

For Information	
Public	No
Report to:	Strategic Resources & Performance
Date of Meeting:	10th March 2021
Report of:	Chief Constable Guildford
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Agenda Item:	6

Hate crime update.

1. Purpose of the Report

- 1.1 To update the Strategic Resources & Performance meeting in relation to the performance and situational context of Hate Crime. This report covers: HMICFRS findings, recommendations and progress, the demand profile, risk assessment process, force and inter-agency response, and lessons learnt from other forces.

2. Recommendations

- 2.1 It is recommended that the contents of the report are noted.

3. Reasons for Recommendations

- 3.1 To inform members of the Strategic Resources and Performance Board of the Force activity and progress.

4. Summary of Key Points (this should include background information and options appraisal if applicable)

4.1 HMICFRS Recommendations and Improvement in Service:

The Hate crime team were last subject to HMICFRS Inspection on the 18-12-19 relating to progress on three outstanding recommendations which related to:

- Recording more hate crime intelligence to inform the police response.
- Risk management for vulnerable victims
- Incorporating risk management into the risk assessment process.

Each of these recommendations have been implemented and there are no outstanding actions. We continue to seek information from forces subject to inspections to develop this business area, identify best practice and promote organisational learning. Currently there have been no further HMICFRS inspections since our own in 2019.

- 4.2 Relevant and new information is assessed and where appropriate, translated into an action and recorded in the '4P' action plan. The plan provides the basis for a monthly performance meeting which is chaired by the Chief Inspector (Louise Clarke) who tactically leads for Hate Crime and reviewed by the Force Strategic Lead (Superintendent Suk Verma). The Policy is continually amended to reflect best practice and updates.
- 4.3 The pandemic saw a significant change in the reporting of Hate Crime with an increase of 46% in incidents reported online to a total of 129 reports in 2020. It also affected our delivery of partnership work and engagement which continued virtually creating a need to innovate in order to maintain partnership and community links.
- 4.4 To counter social distancing measures the Hate crime team instigated a communication strategy that includes quarterly bulletins for internal and external use to include performance and reporting updates, events and information to improve service delivery and victim satisfaction. Hate crime material has been translated into languages such as Cantonese and Arabic and shared amongst partners, together with holding events on line including a Hate Crime Webinar for the Polish Community delivered by Notts Police (spoken in Polish) with a reach of 1284 persons. Hate crime awareness week in October 2019 was conducted by partners and police on-line and saw record level's of engagement.
- 4.5 The total number of hate crimes recorded for 2020 are 2329, the exact same figure as recorded in 2019. Within that number we have seen a change to the strands reported with religious, disability and misogyny incidents all decreasing and an increase in racial and sexual orientation strands. As a result of lockdown and the closure of the night time economy we have seen new hot spot areas develop in neighbourhood areas, as such we have instigated 'Op Fossil' which is the umbrella name for the ongoing work between the Nottinghamshire Police Hate Crime Team and the City Council Cohesion Team to reduce the number of Hate Crime repeats across the City by 10%, a manifesto pledge which became a council target in 2019. The focus is in problem solving neighbourhood disputes that impact negatively on the individuals involved and result in repeat calls for service to our agencies (and others). This is achieved via warning letters, joint visits and days of action targeting perpetrators and supporting victims. The work is supported by a detailed communications plan feeding positive and preventative messaging, which aims to bring civil action where appropriate.
- 4.6 Victim Satisfaction remains stable and is recorded at 83% for 2020, following a 1% decline from 84% in 2019. Over the year we have improved referrals to victim services and following a review of victim satisfaction, training has been implemented for Transgender awareness and Gypsy Roma Traveller awareness to address issues raised, with the objective of improving service delivery. The team continue to contact victims after case finalisation to undertake a qualitative review of their experience, providing the organisation an opportunity to intervene if issues are not yet resolved and to offer victim care and support where appropriate.

4.7 This approach has been replicated in force under the 'Op Hampshire' initiative which is designed to improve the reporting, investigation and support of officers and staff subject to assaults and hate crimes at work. Utilising the hate crime champions, victims of hate crime are contacted providing an organisational feedback loop and an opportunity to improve wellbeing by offering support and providing an equitable service for internal and external victims of hate crime.

4.8 We continue to improve on compliance with policy with an increase in all audited areas, including hate crime risk assessment completion which has increased from 85% in 2019 to 93% in 2020 and supervisory reviews currently at 96% completion rate. All crimes are filed by nominated SPOC Insp's to maintain standards and consistency. Compliance with this process has increased by 9% in 2020 to 79%. Performance results have seen positive outcomes increase from 14.3% in 2019 to 18.3% in 2020. This represents an increase of 4%.

The conviction rate also increased by 6% to 89.9%.

4.9 The hate crime team are anticipating the lifting of the pandemic restrictions and the impact on trends and hotspots this will have. As such plans are being formulated to reinvigorate the good work accomplished under the 'no place for hate' campaign delivered in the city centre. Hate crime champion training and work with businesses and partners is already planned with this being the focus for Spring 2021.

5. Financial Implications and Budget Provision

5.1 It is difficult to attach a cost to the Hate Crime Team and the costs associated with this demand in terms of officer time. Any initiatives undertaken in this financial year have been supported by the EU fund and have presented as no additional cost to the force.

6. Human Resources Implications

6.1 None

7. Equality Implications

7.1 Equality and Diversity are recognised within our strategic and tactical approach to Hate.

8. Risk Management

8.1 There are no risks highlighted in this report. Any identified risks are managed through the organisational risk register.

9. Policy Implications and links to the Police and Crime Plan Priorities

- 9.1 The policy is regularly reviewed and amended periodically according to business need.
- 9.2 This area of business is closely linked to the Police and Crime plan priorities:
Helping and supporting victims
Tackling crime and anti-social behaviour.

10. Changes in Legislation or other Legal Considerations

- 10.1 The Law commission has undertaken consultation on their report published in Sept 2020 *Hate crime laws: a consultation paper*. The report covers various aspects of hate crime legislation and details pertaining to legal issues such as definitions and aggravated offences.
- 10.2 Nottinghamshire Police submitted their comments to the review.

11. Details of outcome of consultation

- 11.1 None

12. Appendices

- 12.1 None

13. Background Papers (relevant for Police and Crime Panel Only)

13. None

NB

See guidance on public access to meetings and information about meetings for guidance on non-public information and confidential information.