seldon	<ul style="list-style-type: none"> • Accurate data for recorded crime • Performance indicators agreed and monitored 	Jul 10 in line with Police review
P4	Develop links to A & E to identify those victims presenting for treatment to inform prevention and intervention	All strands All ages	Home Office	<ul style="list-style-type: none"> • Increased understanding of nature & extent of hate crimes and incidents 	Research: Mar 10
P5	Implement guidance for CSPs on preventing & responding to hate crime	All strands All ages	Michelle Cunningham	<ul style="list-style-type: none"> • CSPs able to devise and deliver local action plans • Conform to best practice 	Available: Aug 10

P6	Develop and implement PREVENT action plan & establish working group	All strands All ages	TCSP board	<ul style="list-style-type: none"> Implement PREVENT agenda 	Draft: Dec 09
P7	Look at hate crime policy and practice in conjunction with safeguarding adults and review of no secrets Engage with existing forums and groups of people with learning difficulties Work with learning disability partnership board	Disability (learning) All ages		<ul style="list-style-type: none"> Raise awareness and reporting of disability (learning) hate crime Reduce hate crimes against vulnerable adults Learning disability partnership board improve local efforts to tackle hate crimes 	Review Jul 10 when Essex Police implement review of HO guidance
P8	Develop Police independent advisory group (IAG) to be community leaders equipped to inform Police on emerging tensions and advise on response. Include representatives from all strands of hate crime	All strands All ages	Ivor Harvey Chair of IAG Mona / Ola	<ul style="list-style-type: none"> Faster and appropriate response to reduce hate crime Members of IAG trained in line with community communicators 	
P9	Seek to establish links to faith and community groups and potentially establish faith forum	Race Religious All ages	Cohesion / CVS	<ul style="list-style-type: none"> Raise awareness and reporting of religious hate crime Improve community monitoring 	
P10	Continue to support work of Essex Gay Men Initiative and raise awareness of HCMARAC	Sexual orientation Adults	Mona	<ul style="list-style-type: none"> Increase reporting of sexual orientation hate crime Member of IAG appointed 	Ongoing

3.2 Education

Action	Coverage	Owner	Outcome	Milestone
E1	Audit secondary schools as to progress in relation to: <ul style="list-style-type: none"> • promote educational material on internet hate crime • implement duty on schools to promote community cohesion • school diversity programmes implemented • implement guidance on tackling sexist, sexual and transphobic bullying 	All strands Young people Transgender Sexual Orientation	Promote Tolerance <ul style="list-style-type: none"> • Raise awareness of role of schools to promote understanding & appreciation of others • Support teachers to promote community cohesion • Schools have material to counter internet hate crime 	Available: July 10 Available: Mar 10 Available: Autumn 09
E2	Support prevention projects to bring young people together of different backgrounds	All strands Young people	Michele Lucas <ul style="list-style-type: none"> • Increase no. of young people that get on well together • Reduce no. of hate crimes committed by young people 	Ongoing
E3	Support projects that work with young people who are at risk of being involved in / committing hate crimes and incidents	All strands Young people	YOS <ul style="list-style-type: none"> • Reduce no. of hate crimes committed by young people • Reduce reoffending rates 	Ongoing
E4	Look at programmes for youths in areas of high hate crime	All strands Young people	Promote Tolerance <ul style="list-style-type: none"> • Reduce no. of hate crimes committed by young people 	Programmes set up in Purfleet & Grays (Nepalese)
E5	Incidents of hate crimes to be recorded in schools and data shared with partners	All strands Young People	Promote Tolerance <ul style="list-style-type: none"> • Provide appropriate support for victims & schools • Reduce no. of hate crimes committed by young people 	Ongoing. Termly report

3.3 Reporting and Recording

Action	Coverage	Owner	Outcome	Milestone
R1	Distribute True Vision pack for Gypsy and Traveller communities	Race (gypsy & traveller) All ages	Promote Tolerance <ul style="list-style-type: none"> • Provide traveller community with information on how to report hate crimes • Provide third party reporting mechanism • Increase in reports of race hate crimes • Signpost victims to appropriate support 	Available: Dec 10 Low priority
R2	Distribute True Vision hate crime resources in key languages to asylum seekers and refugee communities.	Race & Religion (asylum seekers & refugees) All ages	Promote Tolerance <ul style="list-style-type: none"> • Provide asylum seekers & refugees with information on how to report hate crimes • Provide third party reporting mechanism • Increase in reports of race and religious hate crimes • Signpost victims to appropriate support 	Available: Oct 09 Low priority
R3	Raise profile within communities and agencies of 3 rd party reporting of hate crime to the Police	All strands All ages	Promote Tolerance <ul style="list-style-type: none"> • Increase % of third party reports received by Police • Increase in information of extent of hate crime • Increased support for victims 	Aug 10 – on completion Police review
R4	Provide training for victim support volunteers on 3 rd party reporting		Promote Tolerance <ul style="list-style-type: none"> • Increase VS awareness • Increase % of third party reports received by Police 	As R3
R5	Consideration to number we promote for people to report on		Promote Tolerance <ul style="list-style-type: none"> • 	

3.4 Investigation

Action		Coverage	Owner	Outcome	Milestone
I1	Improve responses to hate crime and incitement to, that occurs on the internet	All strands All ages	Promote tolerance	<ul style="list-style-type: none"> Reduce online newspaper blogs which incite hatred 	
I2	Monitor recording and removal of racist graffiti	Race All ages	Promote Tolerance	<ul style="list-style-type: none"> Increase ability to monitor community tensions 	Report presented to PT group
I3	Look at options for advocacy worker along lines of Independent Domestic Violence Advocate (IDVA)	All strands All ages	Promote Tolerance	<ul style="list-style-type: none"> Improve sanctioned detections Improve victim response 	Low Priority
I4	Develop local protocol to deal with incidents & victims of hate crime and cascade training as appropriate	All strands All ages	Promote Tolerance	<ul style="list-style-type: none"> Coordinated and consistent response 	
I5	Identification of individual suspects so that anti-social behaviour measures, including injunctions, can be used in full to address hate crimes and incidents	All strands All ages	Hate Crime MARAC	<ul style="list-style-type: none"> Reduce hate crime incidents and low level hate crime 	Ongoing

3.5 Prosecution and Witness Support

Action		Coverage	Owner	Outcome	Milestone
Pr1	Further develop hate crime multi agency risk assessment conference and stream line the process	All strands All ages	HCMARAC	<ul style="list-style-type: none"> Increase successful outcomes on reporting Reduce repeat victims 	Ongoing
Pr2	Implement the hate crime framework for policy and good practice guidance for probation practitioners	All strands > 18	Probation	<ul style="list-style-type: none"> Assist probation area in management of hate crime 	Available from NOMS: Dec 09
Pr3	Implement best practice tool kit on restorative justice measures which include addressing hate crimes and incidents	All strands All ages	Probation YOS	<ul style="list-style-type: none"> Increase victim confidence in CJS 	Available: Dec 10 what is already available that could use?
Pr4	In line with communicating for confidence report on successful prosecutions	All strands All ages	Promote Tolerance	<ul style="list-style-type: none"> Increase victim confidence in CJS 	Process agreed
Pr5	Provide support to victims from staff at TRUST for adults, young people and community groups from BME and faith communities	Racial, Religious All ages	TRUST		
Pr5	Provide needs assessment, offer information & practical help & services of one to one meeting with volunteer for emotional support. Onward referral to other agencies when they are better placed to meet the persons needs (if they consent)	All strands All ages	Victim support	Increase support for victims	Ongoing
Pr6	Look at implementing a <i>sanctuary type scheme</i> for victims of Hate Crime	All strands Adults	HCMARAC	Increase victims feelings of safety	

3.6 Communication and Engagement

	Action	Coverage	Owner	Outcome	Milestone
C1	Develop and publish local action plan to tackle hate crime	All strands All ages	Promote Tolerance		Dec 09 draft Dec 10 HO guidance
C2	Attend regional conferences to bring together CDRP's to raise awareness of best practice and share learning	All strands All ages	GO to organise	Increase awareness within CDRP's	Oct 10
C3	Continue programme of events to promote communities <ul style="list-style-type: none"> • 1,000 days to go 	All strands All ages	Cohesion	<ul style="list-style-type: none"> • Improve community cohesion Reduce hate crimes 	
C4	Develop communications campaign to include: <ul style="list-style-type: none"> • Raise awareness of hate crime • Promotion of reporting hate crime • Promote internet reporting • Disability friendly communication • Investigate option of community newsletter on different communities in Thurrock, or regular page in gazette 	All strands All ages	Promote Tolerance	<ul style="list-style-type: none"> • Improve community understanding • Increase reporting (internet included) • Improve accessibility of messages to all 	High Priority
C5	Look to develop & conduct know your neighbour sessions through community forums & living books	Racial & religious All ages	Cohesion	<ul style="list-style-type: none"> • Improve community understanding 	

Section 4: PERFORMANCE MONITORING

The success of the implementation of this plan will be seen through the following performance indicators:

- NI1 % of people who believe people from different backgrounds get on well together
- NI20 Assault with injury crime rate (including racially aggravated)
- NI23 Perceptions that people in the area treat one another with respect & consideration
- NI25 Satisfaction of different groups with the way police & LA dealt with ASB
- Number of hate crime reports to Police
- Proportion of hate crime reports, which result in, sanctioned detection
- Reduction in % of repeat victims
- Increase in % of incidents reported by a third party.

Section 5: RELATED STRATEGIES AND PLANS

- TCSP Strategy 2008/11
- Saving Lives, Reducing Harm, Protecting the Public: An Action Plan for Tackling Violence 2008/11.
- Hate Crime – Cross Government Action plan – Sept 09
- HCMARAC – terms of reference
- NI20 Thurrock Action plan
- NI21 Thurrock Action plan

Section 6: LEAD DELIVERY PARTNERS

- Stay safe group, Children's Trust
- Anti-bullying group – Children's Trust
- Safeguarding Adults
- Learning Disabilities Board
- Safeguarding Children (LSCB)

Section 7: EQUALITY IMPACT ASSESSMENT

A full EIA and risk assessment will be completed on this strategy

