



## Gloucestershire Hate Crime and Hate Incident coordinated Response Strategy 2016 – 2021

This is a cross sector multi agency response to the issue of hate crime developed via consultation during Hate Crime Week 2015

**HATE**  
**crime**

**No excuse - no tolerance**

**Hate Incidents and Hate Crimes:**

**Acts of violence, hostility or intimidation directed towards people because of their identity or perceived 'difference'**



**Have you  
been  
targeted  
for who  
you are?**

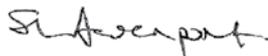
## Tackling Hate in Gloucestershire

### Foreword

I think that Gloucestershire is a beautiful county to live, work and visit. As the Chief Constable I want people to be able to go about their daily lives without becoming the victim of crime or negatively affected by others' behaviours or attitudes: as the PCC's Police & Crime Plan says: less crime, more peace and good order. Sadly that is not the case for everyone.

Key to being able to do so is tolerance and understanding. Hate crime and incidents that don't meet the threshold of being a crime but are recorded as incidents, are pernicious. Much crime and antisocial behaviour is targeted at property, but hate crime is always about a person or perceptions of a person, so specific and therefore potentially even more worrying because you are being targeted. We are here to help, investigate, understand and support.

This strategy details how we are working with other key people and our approach. We need those that are subject to such incidents and crimes to report it, either directly to us or using the third-party reporting options. If we don't know about it we can't help, investigate and support. We are developing our force approach: appointing a new co-ordinator and a number of Hate Crime Champions who themselves will have enhanced training and understanding to ensure that our broader workforce are supported to deliver the best service that we can.



**Suzette Davenport**

Chief Constable Gloucestershire Constabulary



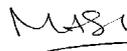
### Foreword

Hate crime is about people being intolerant of each other, but it goes far deeper than that. It's when people are targeted for who they are or what they believe - Their sexual orientation, trans identity, their race or their religion or disability. In Gloucestershire, we recognise crimes against people because of their age also fall into this category, as defined in my police and crime plan. Where an offender deliberately targets an older person because of their hostility towards older or vulnerable people that is a 'hate crime'

Hate crime is not new; it's just a new label that has helped turn it into a headline. That, in turn, has brought hate crime much more into the public consciousness and as a result, we are now more aware of those in our communities who suffer the most. The message we must get across, therefore, is that hate crime is everybody's business and we must all work together to address it.

Gloucestershire is a varied county with a long history of diversity and tolerance. Many of our communities have welcomed immigrants and refugees from many different countries and cultures and in many differing circumstances.

It is a proud record that spans generations and it is vital that spirit of fellowship endures.



**Martin Surl**

Gloucestershire Police and Crime Commissioner





**Have you  
been  
targeted  
for who  
you are?**

### VISION

A Gloucestershire that embraces difference, with all people able to live their lives in safety, with respect and free from the harmful effects of prejudice.

### MISSION STATEMENT

People affected by hate incidents/crime are understood, supported and engaged, through a range of multi-agency responses that: empower victims; facilitate positive outcomes; reduce and prevent harm and improve community cohesion.

#### STRATEGIC OBJECTIVE 1

Hate incidents and hate crimes will be prevented through education and awareness raising.

#### STRATEGIC OBJECTIVE 2

Victims will be confident to report hate incidents and hate crimes in a way that is best for them.

#### STRATEGIC OBJECTIVE 3

Hate incident and hate crime data will be accurately recorded and collated.

#### STRATEGIC OBJECTIVE 4

Victims will have access to a range of support and resolutions.

**CHALLENGE IT**

**REPORT IT**

**STOP IT**



**Have you  
been  
targeted  
for **your**  
faith?**

### Who is affected by Hate Incidents and Hate Crime?

Hate crimes and incidents are targeted at people because of hostility or prejudice towards a person's: Disability; Race or Ethnicity; Religion or Belief; Sexual Orientation; Trans-identity. Among these there are often 'hidden' victims; notably people with learning difficulties, Gypsies and Travellers, Asylum seekers and new migrant communities.

In Gloucestershire we also recognise that some people may be targeted for other aspects of their identity or perceived difference, for example: Older people; the Homeless; Sex Workers; Alternative subculture. It is usually those who are already stigmatised and marginalised that are targeted. This strategy does not exclude these people and a response will be available to those who are targeted but may fall outside any monitored strands.

The College of Policing Guidance (2014) highlights the current five strands as 'minimum' categories for police to record and gives freedom to local police authorities to record other hostilities and prejudices as hate crime.

### Who is responsible for challenging hate incidents and crimes?

**Answer: We all are.**

To successfully reduce hate incidents and hate crimes in the county we need to make these behaviours and actions unacceptable within our communities. To do this we need to take a variety of approaches and engage as wide an audience as possible. This means not only working with organisations across sectors, but with community groups and the public to raise awareness of the issues and the support and responses that are available to deal effectively when incidents of hostility occur. This work will be coordinated by the County Hate Crime Strategy Group and delivered by partner organisations.

### Gloucestershire Multi-agency Strategic Group Goals:

#### 1. Hate incidents and hate crimes will be prevented through education and awareness raising

We will raise awareness within schools and colleges and the wider community; and listen to people affected by hate incidents and crimes. We will use promotional materials that are easy to understand, targeting places where hate incidents and crimes occur; increasing recognition and improving understanding by services and professionals, in particular police officers at all levels.

#### 2. Victims will be confident to report hate incidents and hate crimes in a way that is best for them

Reporting levels will be increased through a range of reporting options that will be clear, concise and monitored. It will be transparent for those who report how their information will be used. There will be clear communication about why reporting hate incidents and crimes is important; feedback and updates provided for those who submit identifiable reports. Examples of successful outcomes and victim testimonies will be publicised.

#### 3. Hate incident and hate crime data will be accurately recorded and collated

It is widely recognised that Hate Incidents and Crimes, both locally and nationally, are significantly under reported. We want to see an increase in reporting and a reduction in repeat victimisation, these will be considered a measure of success. Hate incident and crime data from all sources across the county will be collated centrally and made widely available to inform communities and the development of services.

#### 4. Victims will have access to a range of support and resolutions

Services for victims will recognise the unique impact of Hate Crime; and will include: 3rd party reporting routes; County Hate Crime Coordinator; Police Hate Crime Coordinator and Hate Crime Champions; and victim lead offender resolutions.



**Have you  
been  
targeted  
for who  
you are?**



**Have you  
been  
targeted  
for **your**  
race?**

## Tackling Hate in Gloucestershire

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### We support objectives in following reports

This strategy has been developed with reference to a number of external documents such as, Hate Crime Operational Guidance – College of Policing (2014), Gloucestershire Police and Crime Plan (2017 - 2021), Leicester Hate Crime Project and Victims' Manifesto 2015.

These documents and others can be accessed on the police website.

[www.gloucestershire.police.uk/what-do-i-do-if/i-have-been-a-victim-of-crime/i-am-a-victim-of-hate-crime](http://www.gloucestershire.police.uk/what-do-i-do-if/i-have-been-a-victim-of-crime/i-am-a-victim-of-hate-crime)

### Additional documents



### HATE CRIME AND HATE INCIDENTS WHAT ARE THEY?

#### DEFINITION

Any incident or 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 - includes nationality, national origin, ethnic origin, race and colour.

#### Racist Hate Crime

- religion or perceived religion –

#### Religious Hate Crime

- sexual orientation or perceived sexual orientation

#### Homophobic Hate Crime

- disability or perceived disability –

#### Disability Hate Crime

- transgender or perceived transgender

#### Transphobic Hate Crime

Or

- Individual characteristic that makes someone appear different, e.g. alternative lifestyle, culture, physical appearance and style of dress.

### REPORT IT

#### REPORT IT

- In an emergency, call **999**, non-emergency, call **101**
- Call in at a police station or stop a police officer in the street.

**Don't want to report to the police? There are other organisations and ways you can also report any Hate Incident or crime to. You can even report anonymously if that is best for you:**

- Call the 3rd party reporting line at Victim Support on **0800 077 8460**
- Report it online at [www.hateglos.org](http://www.hateglos.org)
- If you are a witness call Crimestoppers anonymously on **0800 555111**.