

Stockton-On-Tees Multi-Agency 'Hate Crime Group' Action Plan 2017 – 2018

1. Preventing Hate Crime						
	Action	Lead Organisation	Target Date	Outcome	Progress	RAG
1.1	<p>Raise awareness amongst VCSE sector and subsequent communities in the borough regarding issues around Hate Crime via;</p> <ul style="list-style-type: none"> • Catalyst e-Bulletin • Use of social media and website • Awareness training sessions to the networks • Radio sessions • Engage more partners in delivering the awareness of hate • Other innovative practices 	Catalyst with support from SBC Snr Diversity and Inclusion Officer	Apr 2018	Raised awareness of Hate Crime to positively impact on the number of Hate Crimes recorded i.e. an increase in reports.	<p>The Catalyst e-Bulletin has a membership of over 600 organisations hate information will in the January 2018 addition</p> <p>Catalyst Website / Twitter will be updated February 2018</p> <p>Programme of hate crime awareness sessions will be promoted in February to the different network groups</p>	
1.2	Monitor the number of Staff training sessions within SBC and the police in the first year of this plan	SBC Snr Diversity and Inclusion Officer	Monitor at 6 monthly Intervals (Sept 2017 & March	<p>Increased awareness and equipped teams are aware of how to handle and where to signpost Hate Victims to:-</p> <ul style="list-style-type: none"> • Elected Members Seminars • SBC Housing / Homeless 	<p>Seminars completed with SBC Elected Members on 22/3/2017, 1/6/2017 and 5/10/2017.</p> <p>Training with Housing has been scheduled.</p>	

			2018)	<p>Prevention Teams</p> <ul style="list-style-type: none"> • SBC Licensing Teams • Housing Regeneration Team • SBC Customer Contact Centre Training 	<p>Training completed with SBC Licensing, and distribution of posters and leaflets completed outstanding issue of</p> <p>Window Stickers are being explored for taxi reporting centres being sought through PCC Office.</p> <p>In the last quarter more information, posters and leaflets have been distributed to all key areas to highlight awareness and where to report Hate. Training scheduled with Teams.</p>	
1.3	Monitor the Number of sessions to raise awareness with young people within the Borough of Stockton	Police with Support from key agencies	Quarterly Updates	<p>Increased awareness of what Hate Crime is, along with how and where to report to contribute to an increased level of reporting from young people with assistance from the following programmes of work.</p> <ul style="list-style-type: none"> • No of sessions for Show Racism the Red Card • No of Media Cultured Sessions • Sessions delivered by Police Liaison Officer 	<p>This is ongoing within schools across the Borough. However, the group are currently looking at the best way in which to monitor the number of sessions delivered and how best to record and report this information back to future meetings.</p>	

				<p>specifically around the identified Strengthen schools (look at number of schools identified and each that have been covered in each quarter)</p> <ul style="list-style-type: none"> • SBC Hate sessions delivered by SBC Community Safety Officer • LD Film monitor the distribution of this 		
1.4	Review all posters and leaflets and information that is placed around Third Party Reporting Centres across Stockton	All Partner Agencies	Annual April 2018	Up to date information at all reporting venues with training requirements highlighted by the Centre themselves	The Police and SBC Websites have been updated including list of hate crime reporting centres, how to report with signposting to support. During hate crime awareness week 14 th to 21 st information will be in SBC KYIT. This action is due to be completed at the end of October 2017.	
2. Responding to Hate Crime in our Communities						
	Action	Lead Organisation / Partner(s)	Target Date	Outcome	Progress	RAG
2.1	Train volunteers in VCSE organisations to be 'community	Catalyst and wider	Nov 2017	Trained community connectors in place to act as	Ongoing actions, recent work has focussed around	

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	connectors' and then train any volunteers highlighted via TPRCs Hart Gables SNAPS Trans Aware Cultures RAS Stockton & Middlesbrough Mind	VCSE members		trusted but informal support to victims across the various targeted communities	Trans awareness through the development of links with Trans Aware in Stockton. The RAS co-ordinator has been trained works within the community to promote how to report hate crime incidents within the borough this should increase the number of hate crime incidents	
2.2	Build on the learning from revisiting reluctant witnesses and informing of importance the incident	Cleveland Police	Ongoing	Increase in Police Positive Outcomes	Police are reviewing how to collate and monitor this target, potential to look at the number of those revisited and how many resulted in a formal report being made that resulted in a positive outcome	
2.3	Ensure robust mechanisms are in place with commissioned temporary accommodation providers so they are able to support victims of Hate Crime whilst in temporary accommodation	SBC Homelessness and Housing Solutions	Feb 2018	Commissioned temporary accommodation providers provided with information on how make referrals and support victims of hate crime. Monitor the demand for these services to respond to identified gaps in service.	This work has been completed before the set date with commissioned temporary accommodation providers. Monitoring will continue to measure the usage and success of this being introduced.	
2.4	Homelessness and Housing Solutions to re-configure database to include a reason for homelessness for Hate crime to identify both needs and gaps for services users.	SBC Homelessness and Housing Solutions	Feb 2018	Introduction of a Re-configured SBC database that will include an option for homelessness for Hate crime.	Currently if an individual presented due to Hate crime it would be recorded as harassment or fleeing violence. By re-configuring the system we can be	

					assured we are reporting Hate Crime presentations correctly.	
2.5	All Response and Neighbourhood Teams to be visited and provided with refresher training and to be provided with copies recently updated hate crime leaflets.	Cleveland Police	Sep 2017	Statistics being shared among partners and Allport's Scale being introduced. Overall contribution to the increase in reports of Hate.	All Response and Neighbourhood Teams are currently being visited trained in the Allport Scale and provided with copies of the newly updated hate crime leaflets	
3. Increasing the Reporting of Hate Crime						
	Action	Lead Organisation / Partner(s)	Target Date	Outcome	Progress	RAG
3.1	Work with partners in the VCSE who manage community buildings (including places of worship) to increase the number of Hate Crime Reporting Centres across the Borough	Catalyst and wider VCSE members of the Faith community	Apr 2018	Increased number of reporting centres with appropriate training given that will contribute in an increase in the level of third party reports received in Stockton.	Work will be targeted through the different places of worship Thornaby Sikh temple, SIX Mosques in Stockton, Hindu Temple in Middlesbrough and three churches across the borough	
3.2	Promotion of Third Party Reporting Centres for hate	OPCC with Support	Mar 2018	Number of events attended with promotional materials	The PCC Office with support from the police and	

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	crime and the development of trained peer Community Connectors within	from SBC Snr Diversity and Inclusion Officer		distributed to encourage involvement from Community Connectors	SBC Snr Diversity and Inclusion Officer with the promotion of Third Party Reporting Centres for hate crime continues across Stockton and Cleveland, these Centres will be also promoted through hate crime awareness week.	
3.3	Development and Promotional delivery of awareness of Disability Hate through Film produced	OPCC	Mar 2018	Completed film Number of establishments where film has been shown	The hate crime films are expected to be completed and ready for distribution in December 2017. They will be shown at community meetings, events i.e. Tees Valley Sanctuary meetings, Multi-cultural, Eid Fusion by March 2018, shared on social media and websites. They will also be used as a tool to promote discussion in schools.	
3.4	Promotion of successful outcomes	OPCC / Police	Mar 2018	Number of positive press releases	This is an ongoing piece of work being led by the Cleveland Strategic Hate Group and will be completed through the development of the Communication and Engagement Strategy.	
3.5	Development and delivery of events to raise awareness and increase reports for HATE Crime Awareness Week	Stockton Hate Crime Group	End of Oct 2018	Planned events and display information at key locations and promoting of Show Racism the Red Card	Work is on track during 16-20 th October	

3.6	Establish guidance on robust curriculum responses and resources to support schools to tackle Hate Crime and Prejudice Driven Behaviour (PDB)	SBC Education Improvement Service	Sept 2017 ongoing	CPD- Teaching controversial issues available for schools. Update resources on SBC webpage Disseminate best practice examples via EMA/ Equalities network.	Work now has started around developing new guidance for school, which will be ready by December 2017	
4. Improving Support for the Victims of Hate Crime						
	Action	Lead Organisation / Partner(s)	Target Date	Outcome	Progress	RAG
4.1	Develop the work of the Community Connectors and their understanding of the whole process in making 3 rd party referrals relating to hate crime to VCAS. Highlight learning for Stockton Hate Crime Group	Catalyst and Community connectors	Oct 2017	Increased number of referrals from 'community connectors' to VCAS , as well as development of training gaps that are identified.	Work is underway with 'community connectors' and development of their understanding of the whole process when making referrals relating to hate crime to VCAS. No highlighted learning identified yet, but this will continue to be monitored particularly in relation to why some may only want to report to a Third Party and then take it no further. Links also to action at 5.1 and the development of questions around the theme of 'what could agencies	

					change to make things better to report?'	
4.2	Monitor the number of Victims that are re-visited to develop learning points for agencies and encourage and support police action. Include also the numbers of those that were offered security target hardening equipment.	Police Hate Crime Officers	On-going	Increase the Satisfaction Index currently at 64% and falling when compared against a stable 83% for all crime	No update available at the time of compiling this Plan.	
4.3	Focus on learning of best practice from other areas. 2017/18 Target to review development of SPIT Kit following on from success of the work in South Yorkshire Police	Police Community Cohesion Co-ordinator	Reviewed annually	Increase the number of Taxi Driver Supported Police Prosecutions. (Currently 25% of Police Complainant Decline to Prosecute cases are taxi drivers).	South Yorkshire Police have recently obtained their first successful conviction following the use of a Spit Kit. Cleveland Police will take any learning to look at feasibility of replicating in Cleveland.	
4.4	Focus groups held with hate crime victims to provide further learning around the needs of Victims when reporting Hate	OPCC / VCAS	Mar 2018	The Number of focus groups held, along with a further action plan of key points to develop and take forward as a result.	Sessions are currently being planned with VCAS and all results will be shared with the Hate Case Group in Stockton and Cleveland Hate Group.	
5. Building Our Understanding of Hate Crime						
	Action	Lead Organisation / Partner(s)	Target Date	Outcome	Progress	RAG
5.1	Develop the recording the non-	Police	March	This will assist in building a	Police Communities and	

	<p>reported incidents informally via all TPRC and ;</p> <ul style="list-style-type: none"> • Hart Gables • SNAPS • Trans Aware • Cultures • RASP • Stockton & Middlesbrough Mind 		2018	better picture of Hate crime that is not reported to the police/ SBC but could still provide emerging trends through anonymous information from third party reporting centres	Partnerships team are looking at working with all TPRC's to start to build on knowledge through trained Community Connectors and links back to the action at 4.1 and the development of questions around the theme of 'what could agencies change to make things better to report?'	
5.2	Identify and liaising with partners to bid for Funding to promote the actions and to develop our understanding and the response to Hate Crime we offer in Stockton	SBC Snr Diversity and Inclusion Officer and all Partners to highlight	On-going	Availability and access to Hate funding Streams to support and the develop the actions on this plan further	Recent funding application submitted to the Home Office in September 2017, awaiting further detail.	
5.3	To review reporting mechanisms and identify way forward to establish a contemporaneous reporting system for schools using existing systems: for example: CPOMS/SIM systems.	Schools and SEN	Oct 2017	Review of both SIMS and CPOMS as a potential way forward for reporting. Identify a pilot school to trial reporting of Prejudice Driven Behaviour in Schools	First meeting took place in September to look at ways to develop a borough wide approach.	
5.4	Planned identification of and engagement with repeat perpetrators	Cleveland Police / partners	Dec 2017	<ul style="list-style-type: none"> • Diversion from offending 	The police are currently forming links with newly appointed early intervention co-ordinators to explore planning engagement further with repeat perpetrators.	

5.6	To establish a new reporting system for schools.	Schools and SEN	Summer 2018.	Evaluate trial of reporting system. Creation of a new system Promoted within schools. Increase in reporting of PDB.	First meeting held 6/9/2017 to identify first steps and the ability to progress this further within SBC schools. (Leads Dianne McConnell & Steven Hume).	
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