



**Challenge it,
Report it, Stop it.**
A Hate Incident and Hate
Crime Delivery Plan
for Barking and Dagenham
2013 – 2016

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Outcomes

<p>Our Vision and Overarching Outcome</p>	<p>To ensure that the Community Safety Partnership has an effective co-ordinated community response to hate crime.</p>
<p>Our Priority Objectives</p>	<p>Outcomes</p> <p>By 2016 we aim to have achieved the following:</p>
<p>1. To PREVENT hate crimes from happening by challenging the attitudes and behaviours that foster hatred, and encouraging early intervention to reduce the risk of incidents escalating.</p>	<ul style="list-style-type: none"> • Disability Hate Crime Awareness Sessions with Year 6 children in four of the boroughs primary schools. • All Third Party Reporting Sites to have been reviewed to ensure that they are in the right places and functioning appropriately. • Six generic Hate Crime Awareness Sessions in secondary schools. • Reduce the risk and Number of incidents escalating
<p>2. To INCREASE the reporting of hate crime through increasing victims' confidence to come forward and by increasing their knowledge of how to report; and through working with partners to ensure the right support is available when they do.</p>	<ul style="list-style-type: none"> • 2 x Awareness Event each year for Equalities Week and 17.24.30 • Delivery of 2 x community based campaigns to encourage reporting with targeted groups e.g. Hairdressers/ Shop keepers/ Bus drivers/ Market Stall holders, Faith groups etc. • Increase the uptake of easy read reporting (baseline to be established year one)
<p>3. To work with Criminal Justice agencies to IMPROVE the strategic and operational response to hate crime both in regard to the victim and the perpetrator.</p>	<ul style="list-style-type: none"> • Evidence of regular communication with interested networks and third party reporting sites. • Tell MAMA model explored. • Decrease repeat victimisation through the Hate Incident Panel.

Objective one: To PREVENT hate crime from happening

PRIORITY AREAS	ACTION	BY WHEN	LED BY
1.1 Young people will have an increased awareness of their Hate Crime	1.1.1 Programme of targeted Police and service user led Educational Awareness sessions around Disability Hate crime in education and youth settings	1.1.1 March 2014	1.1.1 Andrew Ewing
	1.1.2 Develop a hate crime resource for distribution to young People	1.1.2 March 2015	1.1.2 Helen Oliver
	1.1.3 Roll out of Sexual Exploitation and Healthy Relationships awareness programme in youth and education settings to explore gender based hate and sexual exploitation	1.1.3 March 2015	1.1.3 Helen Oliver
1.2 People with Disabilities will have increased awareness of their rights	1.2.1 'Say no to abuse' film session roll outs with service users	1.2.1 March 2016	1.2.1 Helen Oliver
	1.2.2 Distribution of Easy-read information	1.2.2 March 2014	1.2.2 Pip Salvador-Jones
	1.2.3 Consider development of Audio description version of 'Say No to Abuse' film or alternative format to make it more accessible to visually impaired people.	1.2.3 March 2015	1.2.3 Helen Oliver
	1.2.4 Review local implementation of Hidden in Plain Sight Recommendations.	1.2.4 March 2015	1.2.4 Helen Oliver
1.3 Engage with schools to help them tackle all forms of bullying, particularly bullying motivated by prejudice.	1.3.1 Review reporting structures within schools	1.3.1 March 2014	1.3.1 Helen Oliver
	1.3.2 Police Schools Liaison Officers to agree a timetable for generic hate crime awareness sessions in schools a year and specialist alternative provisions x 2 per year	1.3.2 March 2014	1.3.2 Andrew Ewing
	1.3.3 Map out the named individuals in schools and colleges responsible for hate reporting and establish regular communications and CPD to enhance reporting.	1.3.3 March 2014	1.3.3 Helen Oliver
	1.3.4 Write to all schools and colleges in the borough to outline the general principles schools can use to prevent and respond to bullying, particularly prejudiced based bullying, including the	1.3.4 March 2014	1.3.4 Helen Oliver, Pip Salvador-Jones & Rita

PRIORITY AREAS	ACTION	BY WHEN	LED BY
	<p>legal obligations and powers establishments have.</p> <p>1.3.5 Engage regularly with the Young Peoples Safety Group around approaches to tackling bullying in all its forms and campaigns to empower young people to act</p>	1.3.5 March 2015	1.3.5 Chadha Helen Oliver, Pip Salvador-Jones & Rita Chadha
<p>1.4 Strengthen Strategic leadership of hate crime</p>	<p>1.4.1 Continuation of the Hate Crime Strategic Group to oversee implementation of this Strategy and Delivery Plan</p> <p>1.4.2 Regular review of membership upon the Hate Crime Strategic Group to ensure that key partners are included.</p> <p>1.4.3 Continue to review links to other relevant strategic boards.</p> <p>1.4.4 Improve representation from statutory agencies upon the LGBT Forum</p> <p>1.4.5 Establish strategic links with the commissioned provider for hate crime reporting and advice.</p>	<p>1.4.1 Ongoing</p> <p>1.4.2 Ongoing</p> <p>1.4.3 Ongoing</p> <p>1.4.4 March 2014</p> <p>1.4.5 March 2014</p>	<p>1.4.1 Anne Bristow</p> <p>1.4.2 Anne Bristow, Rita Chadha</p> <p>1.4.3 Anne Bristow, Rita Chadha</p> <p>1.4.4 Anne Bristow, Rita Chadha</p> <p>1.4.5 Anne Bristow, Rita Chadha</p>
<p>1.5 Engage with communities at risk of hate crime to raise awareness of the law on hate crime, and increase reporting.</p>	<p>1.5.1 Consider membership to the Hate Crime Strategic Group for wider services providing services to New migrant communities, including Asylum and Refugee communities; Transgender victims; Disabled victims particularly those with mental illness and learning disabilities.</p> <p>1.5.2 Establish a virtual network of agencies wishing to receive regular updates on hate crime.</p> <p>1.5.3 Ensure that the commissioned provider for hate crime reporting and advice establishes regular contact with identified services to encourage engagement.</p>	<p>1.5.1 March 2015</p> <p>1.5.2 March 2015</p> <p>1.5.3 March 2014</p>	<p>1.5.1 Anne Bristow, Rita Chadha</p> <p>1.5.2 Anne Bristow, Rita Chadha</p> <p>1.5.3 Helen Oliver</p>

Objective two: To INCREASE the reporting of hate crime

PRIORITY AREAS	ACTION	BY WHEN	LED BY
2.1 Develop public communication plan	2.1.1 Annual awareness event for 17.24.30	2.1.1 Ongoing.	2.1.1 Hate Crime Strategic Group
	2.1.2 Annual awareness of Equalities Week	2.1.2 Ongoing	2.1.2 Hate Crime Strategic Group
	2.1.3 Development of campaign targeting Hair Dressers/Market Stall campaign and/or Bus driver campaign reporting	2.1.3 March 2016	2.1.3 Pip Salvador-Jones & Rita Chadha
	2.1.4 Promote the benefits of reporting through articles in the local press i.e. successful outcomes for victims.	2.1.4 March 2014	2.1.4 Allison Buchanan
2.2 Increase reporting across services	2.2.1 Ensure the availability of equality and diversity training for employees and volunteers working across the CSP.	2.2.1 March 2015	2.2.1 Hate Crime Strategic Group
2.3 Work with local groups to support additional cultural awareness training within the Police.	2.3.1 Provision of additional cultural awareness training (to be delivered in partnership with local communities) to the police.	2.3.1 March 2015	2.3.1 Andrew Ewing
2.4 Improve the ways to report using new formats	2.4.1 Easy read reporting forms should be made available across the CSP.	2.4.1 March 2015	2.4.1 Helen Oliver, Andrew Ewing
	2.4.2 Explore options for incorporating new technology to increase referral i.e. explore smart phone options such as Apps and SMS	2.4.2 March 2015	2.4.2 Helen Oliver
	2.4.3 Review website content including smart phone accessibility	2.4.3 March 2014	2.4.3 Helen Oliver

Objective three: To work with Criminal Justice agencies to **IMPROVE** the operational response to hate crime.

PRIORITY AREAS	ACTION	BY WHEN	LED BY
3.1 Improve effectiveness of third party reporting sites	3.1.1 Review existing third party reporting sites	3.1.1 March 2014	3.1.1 Helen Oliver
	3.1.2 Identify possible new third party reporting sites	3.1.2 May 2014	3.1.2 Helen Oliver
	3.1.3 Hold a workshops to bring interested sites together and promote interaction	3.1.3 August 2014	3.1.3 Helen Oliver
	3.1.4 Develop new third party reporting sites	3.1.4 Jan 2015	3.1.4 Helen Oliver
	3.1.5 Publicise new third party reporting sites	3.1.5 April 2015	3.1.5 Helen Oliver
	3.1.6 Establish regular communication with all third party reporting sites	3.1.6 March 2016	3.1.6 Helen Oliver
3.2 Follow best practice in relation to the measuring and monitoring of anti-Muslim attacks	3.2.1 Work with local communities to consider the Tell MAMA model	3.2.1 March 2014	3.2.1 Helen Oliver
3.3 Improve victim support and advocacy	3.3.1 Work with local advocacy providers to ensure that they are able to effectively support service users with capacity issues etc.	3.3.1 March 2015	3.3.1 Helen Oliver
3.4 Decrease attrition of cases through the Criminal Justice system	3.4.1 Local partnerships should seek to engage the CPS in hate crime work.	3.4.1 March 2014	3.4.1 Anne Bristow
	3.4.2 Police to review sanction detection rate and report back any thematic issues for cases not being progressed to the Hate Crime Strategic Group.	3.4.2 Ongoing	3.4.2 Andrew Ewing
3.5 Reduce repeat victimisation	3.5.1 Continue to support the delivery of the Hate Incident Panel	3.5.1 Ongoing	3.5.1 Helen Oliver, Andrew Ewing and Kulvinder Chakira

PRIORITY AREAS	ACTION	BY WHEN	LED BY
3.6 Develop a greater understanding of hate crime in the borough by improving our evidence base	3.6.1 Improve flagging and recording in CJS	3.6.1 March 2015	3.6.1 Andrew Ewing, CPS lead TBC
	3.6.2 Improve flagging and recording within LBBD and third party sites.	3.6.2 March 2015	3.6.2 Helen Oliver
	3.6.3 Provide regular analysis of data on hate crime victimisation to the Hate Crime Strategic Group and Community Safety Partnership.	3.6.3 Ongoing	3.6.3 Andrew Ewing
3.7 Promote good practice across agencies	3.7.1 Explore issues re Operation Nexus including the role of the police discretion in encouraging reporting from those whose immigration status or other activities may be a barrier to reporting hate crimes.	3.7.1 March 2014	3.7.1 Hate Crime Strategic Group
	3.7.2 Explore models of self-help for victims of hate crime	3.7.2 Sept 2015	3.7.2 Pip Salvador Jones & Kulvinder Chakira