

**REPORT FROM: CHIEF EXECUTIVE**

**TO: POLICY AND RESOURCES COMMITTEE**

**DATE: 20<sup>th</sup> AUGUST, 2020**

**Report Author: Audrey Drinkwater**

**Tel. No: 661339**

**E-mail: [Audrey.drinkwater@pendle.gov.uk](mailto:Audrey.drinkwater@pendle.gov.uk)**

## **HATE CRIME GUIDANCE FOR EMPLOYEES**

### **PURPOSE OF REPORT**

To update Policy and Resources Committee on our work to raise awareness of and reporting of hate crime.

### **RECOMMENDATION**

To ask Members to approve the Guidance, to ensure the Council is effective in reporting, recording and taking action on hate incidents.

### **REASONS FOR RECOMMENDATION**

- (1) To raise awareness of, and encourage commitment to tackling hate crime in communities.
- (2) To support the delivery of the Pennine Lancashire Hate Crime Action Plan by briefing staff on what hate crime is and how to respond to victims of hate crime.

### **BACKGROUND**

In 2012, the Government published its strategy to tackle Hate Crime: "Challenge It, Report it, Stop it!" An updated report in 2014 highlighted that victims were still reluctant to report incidents and the importance of continuing to work with partners including the voluntary sector to ensure that victims feel confident to come forward.

The Casey Review into opportunity and integration in some of our most isolated communities during 2015/6 was published in December 2016.

The Casey review looked at issues including:

- social integration and opportunity
- segregation, social exclusion and economic disadvantage
- community cohesion
- racism, anti-Semitism and Islamophobia

- seeing how we could prevent extremism and hate wherever it occurs
- 'bringing the country together as One Nation'

All of the above are key to or strategic aim of reducing Hate Crime and are considered within the Lancashire Hate Crime Strategy developed by the Lancashire Strategic Hate Crime & Cohesion Group (LSHCCG).

The LSHCCG brings together a range of partners from the public and voluntary sectors. These include: Lancashire County Council, The Police and Crime Commissioner for Lancashire, District and Unitary Councils in Lancashire, Lancashire Constabulary, the Crown Prosecution Service, UCLan and a range of voluntary, community and faith sector organisations with an involvement in hate crime and cohesion issues across Lancashire.

The Group is overseen by Lancashire Public Service Board in their role as the Safer Lancashire Community Safety Partnership in addition to reporting within its individual member organisations.

## **Lancashire Hate Crime Strategy 2017-2020**

The Lancashire Strategic Hate Crime and Cohesion Group has developed a three year Hate Crime Strategy (2017-2020)

The Hate Crime Strategy links with the wider Safer Lancashire Community Safety Agreement and sets out how the Group will work together to address the Hate Crime priorities for Lancashire. The Lancashire Public Service Board brings together representatives from the responsible authorities to set the strategic direction and coordinate partnership activity to tackle crime and disorder and owns the Strategy. The Hate Crime Strategy is managed and implemented by the Strategic Hate Crime and Cohesion Group via annual delivery plans.

This strategy is inclusive of all strands of hate crime encompassed and defined by the legislative framework: Race, Religion, Sexual Orientation, Disability and Trans.

It is intended to complement and support other related local strategies such as Prevent, organisational equality, cohesion and integration strategies/plans and safeguarding strategies. There are clear links between all of these and the quality of life and health and wellbeing of the people of Lancashire. The Group's clear focus will be on prevention. Addressing Hate Crime in all its forms is key to a safe cohesive society for all residents of Lancashire.

Key aims of the Lancashire Hate Crime Strategy:

- Preventing hate crime by addressing the beliefs and attitudes that can lead to hate crime.
- Responding to hate crime in our communities with the aim of reducing the number of hate crimes and incidents.
- Increasing the reporting of hate crime to make it easier for victims and witnesses to report incidents of hate crime including working with the public to understand barriers to reporting and through increasing capacity and use of third party reporting centres. To give victims the confidence that their complaints will be taken seriously we will publicise successes in prosecuting hate crime.
- Improving support for the victims of hate crime.
- Building our understanding of hate crime. In order to tackle hate crime, we need to understand the scale and nature of the problem. We will work with academics and other experts to improve our analysis and understanding of hate crime and how the drivers can be addressed.

## **Pennine Lancashire Hate Crime Panel**

To support the Lancashire Strategic Hate Crime & Cohesion Group to deliver on its Action Plan, a Pennine Lancashire Hate Crime Panel (PLPHC) was established in 2019 to provide sub regional coordination and governance in relation to Hate Crime on an East Lancashire basis. The aims of the PLPHC are:

- To establish a collaborative partnership which is able to respond to the different developments of hate crime across the Pennine Lancashire footprint
- To inform the Pennine community safety steering group in relation to trends, footprints and best practice relevant to Hate crime
- Provide partners with a comprehensive tension monitoring document which looks at hate crime impact
- Provide partners with evaluations of Counter Hate crime programmes, projects and campaigns: sharing best practice and learning points where appropriate

## **EMPLOYEE GUIDE TO REPORTING HATE INCIDENTS**

Hate Incidents have the potential to be extremely detrimental in people's lives and in wider society. They can cause great personal harm and damage to community relations. Pendle Borough Council is committed to ensuring good relations between all people within the borough. Fulfilling our role as a community leader means that the Council has an important role in monitoring hate incidents because in some situations it can be used to help resolve and stop the escalation of community tensions.

The Council believes that hate incidents must be reported, recorded and action taken. The Council will not tolerate hate incidents in delivering Council services.

To support delivery of the PLPHC and LSHCCG Action Plans we have revised the Council's reporting of Hate Incidents.

This Employee Guide to reporting Hate Incidents has been drafted and is presented here for approval (see Appendix 1).

The guidance replaces the Council's Hate Incident Reporting Procedure and strongly links to the Bullying & Harassment Policy.

The guidance states what employees should do when they are victims or witnesses to a hate incident or when an incident is brought to their attention in the course of carrying out their duties.

To support the guidance we have included, in Appendix 2, a seven minute briefing on Hate Crime produced by Lancashire Constabulary.

## **IMPLICATIONS**

**Policy:** help deliver on the Council's corporate objectives, i.e. helping to create and sustain resilient communities

**Financial:** None

**Risk Management:** the Council has a responsibility for the welfare of employees and providing guidance for managers and staff to address the issues of hate crime and its effects in the workplace.

**Health and Safety:** under the Health & Safety at Work Act (1974) and the Management of Health & Safety at Work Regulations (1992) the Council recognises its legal responsibilities in promoting the welfare and safety of staff, including agency and contractor staff.

**Sustainability:** There are no implications arising directly from the contents of this report.

**Community Safety:** This work supports the delivery of the Community Safety Partnership in protecting our communities and the Council's Strategic Plan.

**Equality and Diversity:** Anyone can be the victim of a hate crime, as a result of their race, gender identity, ethnicity, religion/belief, sexual orientation, disability

## **APPENDICES:**

Appendix 1: Responding to Hate Incidents – an Employee guidance

Appendix 2: Hate Crime 7 Minute Briefing

## **LIST OF BACKGROUND PAPERS:**

Lancashire Hate Crime Strategy 2017-20