



Gloucestershire Hate Crime & Incident Co-ordinated Response

STRATEGY 2021-2025

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

HATE CRIME

No excuse - no tolerance

CHALLENGE IT REPORT IT STOP IT

Foreword by Rod Hansen

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.

Hate crimes affect so many in Gloucestershire despite this being one of the safest places to live and work. Whether people are victimised because they are different, or are perceived to be different matters not. Both are pernicious, unacceptable and illegal. The part we play in proactively and, where appropriate, reactively supporting victims and holding perpetrators to account is crucial. I want us to provide a positive experience for our victims and preserve our legitimacy in the eyes of the wider public.

Sadly, many victims will not report their experiences and, as such, these incidents will go undetected. I would like us to encourage the highest levels of reporting so that we can ultimately help to reduce the number of incidents. By doing so we stand together and send a very clear message to those who think that Hate Crime is acceptable – it is not.

I am committed to ensuring we recognise these issues and provide a service, in partnership with others, that we and victims and witnesses are proud of. This five-year strategy, building on the work of the previous five years, will continue to ensure we raise the awareness, knowledge and understanding of hate crime and meet the needs of victims and expectations of our communities. We will ensure we listen to victims, offer the right level of support to meet their needs, use restorative approaches appropriately and take robust action to prosecute perpetrators.

I urge you to read it, reflect upon it, embrace it and help us to achieve it. Thank you.



Rod Hansen QPM, MBA, BSc (Hons), Dip Appl Crim
Chief Constable Gloucestershire Constabulary



Foreword by Chris Nelson

Protecting the most vulnerable in our society is one of the most important jobs the police have. Everyone has the right to be different and we all have a moral obligation to question what more we can do to tackle crimes against anyone on the basis of their disability, gender identity, race, sexual orientation, religion, or any other perceived difference.

Statistically, hate crimes are on the increase, both in our county and around the country as a whole. And yet, despite improvements in the way offences are recorded, we know that hate crime is massively under-reported and can be far more damaging to victims than comparable crimes where the victim is chosen at random.

The Constabulary is working hard to improve officer training and its response to hate crime. Since 2017, it has worked alongside a county wide hate crime co-ordinator to ensure that there is a comprehensive and coordinated approach to tackling hate crime in the county and effectively supporting those affected by them. My office has also supported the work of the hate crime group and partners in doing all we can to tackle this abhorrent crime.

Everyone has the right to live their life without fear of being attacked, either physically or verbally. Police take all reports of threats and abuse seriously. They have my full support to bring perpetrators to justice.



Chris Nelson
Police and Crime Commissioner for Gloucestershire



“You should most definitely go to the police and report it to them. I think there’s a lot more understanding now about it. I think what put me off was the fear of not being believed maybe, or not being taken seriously. But it is actually something which is being taken seriously”
LGBT+ woman.



Chair of Gloucestershire Hate Crime & Incident Group

I am pleased to have the opportunity to say a few words on this, our next 5-year strategy.

It would be remiss of me not to record my thanks for the commitment and enthusiasm of members of our Steering and Strategic Groups. Their work has allowed us to move forward in our aim of tackling the issues of hostility and hatred that cause hurt to so many people just because of who they are.

The priorities in our first strategy were to improve: -

- Education and awareness raising
- Victims’ confidence to report through the Police, Victim Support and Crime Stoppers
- Data collection systems and practice
- The range of support to victims.

We have achieved much in each of these aspects of our work, but in all areas there remains much still to be done! In short, this strategy aims to build upon and develop further on the progress already achieved.

It is my hope that through our work more people will be confident in their understanding of Hate Crimes and Incidents and thus able to discuss the issues pertaining to the subject. Everyone will be more confident in knowing when to report, who can report and how to report Hate Crimes and Incidents when they happen.

I call upon our membership, and others who wish to join us, to take every opportunity to raise awareness of these issues within their organisations and to the general public, using every available medium to do so.

Phil Sullivan MBE

Chair of Gloucestershire Hate Crime & Incident Group

This Strategy builds upon the 2016-2021 Hate Crime and Incident (HC&I) Strategy launched on 11th October 2016. That strategy followed consultation with members of groups primarily affected by Hate Crime during National Hate Crime Awareness Week in 2015 and subsequent extensive development. There have been many achievements during the course of the Strategy with a selection listed below. The Covid-19 Pandemic had a significant impact on all organisations involved in the partnership from March 2020, putting much of the development work on hold and restricting delivery of most Hate Crime Awareness training.

- Despite staff changes at both the Constabulary and Victim Support Services (VSS) which impacted on continuity during the last 5 years, there have been many significant achievements against the 4 key overarching objectives which were set and which will remain going forward.
- Coordinator roles set up at Gloucestershire Constabulary and Victim Support Services
- Strategic Partnership mailing list expanded to 131 member organisations and individuals across the statutory and voluntary and community sectors
- 287 people received 1-day HC&I Training delivered by Dr Stevie Jade Hardy, University of Leicester Hate Crime Studies
- 1,105 people received 2 hr HC&I Awareness session delivered by members of the HC Partnership, developed by the team from the 1-day material. (Figure is up to March 2020 only as a result of Covid-19.)
- Training developed to increase the number who can deliver HC Awareness training across the county
- A 1 hr session developed for delivery to community members
- HC&I reports and referrals to VSS increased from 68 in 2016 to a peak figure of 743 in 2018; total of 2000+ in 2016-2019
- Age, Gender (sex), Homelessness and Alternative Subcultures added to Gloucestershire HC categories recorded by the Police in addition to the statutory categories of Disability Race, Religion, Sexual Orientation, & Transgender Identity.
- Dashboard created by Gloucestershire Constabulary for data collection, visual presentation and analysis of HC&Is
- Quarterly Monitoring Panel set up to identify and address any constabulary issues in handling HC&I cases
- Guidance produced for schools to include Hate Crimes and Incidents within their Anti Bullying Policies
- Schools online reporting tool for bully and hate crime introduced

Gloucestershire did not experience the notable rise in Hate Crime that other parts of the country experienced around the Brexit Referendum. We await to see and respond to whatever final disconnection from the EU on 31st December 2020 and the potential ongoing impact of Covid-19 will have upon those who choose to display intolerance and antagonism towards those whom they see as 'different'.

Working Together

Improving the responses, support and outcomes for victims of Hate

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

**“...when I began secondary school in Cheltenham, during this time I experienced racially aggravated bullying on almost a daily basis. I was pushed into the road in front of incoming traffic. I was spat at. I was told to ‘go back to my country’. I was called the N-word. I was called a black b. There was so much that happened.”
Sabreena**

Who is affected by Hate Incidents and Hate Crime?

Hate crime and incidents are targeted at people because of hostility or prejudice towards an individual or group because of their ‘difference’ whether that is real or perceived.

The Home Office requires constabularies across England and Wales to record and report on HC&I on five categories currently covered by Hate Crime Legislation. These are: Disability; Race or Ethnicity; Religion or Belief; Sexual Orientation; or Transgender Identity. Victims may be targeted on the basis of more than one aspect of who they are – intersectionality. In Gloucestershire Age, Gender (sex), Homelessness and Alternative Subcultures have been added to the recorded categories.

But almost anyone can be affected by hostility towards them because they are seen as ‘different’ and they can become ‘hidden victims’. Among them may be Asylum Seekers, members of recent migrant communities, Gypsies & Travellers, Sex Workers.

It is common for those who are from minority or marginalised identities and groups to be affected by prejudice and discrimination in numerous settings and they are more likely to be the targets and victims of hate crime and incidents. Incidents and crimes motivated by hostility and hate can occur anywhere.

Whilst this strategy focuses on the 9 groups now included in Gloucestershire data collection it does not exclude anyone who falls outside those categories from the receipt of services and support.

Who is responsible for challenging Hate Incidents and Hate Crimes?

The simple answer is ‘We all are’ and we can all play our part in making Gloucestershire a safe place for anyone to live and visit irrespective of who they are.

Together as agencies and individuals we can support those who are victims of hate and challenge the actions and behaviours that blight people’s lives.

Working together across Statutory, Voluntary and Community agencies and with the public, a coordinated approach through the County Hate Crime Strategy Group aims to raise awareness of the issue, ensure that perpetrators are challenged, victims are adequately supported and repeat victimisation is reduced.

Gloucestershire's Hate Crime and Incident Coordinators

The commitment to Hate Crime work by the Chief Constable and the Police and Crime Commissioner was recognised at the launch of the 2016-21 Strategy by the appointment of a Police Hate Crime Coordinator at the Constabulary and the commissioning of Victim Support Gloucestershire to provide a Community Hate Crime Coordinator by the OPCC. These two roles will continue over the course of the new 2021-25 Strategy. They have different functions but work together in close conjunction with the Steering Group to assist and support delivery against the Strategic Objectives.



**Gloucestershire
Constabulary**



OPCC
Office of the Police &
Crime Commissioner
for Gloucestershire

**The
Commissioner's
Fund**
Breaking the cycle of crime



Police Hate Crime and Incident Coordinator - a full time police officer dedicated to hate crime

Functions include:

- Assisting officers in their response to Hate Incidents and Crimes,
- Upskilling and supporting the organisation
- Providing quality assurance oversight and advice
- Liaising with partners across Gloucestershire in their support of the Strategy
- Working in close partnership with the Victim Support Hate Crime Coordinator

In addition, a senior officer holds the role of Hate Crime Strategic Lead among a range of portfolios.

Community Hate Crime and Incident Coordinator at Victim Support

Functions include:

- Supporting and coordinating the County Hate Crime Strategic Group and Steering Group
- Delivering and developing Hate Crime Awareness Training in community and school settings
- Developing a team of facilitators based in other statutory and VCS agencies to deliver Hate Crime Awareness across the county
- Managing and updating the Action Plan populated by Strategy Group members
- Providing Strategic Level advocacy on Hate Crime
- Coordinating public promotional efforts around Hate Crime and incident awareness.

**“Thank you very much
indeed for your calls.....
Both my wife and I greatly
appreciate your help.”
Victim Support**

Gloucestershire Multi-Agency Strategic Group Overarching Objectives 2021-2025

1. Hate Incidents & Crimes will be prevented through education and awareness raising

Through development of a team of people across agencies who can deliver awareness training, we will continue to deliver training to schools and colleges, key staff in organisations across the statutory and voluntary and community sectors. Promotional materials will increase awareness across the county. Police officers will have a greater understanding of the impact of Hate Incidents and Crimes on their victims and 'communities of interest' and be better equipped to deal with them and reduce repeat victimisation.

2. Victims will be confident to report Hate Incidents & Crimes in a way that is best for them

We shall continue to see increased levels of reporting to the Police, and through Victim Support, CrimeStoppers and other agencies where victims disclose their experiences. Those who report understand why it is important to report in helping to build a fuller picture of what happens and where to assist in future prevention. Examples of successful outcomes and victim testimonies will be published.

3. Hate Incident & Crime data will be accurately recorded and collated

Hate Crimes and particularly hate Incidents have long been understood to have been under-reported both national and locally. Collated data from all sources across the county will build a rich picture of where such activity is happening, helping to identify hotspots to take action where appropriate including effective support.

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

All victims of Hate Incidents and Crimes reported to the Police will be offered the services of Victim Support and will be kept updated on progress of investigations. The Crown Prosecution Service (CPS) take Hate Crimes very seriously. They, and the police, would seek to prosecute perpetrators where there is sufficient evidence and it is in the public interest to do so. Where cases progress through the courts the Witness Care Service will also support. There will be continued efforts to get a Restorative Approach to dealing with Hate Crimes where it would be the preferred option for the victim and an accepted route to pursue.



Family targeted by
neighbours due to their
ethnicity, now feel more
able to cope:

“Thank you for the support,
it has helped knowing I can
talk to someone about it”

Victim Support



“I was walking home from Dance school and 2 boys hit me several times on the back of the head.... then punched me on the side of the face as well as calling me homophobic names. I contacted the police and they took my information.

They then sent me an alarm to wear on my wrist and told me about an app called “Holly Guard” the app once activated will start recording audio and call your emergency contact and share your location.”

Hate Crimes and Hate Incidents – what are they?

A Hate Incident is defined as:

Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as motivated by hostility or prejudice.

If a criminal offence has been committed it becomes a Hate Crime.

They be acts of violence, hostility or intimidation towards people based on their identity, actual or perceived, or perceived difference on the basis of:

Disability – a person’s visible or invisible disabilities

Disablist

Race – includes nationality, national or ethnic origin, race and skin colour

Racist

Religion or Belief – includes following no faith

Religious

Sexual orientation – primarily sexual attraction towards the same gender

Homophobic

Transgender – a person’s transgender status

Transphobic

Additional categories will be recorded in Gloucestershire: Age; Gender; Homelessness and Alternative Subcultures as will incidents relating to anyone who is seen as ‘different’ on the basis of their lifestyle, culture, physical appearance or style of dress.

How can I REPORT IT to the police?

- In an emergency - **999**; non-emergency – **101**
- Report online: www.gloucestershire.police.uk/advice/advice-and-information/hco/hate-crime/how-to-report-hate-crime/
- Attend a police station or stop a police officer in the street.

If you don’t want to report to the police

- 3rd Party Reporting Line at Victim Support - **0800 077 8460**
- Text **HATE** to **80800** or report online at www.gloshate.org
- As a **witness** of an incident you can contact CrimeStoppers anonymously - **0800 555111** or online at: www.crimestoppers-uk.org
- **General** - True Vision: www.report-it.org.uk and Stop Hate UK: www.stophateuk.org
- **Muslim** – Tell MAMA: www.telmamauk.org
- **Jewish** – Community Security Trust (CST): www.cst.org
- **Lesbian, Gay, Bisexual, Transgender (LGBT)** – GALOP: www.galop.org.uk

Gloucestershire County Hate Crime Strategic Partners

