

Stockton-On-Tees Multi-Agency 'Hate Crime Group' Action Plan 2018 – 2019

1. Preventing Hate Crime						
	Action	Lead Organisation Partner(s)	Target Date	Outcome	Progress	RAG
1.1	Attend annual Safeguarding Forum	Police: Early intervention co-ordinator and School liaison Officers.	October 2018 Yearly	To ensure head teachers and safeguarding professionals are aware of the interventions we offer.	Attended a pre-meeting with a view to attend the annual event in October 2018.	
1.2	Monitor the number of sessions to raise awareness with young people in relation to hate crime within the Borough of Stockton	Police with support from key agencies in SBC and education	Quarterly updates Starting in September 2018	Increase awareness of what hate crime is and what behaviour is acceptable and what is not within our communities when it comes to the Law.	Two young people have been referred to Early intervention co-ordinator within the last twelve months.	
1.3	Ensure British Sign Language translation is completed on Hate Crime Video to allow Deaf community access to information	MeSign working with Hate Crime investigation team.	September 2018.	Increase awareness by the Deaf community of what hate crime is, what behaviour is acceptable and what is not within our communities when it comes to the Law.	Transcript of videos completed and filming session arranged to take place with Eugene Evans from MCIS.	

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1.4	Planning of events with all agencies involved for Deaf Awareness week in May 2019.	MeSign working with all agencies involved.	May 2019.	Increase awareness by the Deaf community of what hate crime is, what behaviour is acceptable and how to report it.	Started to have the discussions with relevant agencies about Deaf Awareness week	
1.5	Develop hate crime awareness raising film	OPCC	October 2018	Increase awareness of what hate crime is, how to report and support available	Develop hate crime awareness raising film	
1.6	Commission Show Racism the Red Card to deliver anti-racism workshops in schools across Stockton	OPCC	March 2019	Increase awareness in young people of what hate crime is, and the consequences	Commission Show Racism the Red Card to deliver anti-racism workshops in schools across Stockton	
1.7	Commission Media Culture CIC to deliver hate crime awareness training packages to secondary school teachers across Stockton	OPCC	March 2019	Provide teachers with the tools to challenge racist attitudes in the classroom, and deliver a specific educational package around extremism and racism	Commission Media Culture CIC to deliver hate crime awareness training packages to secondary school teachers across Stockton	
1.8	Design and deliver CPD to develop knowledge and understanding of LGBT agenda with key stakeholders	Education Improvement Service: Senior Adviser Inclusion	September 2018	CPD is designed, brokered and delivered to school staff and governors. Relevant updates are provided via the termly EAL/ Equalities Primary and Secondary Networks	LGBT CPD is on offer via SGSS 2018/19 CPD brochure and SCITTT training programme. CPD offer promoted via June/ July EAL/ Equalities Primary and Secondary Network.	

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1.9	Promote services of relevant local support groups	Education Improvement Service: Senior Adviser Inclusion	June/ July 2018	DSLs are aware of local support groups, their offer and how to access them.	TransAware and Hart Gables service offer promoted via June/ July EAL/ Equalities Primary and Secondary Networks	
2.0	Raise awareness with homeless households who are victims but have little understanding of what Hate Crime is.	Homelessness and Housing Solutions	April 2019	Ensure Homeless Households understand when they might be a victim of Hate crime.	On-going	
2.1	Hosting an event “Why saying that’s so gay, is not okay” – the event would be delivered in partnership with service users.	Hart Gables LGB&T Forum	Oct 2018	The main objective of the event to challenge myths and misconceptions regards with the LGB&T communities	On-going	
2. Responding to Hate Crime in our Communities						
	Action	Lead Organisation / Partner(s)	Target Date	Outcome	Progress	RAG
2.1	Attend Stockton-On-Tees monthly Hate Crime Meeting	Police: Early Intervention Co-Ordinator	Starting in May 2018 to April 2019	To identify any arising issues that would benefit from early intervention sessions in the hope of preventing future hate crime incidents and to raise awareness within communities.	Attend monthly and monitor hate crime incidents among young people and schools to identify any interventions which could take place.	

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2.2	Develop hate crime training film for frontline staff	OPCC	October 2018	Increase awareness of the impact of hate crime and how to deal with effectively	On-going	
2.3	Design and distribution of Prejudice Driven Behaviour Guidance	Education Improvement Service: Senior Adviser Inclusion	July 2018 July 2018	All primary and secondary schools and academies have access to Stockton's Prejudice Driven Behaviour Guidance. All Designated Safeguarding Lead have a clear understanding of SBC Reporting and Responding protocols	Draft PDBG on track for final copy by the end of summer term 2018. PDBG promoted at: <ul style="list-style-type: none"> EAL/ Equalities Network (primary and secondary) June/ July 2018 EIS Safeguarding Forum 28.6.18 	
2.4	Promote services of relevant local support groups	Education Improvement Service: Senior Adviser Inclusion	June/ July 2018	DSLs are aware of local support groups, their offer and how to access them.	TransAware and Hart Gables service offer promoted via June/ July EAL/ Equalities Primary and Secondary Networks	
2.5	Work closely with commissioned providers of temporary accommodation to prevent Hate Crime incidents.	Homelessness and Housing Solutions	April 2019	Ensure commissioned providers and HHS communicate effectively to prevent Hate crime within communities.	On-going	
2.6	Providing training sessions to police officers and offering specialist services around LGB&T to victims of hate	Hart Gables LGB&T Forum and Cleveland Police	June 2019	Develop and deliver LGB&T training sessions to Police officers	On-going	

	crime through referrals to VCAS.			Monitor the number of referrals from VCAS relating to LGB&T victims		
3. Increasing the Reporting of Hate Crime						
	Action	Lead Organisation / Partner(s)	Target Date	Outcome	Progress	RAG
3.1	Ensure that Hate Crime Awareness video also includes reporting system for Deaf people.	MeSign	Sept 2018	To ensure that Deaf people are aware they and report crime via text message, and the process needed to allow them to do so.	Transcript of videos completed and filming session arranged to take place with Eugene Evans from MCIS. On-going	
3.2	Attend community events to distribute hate crime reporting information	OPCC	March 2019	Increase awareness of methods to report hate crime and support available	On-going	
3.3	Promote Third Party Reporting Centres	OPCC	March 2019	Increase awareness of TPRCs with the community	On-going	
3.4	Housing webpages will be refreshed to include “How to report incidents” link and information on Hate crime and Offensive incidents.	Homelessness and Housing Solution’s	August 2019	To raise awareness of what interventions are available and how to make referrals.	On-going	
3.5	Monitor presentations from Homeless Households to the service from victims of Hate crime to ensure for data	Homelessness and Housing Solutions	April 2019	Ensure Officers understand what Crime is and how to record this accurately.	On-going	

	collection purposes that the reason for their presentation is accurately recorded.					
4. Improving Support for the Victims of Hate Crime						
	Action	Lead Organisation / Partner(s)	Target Date	Outcome	Progress	RAG
4.1	Monitor victim satisfaction rates for hate crime victims	OPCC	March 2019	Understand the potential reasons behind victim dissatisfaction in order to improve victim services, and identify best practice to be shared	Monitor victim satisfaction rates for hate crime victims	
4.2	Hold focus groups with victims of hate crime	OPCC	March 2019	Understand the potential reasons behind victim dissatisfaction in order to improve victim services, and identify best practice to be shared	Hold focus groups with victims of hate crime	
4.3	Promote services of relevant local support groups	Education Improvement Service: Senior Adviser Inclusion	June/ July 2018	DSLs are aware of local support groups, their offer and how to access them.	TransAware and Hart Gables service offer promoted via June/ July EAL/ Equalities Primary and Secondary Networks	

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4.7	Develop and home grow Hate Crime Advocacy supporting people from LGB&T communities	Hart Gables LGB&T Forum and Cleveland Police	Aug 2018	Have LGB&T Hate Crime Advocacy supporting people from communities	Currently funded by PCC Northumbria Hart Gables and LGBT Federation have developed a set of advocates to support victims of hate crime. A victim, supporting victim approach. Need access to additional funding to develop more advocates.	
4.8	Develop and Distribute hate crime leaflets for the LGB&T communities with the support of CPS and Stockton hate crime group.	Hart Gables LGB&T Forum and Cleveland Police	Aug 2018	Circulated information with key partners	Presented the new resource leaflets at Stockton hate crime meeting in July 2018, currently the leaflets have been distributed to all libraries in the borough.	
4.9	Raise awareness of hate crime among BAMER people. Empowering and building confidence to report and to stand for their rights. Creating a safe place to share experiences of hate crime. To become a Centre to report hate crime.	One Community Link(OCL)	April 2019	Increased confidence, self esteem and aspirations of the BAMER community. Increase in knowledge and reporting. Providing a platform to challenge hate crime and this will decrease feelings of frustration, anger and powerlessness within the BAMER community.	Hold focus groups with victims of hate crime.	
<p>5. Building Our Understanding of Hate Crime</p>						
	Action	Lead Organisation / Partner(s)	Target Date	Outcome	Progress	RAG

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5.1	Promote interventions through Cleveland Police Websites and School information packs.	Police: Early Intervention Co-Ordinator	April 2019	To raise awareness of what interventions are available and how to make referrals for individuals to the Early Intervention co-ordinator	ongoing	
5.2	Ensure information and referral routes are available via website links on relevant agency websites. e.g. SBC	Police: Early Intervention Co-Ordinator	April 2019	To raise awareness of what interventions are available and how to refer an individual if an issue to arise	ongoing	
5.3	Ensure all Housing staff have received relevant training.	Housing Services	April 2019	Staff inductions, one to ones and appraisals will identify any gaps in training and knowledge.	Ensure all Housing staff have received relevant training.	
5.4	Include information on Hate crime in “Housing self-help information packs”.	Homelessness and Housing Solutions	August 2019	Self-help information packs will be updated to include information on Hate crime for homeless households.	Include information on Hate crime in “Housing self-help information packs”.	
5.5	Hart Gables offer a 2-hour workshop as part of their social enterprise LGBT Advance	Hart Gables LGB&T Forum	Nov 2018	Training and Consultation. Workshops offered in relation to this work include; Understanding Hate Crime and How to Effectively and Confidently Respond to Victims.	On-going	

				<p>HBT Bullying in Schools – Why saying ‘that’s so gay, is not okay’.</p> <p>HBT Bullying in Schools – Preparing Teachers and Staff to Recognise and Challenge Effectively.</p>		
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