

APPENDIX 1

Progress Update – Review of Hate Crime

SCRUTINY MONITORING – PROGRESS UPDATE	
Review:	Hate Crime
Link Officer/s:	Marc Stephenson
Action Plan Agreed:	March 2019

Updates on the progress of actions in relation to agreed recommendations from previous scrutiny reviews are required approximately 12 months after the relevant Select Committee has agreed the Action Plan. Progress updates must be detailed, evidencing what has taken place regarding each recommendation – a grade assessing progress should then be given (see end of document for grading explanation).

Recommendation 1:	That the Stockton Hate Crime Group be recommended to incorporate the following actions into the Hate Crime Action Plan:			
Responsibility:	Satnam Singh			
Date:	March 2019			
Agreed Action:	Proposed new recommendations from the hate crime scrutiny review at the next 'Stockton Hate Crime' meeting on the 27th March 2019.			
Agreed Success Measure:	Stockton hate crime action plan 2019-2020 to include key recommendations.			
Evidence of Progress (March 2020):	The Stockton Hate Crime Action Plan 2019-2020 includes the key recommendations as outlined in the review of hate crime. These recommendations are now an active part of the hate crime operational and strategic groups.			
Assessment of Progress (March 2020): (include explanation if required)	1			
	a) targeted awareness raising and promotion of the support available for:			
	Groups with protected characteristics (in particular disability, LGBT)	Frontline staff	Younger men	Schools, Colleges and Universities
Responsibility:	Satnam Singh	All Stockton hate crime group members	Tahir Ali / Louise Crisp	Vanessa Housley Dale Metcalfe Alex Love
Date:	April 2019	August 2019	August 2019	September 2019
Agreed Action:	Develop action plans relating directly to people with disabilities and people from LGBT&Q communities.	Awareness sessions for frontline staff on hate crime across partnerships.	Key actions to be picked up and developed from SBC 'Youth Direction'.	Actions to be picked up from SBC Education Lead for Schools / SBC Civic Enforcement and Case Management

APPENDIX 1

Progress Update – Review of Hate Crime

				Team Leader & Durham University, Study group.
Agreed Success Measure:	Co-ordinate and deliver key action plans to address activities reacting to people with disabilities and people from LGBT&Q communities.	Co-ordinate a range of training sessions for front-line staff within the Stockton hate crime group.	Actions reflecting young men to be included and processed monitored in Stockton 2019-2020 action plan.	Keys actions to be developed and incorporated in the hate crime action plan 2019-2020 & delivered.
Evidence of Progress (March 2020):	Actions plans updated to reflect challenges faced by the LGBT&Q community alongside a focus on disabilities. Excellent results and feedback from the renewed focus with joint work completed with PCC Office around public transport.	This is an ongoing action and priority of the partnership. Regular training, best practice review and guest speakers invited to the group. Forward plan in development to allow more to benefit from the wider Safer Stockton Partnership.	Development of packages of engagement focused around support for younger men has been completed and is available as a resource for practitioners to use when need identified.	Monitor use and impact of Prejudice Driven Behaviour and Trans-inclusion Policy and Guidance for schools over the next 12 months. On going promotion of the range of support packages available to schools.
Assessment of Progress (March 2020): (include explanation if required)	1	1	1	2
	b) encouraging reporting through:			
	Greater publicity for successful prosecutions	The development of an on-line form, which would enable users to report hate crime from any location	Reviewing the role and profile of Third Party Reporting Centres in conjunction with the Office of the Police and Crime Commissioner	Working towards reducing the barriers to reporting
Responsibility:	Sarah Wilson & Jeff Parks	Neil Mitchell	Sarah Wilson	Satnam Singh
Date:	October 2019	October 2019	October 2019	October 2019
Agreed Action:	PPC's and Cleveland Police promote successful prosecutions	Targeted Team Manager for SBC Action Areas to develop an on-line form.	PPC's to carry out an audit on third party hate crime.	Stockton hate crime action plan 2019-2020 to reflect key actions.

APPENDIX 1

Progress Update – Review of Hate Crime

	using social media.			
Agreed Success Measure:	Successful prosecutions on social media for hate crime incidents.	On-line hate crime form on SBC website.	Mystery shopping.	Develop a set of keys actions to reducing the barriers to reporting.
Evidence of Progress (March 2020):	Where possible, media promotion of prosecution for hate crime cases has been done. This has included sentence uplifts approved by the court when hate crime is a motivating factor for offences.	Action has been included in a wider review of hate crime reporting Cleveland wide incorporating all 4 local authority areas. This work is ongoing and online reporting, alongside third party reporting centres are being improved in partnership with dedicated resources brought in to facilitate.	Audit of third party reporting centres has been carried out and findings supporting the review of hate crime reporting in Cleveland. Many public buildings found compliant however general lack of training and understanding across all locations.	Key recommendations and actions to reduce barriers to report have been implemented into the hate crime action plan 2019-2020 and are actively being worked toward by the partnership.
Assessment of Progress (March 2020): (include explanation if required)	1	4	1	1
c) recruiting and developing capacity of community advocates				
Responsibility:	All Stockton hate crime group members			
Date:	October 2019			
Agreed Action:	Stockton hate crime group members to explore advocates in their organisations.			
Agreed Success Measure:	Develop a pool of advocates within different protected group with a main focus on people with disabilities and people from LGBT& Q communities.			
Evidence of Progress (March 2020):	This action is still progressing however several organisations have implemented advocates for hate crime support with a focus across the spectrum of offending. Further work focusing on a standardised training package currently being worked on alongside planned promotion of advocates both within organisations and the community.			
Assessment of Progress (March 2020): (include explanation if required)	3			
d) continuing to scrutinise hate crime incidents and their classifications				
Responsibility:	Satnam Singh			
Date:	January 2019			
Agreed Action:	Continue with the monthly hate crime group meeting and to include hate crime as a standard item on Stockton JAG'S.			

APPENDIX 1

Progress Update – Review of Hate Crime

Agreed Success Measure:	Continue with the monthly hate crime meeting.
Evidence of Progress (March 2020):	<p>A new hate crime scrutiny model was implemented in June 2019 which allows key partners to scrutinise each hate crime incident one by one. This is a closed meeting to allow professional challenge and problem solving. Details and findings are then shared with the strategic group and where needed the Safer Stockton Partnership.</p> <p>Hate crime is now a standard item on Stockton JAG agenda, but is also actively considered in all cases of crime and anti-social behaviour.</p>
Assessment of Progress (March 2020): (include explanation if required)	1
	e) reviewing the impact of the Prejudice Driven Behaviour Policy and Trans-Inclusion Policy and Guidance for schools in 12 months
Responsibility:	Vanessa Housley
Date:	December 2019
Agreed Action:	SBC Education School lead to monitor and report back to the hate crime group in 12 month time.
Agreed Success Measure:	Report back in December 2019 to the Stockton hate crime group.
Evidence of Progress (March 2020):	<p>Prejudice Driven Behaviour Policy / Trans-Inclusion Policy/Guidance shared with all Stockton schools LGBT CPD offered for governors and staff. CPD designed and delivered in collaboration with Hart Gables PDBG/ Trans-Inclusion training is now included on our Initial Teacher Training Programme. Ongoing support provided via new termly Personal Development and Equalities briefings.</p> <p>Ongoing updates provided via termly Safeguarding Forums. Evaluations of CPD are 100% good or better. Students on our Initial Teacher Training Programme evaluated our PDBG/ Trans inclusion training as the 'best so far' on the programme. Stockton has been nominated for a LGBT Alliance Award co-ordinated by Hart Gables. Award category: Local authority commitment to LGBT communities.</p>
Assessment of Progress (March 2020): (include explanation if required)	1
	f) Continue to review the membership of the Stockton Hate Crime Group to ensure representation from all key stakeholders and groups
Responsibility:	Satnam Singh
Date:	Reviewed throughout the year 2019
Agreed Action:	Refresh the TOR and membership for Stockton hate crime group.
Agreed Success Measure:	Guest speakers and key invited stakeholders and groups to attend the SHC meeting.
Evidence of Progress (March 2020):	Membership of the group is actively reviewed and new groups invited on a regular basis. This is following a wider review of the group in June 2019 which increased membership from third and voluntary sectors as well as community representation.

APPENDIX 1

Progress Update – Review of Hate Crime

	The TOR for the group was reviewed and refreshed in line with the review of hate crime.
Assessment of Progress (March 2020): (include explanation if required)	2

Recommendation 2:	That Stockton schools be encouraged to take advantage of the range of awareness raising and support packages available.
Responsibility:	Tahir Ali / Louise Crisp / Vanessa Housley / Dale Metcalfe
Date:	October 2019
Agreed Action:	SBC Education School lead, SBC Youth Direction & SBC Civic Enforcement and Case Management Team Leader to promote the range of support packages available to schools.
Agreed Success Measure:	An increase take up of range support packages for schools.
Evidence of Progress (March 2020):	<p>Stockton Council teams now work closely with the Early Help Coordinator, Cleveland Police who delivers a package for Hate Crime. This has been built into the Community Package that has been presented to all schools through the PIP, virtual schools and restorative circles as well as individual presentations and Early Help Support Officers promoting this through their retrospective schools. This is also in the school perspective which was developed by SBC.</p> <p>The referrals now come through “one door” and each individual case is looked at by myself and Emma and a decision is made on the level of support that is needed. The Police delivers 3 sessions but there is a mechanism of further support and this can be brought back internally and reallocated whereby further work can be completed.</p>
Assessment of Progress (March 2020): (include explanation if required)	1

Recommendation 3:	That the Council continue to recognise and support the important work of Show Racism the Red Card.
Responsibility:	Satnam Singh
Date:	October 2019
Agreed Action:	Ensured that key stakeholders and groups members deliver the ‘Wear Red’ campaign in Stockton to support ‘Show Racism the Red Card’.
Agreed Success Measure:	Developed a steering group to deliver ‘Wear Red’ campaign in Stockton to support ‘Show Racism the Red Card’.
Evidence of Progress (March 2020):	The ‘Wear Red’ campaign in support of ‘Show Racism the Red Card’ was developed for this year’s event and was a success. Developments included various events that seen staff engaged in sporting and fitness events alongside the traditional program.
Assessment of Progress (March 2020): (include explanation if required)	1

APPENDIX 1
Progress Update – Review of Hate Crime

Recommendation 4:	That a letter be sent to Stockton MPs to seek their support in calling for further research into how best to tackle online hate speech.
Responsibility:	SBC Hate Crime Lead
Date:	March 2019
Agreed Action:	SBC lead on hate crime to send a letter to Stockton MPs.
Agreed Success Measure:	Completed letter sent to Dr Paul Williams MP and Mr Alex Cunningham MP.
Evidence of Progress (March 2020):	A letter was produced and subsequently sent to both Members of Parliament in March 2019. The letter called for further support into research of online hate speech.
Assessment of Progress (March 2020): (include explanation if required)	1

Assessment of Progress Gradings:	1 Fully Achieved	2 On-Track	3 Slipped	4 Not Achieved
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