

## Hate Crime Action Plan 2017/18

No.	Action	Details	Start Date	Close Date	Origin of project	Lead Partners	Main Lead	Funding (if applicable)	Action Objective	Output
1.0	<b>Develop or purchase a new e-learning package on hate crime and roll out across all agencies, targeted community groups and businesses.</b>	<ul style="list-style-type: none"> <li>* Current hate crime e-learning on 'Learning Pool' (via WILMa) is focused on learning disabilities.</li> <li>* Develop a package which covers all strands of Hate Crime and is more generic in it's approach.</li> <li>* Consider mandatory course for customer facing staff in partner agencies - part of statutory responsible?</li> <li>* Consider how training could be rolled out wider to local businesses - BIDS, Town Centre Partnerships etc.</li> </ul>	Pending	Pending	Carried forward from action plan in 2016/17	WCC Community Safety Team, Police and OPCC	Karen Thomas (WCC)		<ol style="list-style-type: none"> <li>1) Frontline staff and managers in partner agencies are more aware of what hate crime is, how to recognise it and how to respond.</li> <li>2) Raising the profile of Hate Crime and make communities less tolerant of it in all its facets.</li> <li>3) Increased reporting of hate crime.</li> <li>4) Communities are confident and able to challenge the attitudes and behaviour that lead to hate crime.</li> </ol>	1) E-learning package.
2.0	<b>Create and deliver hate crime awareness sessions/workshops to professionals and communities.</b>	<ul style="list-style-type: none"> <li>* Hate crime awareness sessions/workshops to identified community groups and professionals.</li> </ul>	May-17	Mar-18	Gap analysis  Carried forward from action plan in 2016/17	WREP, WCC Community Safety and WCC Localities & Communities, District and Boroughs, Police	WREP	PCC funding obtained April 2017	<ol style="list-style-type: none"> <li>1) Communities are confident and able to challenge the attitudes and behaviour that lead to hate crime.</li> <li>2) Increased reporting of hate crime.</li> </ol>	<ol style="list-style-type: none"> <li>1) Hate crime awareness session presentation.</li> <li>2) Hate crime awareness workshops.</li> <li>3) Dedicated specialist sessions/workshops for key target groups e.g. taxi drivers, NTE workers, NHS workers</li> </ol>
3.0	<b>Create and promote more informal methods of reporting hate crime ie. hate crime champions, on-line, community organisations, community</b>	<ul style="list-style-type: none"> <li>* Consider using model like Dementia Friends using volunteers to run sessions and act as champions.</li> </ul>	Pending	Pending	Gap analysis  Carried forward from last action plan	WREP, WCC Community Safety and WCC Localities & Communities, District and Boroughs, Police	WREP		<ol style="list-style-type: none"> <li>1) Increased reporting of hate crime.</li> <li>2) Greater understanding of hate crime within communities in Warwickshire.</li> <li>3) Better understanding of how to report hate crimes.</li> </ol>	1) Network of volunteers who can act as Hate Crime champions and run awareness sessions.
4.0	<b>Review what education programmes are available and being delivered currently in schools to raise awareness of hate crime; challenge stereotypes and prejudice; encourage acceptance of diverse communities</b>	<ul style="list-style-type: none"> <li>* What gap exist in current provision?</li> <li>* Are current programmes a success?</li> <li>* Consider an approach like the domestic abuse initiative CHARM, consider theatre groups/role play</li> <li>* Publicise programmes to schools to ensure good uptake</li> </ul>	May-17	Pending	Carried forward from action plan in 2016/17	Safer Education Partnership (chaired by Jane Spilsbury) Victim Support	Paul Calver Bob Wills		<ol style="list-style-type: none"> <li>1) Young people and teachers have the tools to tackle hatred and prejudice.</li> <li>1) Increased awareness of hate crime amongst children and young people.</li> <li>2) Ealier intervention when issues arise.</li> <li>3) Increased reporting of hate crime.</li> </ol>	1) The tools/awareness programme in schools to enable teachers and students challenge and deal with hatred and prejudice.

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5.0	<b>Design and deliver a Hate Crime Communications Campaign that raises awareness of hate crime and challenges attitudes/behaviours that cause it.</b>	* Partnership campaign that can be utilised by all. To include branding, new website and promotional materials.	Jan-17	Jul-17	Lack of materials available for partners to use. Carried forward in part from action plan in 2016/17	WCC Community Safety Team, WREP, Police and OPCC	Karen Thomas (WCC)	PCC grant obtained for £7,000 and WCC funding for £10,000	1) A more joined up approach with consistent messages about Hate Crime from all partner agencies. 2) More effective communication with communities affected by Hate Crime which improves their overall satisfaction about how Hate Crime is dealt with. 3) Encouraging more people to report Hate Crime. 4) Raising the profile of Hate Crime and make communities less tolerant of it in all its facets.	1) Brand and images which are easily identifiable and impactful. 2) Suite of materials (leaflets, posters etc.) that can be downloaded or printed for use by all partners. 3) Templates which can be adapted and filled in by partners to deliver bespoke messages for communities or specific areas e.g. newsletter templates, schools information. 4) Dedicated website or website area containing all the resources produced.
6.0	<b>Clarify and develop the reporting and support pathway/journey for victims of hate crime and their friends/family/concerned others</b>	* Incorporate existing Police process map within the overall pathway	Apr-17	Jul-17	WREP Gap Analysis		Karen Thomas (WCC)		1) Manage expectations for hate crime victims from outset of a report. 2) Ensure all partners are providing consistent messages. 3) Provides clarity to communities about what they can expect if they report hate crime.	1) Production of a journey map that sets expectations for victims.
7.0	<b>Consider and explore a multi-agency risk assessed response to all victims of hate crime through a common assessment form</b>	* Police currently use a risk assessment for hate crime victims. Share this assessment with other agencies to ensure consistency of approach. * Is it appropriate for this to be used by other partners e.g. victim support, housing, community hate crime champions/volunteers?	Apr-17	Dec-17	Carried forward from action plan in 2015/16	Police	Leon Carter (Police)		1) Ensure all partners are providing a consistent message. 2) Hate crime victims are dealt with thoroughly and consistently no matter who they report hate crime or hate incidents too.	1) Common assessment form for hate crime victims.
8.0	<b>Ensure victims receive advice and support information at the time of the incident</b>	* Hate crime pack being developed by Police * Need to ensure good signposting to support * Ties in with gap analysis findings * Links to action 5.0	Apr-17	Jun-17	Carried forward from action plan in 2015/16	Police, WCC, WREP, Districts & Boroughs	Leon Carter (Police)		1) More effective communication and support for victims and communities affected by Hate Crime which improves their overall satisfaction about how Hate Crime is dealt with. 2) Encouraging more people to report Hate Crime.	1) Signposting to support materials. 2) Hate crime pack.

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9.0	Explore use of non-punitive methods for hate crime offenders	<ul style="list-style-type: none"> <li>* Consider developing a hate crime awareness course for perpetrators - use alcohol diversion scheme as a model?</li> <li>* RJ work currently on going with Police. Progress and success rate with hate crime victims?</li> <li>* Do other forces run these types of initiatives?</li> <li>* Who would deliver? Cost?</li> </ul>	Apr-17	Dec-17	CHCG	Police, WCC, OPCC, Districts & Boroughs	Lynda Nestoruk (N&B)		<ul style="list-style-type: none"> <li>1) Hate crime victims are more satisfied with the result of reporting an incident and feel it has been resolved more effectively.</li> <li>2) More choice offered to Hate Crime Victims about how to deal with incidents.</li> <li>3) Reoffending reduces.</li> </ul>	1) Hate crime awareness courses for perpetrators.
10.0	Develop and run activities for Hate Crime Awareness week in 2017	<ul style="list-style-type: none"> <li>* 14th - 21st October</li> <li>* Consider targetting young people this year?</li> </ul>	May-17	Nov-17	CHCG	Police, WCC, WREP, Districts & Boroughs, OPCC	Karen Thomas (WCC)		<ul style="list-style-type: none"> <li>1) Raising the profile of Hate Crime and make communities less tolerant of it in all its facets.</li> <li>2) Encouraging more people to report Hate Crime.</li> </ul>	1) Activities (TBA) in hate crime awareness week.
11.0	Explore ways in which we can improve the reporting of hate crime from the gypsy and traveller communities.	<i>Awaiting feedback from the gypsy and traveller team on potential actions</i>	May-17	Dec-17	CHCG	Police, WCC, Districts & Boroughs	WCC G&T team		<ul style="list-style-type: none"> <li>1) Raising the profile of Hate Crime and make gypsy and traveller community less tolerant of it in all its facets.</li> <li>2) Encouraging more people from this community to report Hate Crime.</li> </ul>	
12.0	Continue the engagement with communities following the #westandtogether events. How do we show "You said, We did...."	<ul style="list-style-type: none"> <li>* Feasibility of holding a joint event in May (with Prevent)</li> <li>* Explore different channels to feedback to communities the "You said, We did.." messages.</li> </ul>	Apr-17	Oct-17	CHCG	Police, WCC, WREP, Districts & Boroughs, OPCC	WREP		<ul style="list-style-type: none"> <li>1) More effective communication with communities which helps them to feel empowered and like their opinion matters.</li> <li>2) Encouraging more people to report Hate Crime.</li> </ul>	
13.0	Consider Internet based hate crime and what can be done to address this specifically.	<ul style="list-style-type: none"> <li>* Cyber crime advisers to lead this work.</li> <li>* To include:-</li> <li>- analysis of data - is it a big problem in Warks? What format does it take?</li> <li>- produce of information and links to support.</li> <li>- raising awareness - blogs, presentations etc.</li> </ul>	May-17	Mar-18	CHCG	WCC, Police	Alex Gloster (WCC)		<ul style="list-style-type: none"> <li>1) Raising the profile of Hate Crime and make internet users less tolerant of it in all its facets.</li> <li>2) Encouraging more people to report on-line Hate Crime.</li> </ul>	1) Information on new cybersafe warwickshire website.