

# Warwickshire Hate Crime Annual Report 2016

**safe in...**  
warwickshire



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## Disclaimer

This report has been prepared by the Community Safety Team and the Research Team (Performance Business Unit), Warwickshire County Council, with all reasonable skill, care and diligence. We accept no responsibility of whatsoever nature to any third parties to whom this report, or any part thereof, is made known. Any such party relies on the report at their own risk.

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## 1.0 Key Findings

- There were 498 hate offences and crimed incidents recorded in Warwickshire in 2015/16 - representing 1.6% of total recorded crime across the county.
- Of the reported offences and crimed incidents 63% were racially or religiously motivated.
- The highest proportion of offences and crimed incidents occurred in Nuneaton and Bedworth Borough (35%), followed by Warwick District (28%).
- Where victim data was provided, 64% of victims were male and 36% female.
- The largest proportion of victims (39%) were British.
- Almost half (44%) of the offences involved racially motivated communications.
- There were 66 convictions for hate crime in 2015/16.
- Warwickshire schools reported 90 hate incidents to the local authority the majority of which related to derogatory name calling.
- Of the respondents to the Warwickshire hate crime survey, 67% felt they understood what a hate crime/incident was.

## 2.0 Introduction

This is the first annual report produced which focusses on hate crime in Warwickshire. Over the last 12-18 months, the issue of hate crime has emerged as a key priority for community safety partners. This is not because hate crime is a significant issue in Warwickshire but because we have recognised that hate crime is under-reported in the county. We also identified that improvements were needed to raise awareness of what hate crime is and give confidence to the public in reporting it and seeking support. At the same time, national and international events, including 'Brexit', have also given reason for an increased focus on the issue.

In 2014, Birmingham University published a piece of research into the extent and nature of hate crime in Warwickshire. That year 340 hate crime offences had been recorded by Warwickshire Police but the research suggested that the real figure should have been almost double that. The research estimated at the time that the police were recording around 49% of all hate crime.

In March 2015, a partnership event was organised to consider the research findings and create a refreshed action plan for 2015/16. Around 100 people attended from a wide range of statutory, voluntary and community sector organisations. The action plan was designed around three key objectives which mirrored the then national hate crime strategy:

**1**

Preventing hate crime - challenging the attitudes that underpin it and early intervention to prevent it escalating.

**2**

Increasing reporting and access to support - by building confidence and supporting local partnerships.

**3**

Improving the operational response to hate crimes - by better identifying and managing cases and dealing effectively with offenders.

A progress update is available later in the report as well as our intentions going forward. These include a refresh of the plan in light of a new national hate crime action plan published in July 2016.

In summary, good progress has been made to tackle hate crime over the last year. Focus has been very much on getting the partnership foundations in place and understanding what we have and have not got in the way of reporting and support pathways for hate crime victims. Looking ahead, we now need to address identified gaps and do more to raise awareness of hate crime, supporting victims and working with our communities to challenge it. In 2015/16, hate crime offences recorded by the police had increased to 498. Moving forward we hope to see this increase continue as more people recognise hate crime and have the confidence to come forward.

*Louise Williams*

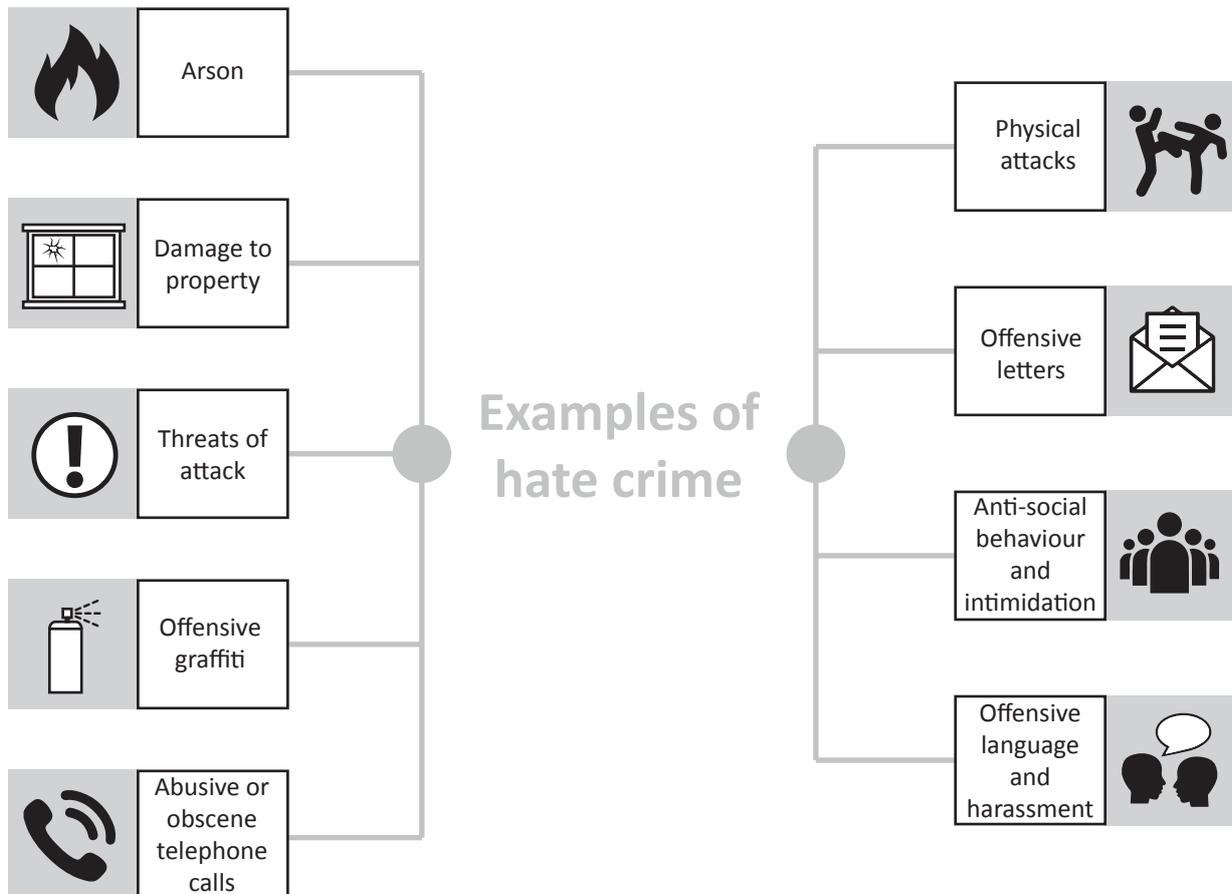
*Interim Chair of the County Hate Crime Group  
WCC Community Safety Team*

## 3.0 What is a Hate Crime?

A hate crime is any criminal offence which is perceived by the victim or any other person to be motivated by a hostility or prejudice based on a person's:

- Race (including nationality, national origin, ethnic origin, race and colour)
- Religion
- Sexual orientation
- Disability
- Transgender
- Individual characteristic that makes someone appear different

A hate incident is an act that falls short of being a criminal offence, but is still perceived by the victim to be motivated by a hostility or prejudice based on any of the same characteristics.



## 4.0 Data Section

To better understand the levels of hate crime, what form it takes and in what locations, it is important to examine data from a number of sources. It is acknowledged that hate crime is seen as being an under-reported crime type and as such the police records can only give us a fraction of the overall picture. For this reason the data section of this report includes the sections listed in the graphic below.

It is important to note that this is by no means an exhaustive list of where hate crime is being recorded in Warwickshire. In the future it is recommended that a full data audit be carried out to identify all potential hate crime reporting avenues across the county.

The following sections should help to give some understanding of what hate crime looks like in Warwickshire and the effects on different demographic groups.

This is the first report of its kind and therefore is very much a starting point for discussion. Consequently, data gaps have been identified and recommendations made for further investigation where appropriate.

### Police incident and offence data

This section looks at hate offences and crimed incidents which have been recorded by Warwickshire and West Mercia Police.



### Hate Incidents in Schools

Data from Warwickshire County Council Equality Team examining hate incidents reported by schools.



### Gypsies and Travellers

Looking at the type of hate crime against Gypsy and Traveller communities.



### Warwickshire Race Equality Partnership

Findings from the WREP report into hate crime and data analysis.



### Victim Support

Section looking at the available data from Victim Support covering the types of hate crime reported and the location.



## 4.1 Police Incident and Offence Data

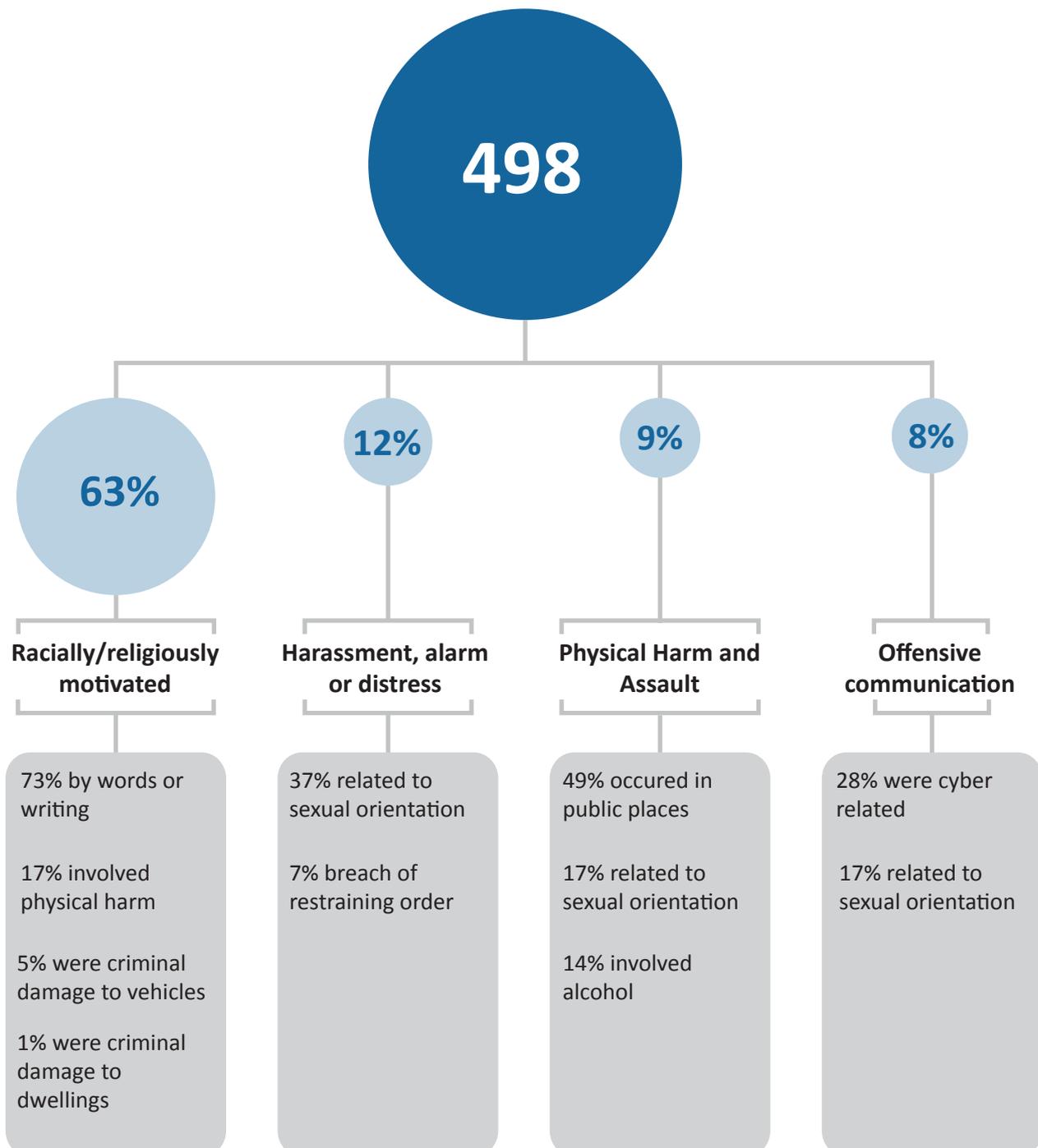
Total offences: April 2015 to March 2016

**31,608**

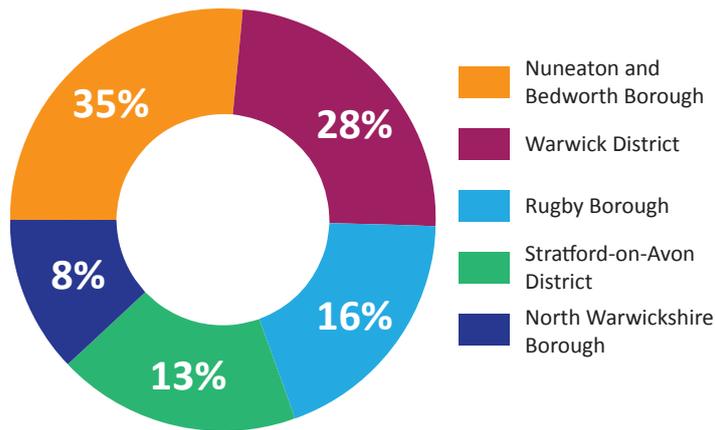
Hate offences and crimed incidents:

**498**

The 498 hate offences/crimed incidents are equivalent to 1.6% of total recorded crime across the county during the examined period.



## District/Borough Percentages



Analysing reported offences by district and borough indicates that hate crime offences have an effect on communities across the county, with 35% reported in Nuneaton and Bedworth Borough and 28% reported in Warwick District.

Reasons for this are uncertain, beyond suggestions of correlations between population densities in town centre locations and hate crime. Illustrated opposite are the percentages of reported hate crime for each district and borough.

## Victim Profile

On average, 84% of hate crime offences reported in Warwickshire identified a victim. The table opposite examines the breakdown of victims by age, sex, ethnicity and nationality for Warwickshire and by district and borough.

Key trends were as follows:

- 64% of victims were male, 36% female;
- Those aged 31-40 years were most targeted, constituting 26% of total victims;
- The most frequent nationalities of victims were: British (39%), Asian (11%), African (8%).

		North Warwickshire Borough	Nuneaton and Bedworth Borough	Rugby Borough	Stratford-on-Avon District	Warwick District	Warwickshire
SEX	Male	65%	61%	51%	67%	72%	64%
	Female	35%	39%	49%	33%	28%	36%
AGE	0-10 yrs		3%	3%			2%
	11-20 yrs	9%	9%	9%	24%	24%	13%
	21-30 yrs	19%	24%	24%	20%	20%	26%
	31-40 yrs	22%	25%	25%	30%	30%	25%
	41-50 yrs	30%	20%	20%	11%	11%	19%
	51+ yrs	22%	14%	14%	16%	16%	15%
ETHNICITY	British	39%	28%	35%	60%	33%	35%
	Any other white background	21%	7%	17%	7%	13%	12%
	African	12%	6%	8%		7%	7%
	Indian	9%	19%	12%	7%	22%	16%
	Any Asian Background		15%	6%		7%	8%
	White and Asian		6%				3%
	Caribbean			6%			3%
	Bangladeshi				5%		2%
	Any black background				5%		2%
NATIONALITY	British	56%	74%	61%	86%	67%	70%
	Australian	13%					1%
	Polish	5%	6%	15%	3%	4%	7%
	Indian	3%	6%	2%	3%	4%	4%
	Bangladeshi	3%			3%		1%
	Zimbabwean	3%	3%				2%
	Pakistani		3%			2%	2%
	Turkish			4%			1%

## Demographic Comparison

Warwickshire remains an ethnically and culturally diverse county, with global communities co-habiting from Europe, Africa, Asia and the Americas. Though incidents are in the minority, their occurrence should be monitored, compounded by growing awareness and concern over immigration and security within and between communities.

Comparing the victim data to the 2011 Census data reveals the following key trends:

- Across Warwickshire, hate crime victims were predominantly White British, indicative of Census results in which 89% of respondents identified themselves as British;
- European communities continue to expand across the county, with 13.1% identifying themselves as Polish nationality. There were also a notable proportion from Germany, Ireland, Italy and Portugal. Of concern, however, an increasing number of hate crime victims resided in these communities, notably in North Warwickshire and Rugby. Of note, overall, 7% of Warwickshire's hate crime victims were Polish;
- Accordingly, data indicates that Asian communities were disproportionately affected by Hate Crime across the County, with an average of 16% of victims identifying themselves as Indian (for example), despite this community constituting 3% of Warwickshire's population. This was particularly marked in Warwick District and Nuneaton & Bedworth Borough;
- Intelligence gaps appear to exist regarding the Gypsy and Traveller communities, with Census results suggesting that 0.1% of Warwickshire's population are from these communities. Despite this, consultation highlighted concern over levels of engagement and understanding between and within communities. This area could benefit from future work, enhancing understanding and reciprocity.

## Victim Satisfaction

Warwickshire and West Mercia Police use victim surveys to monitor victim satisfaction levels across different crime types. The customer satisfaction team analyse detailed free text responses from victims to identify key issues and trends. Any learning points are fed back to local officers so service improvements can be implemented.

Latest figures show that the hate crime victim satisfaction level has reduced from 81% in June 2015 to 69% in May 2016 (for context the current victims satisfaction level for all crime is 85%).

This downward trend has prompted further discussion at the Victim Satisfaction Improvement Board. However it is important to note that the number of hate crime victims surveyed is low (average of 10 per month) and this small sample size will significantly exacerbate changes in satisfaction when shown as a percentage, making it difficult to draw any meaningful quantitative conclusions.

While the sample size is small the surveys do provide an opportunity to engage with victims. The absence of follow up activity is a common reason for dissatisfaction.

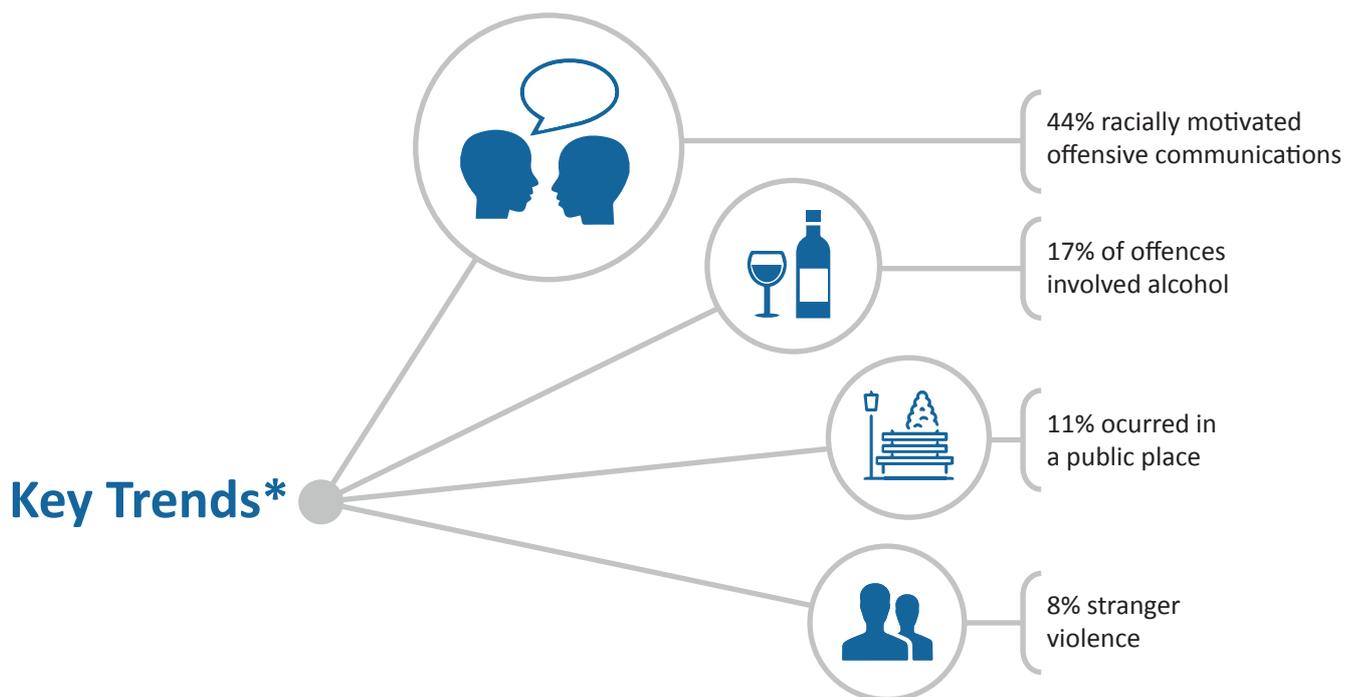
Warwickshire and West Mercia Police have put in place a number of measures to improve victim satisfaction levels, it is recommended that these are monitored by the county hate crime group.

## Substance of Offence

Hate crime is not a crime type in itself and can therefore exist across any crime category. The police use 'interest markers' which can be applied to any offence, the hate crime interest markers help to identify the specific types of hate crime, for example racist incidents have a separate marker to homophobic incidents. Multiple interest markers can be applied to one offence so for example if a hate crime was both racist and homophobic then both markers would be applied.

The table opposite identifies the percentage of offences with a hate crime interest marker by crime category and the breakdown by interest marker. The categories with a percentage above the county average are highlighted in **RED**.

	North Warwickshire Borough	Nuneaton and Bedworth Borough	Rugby Borough	Stratford-on-Avon District	Warwick District	Warwickshire (average)	
OFFENCE CATEGORY	Racially motivated offensive communication	42%	49%	47%	35%	46%	44%
	Racially motivated physical assault	13%	14%	3%	6%	12%	10%
	Harassment, alarm or distress	13%	8%	17%	20%	10%	14%
	Physical harm/battery	6%	9%	7%	12%	10%	9%
	Racially motivated criminal damage	3%	3%	5%	4%	6%	5%
	Criminal damage	6%	0%	3%	2%	2%	3%
	Racially motivated rape	0%	0%	0%	0%	2%	0%
INTEREST MARKER	Involved alcohol	13%	20%	15%	16%	23%	17%
	Racist incidents	81%	79%	72%	55%	72%	72%
	Involved drugs	0%	1%	0%	0%	4%	1%
	Occurred in a public place	6%	14%	10%	6%	17%	11%
	Instances of stranger violence	6%	14%	7%	6%	9%	8%
	Cyber related	0%	2%	3%	8%	2%	3%
	Disablist incidents	6%	3%	3%	10%	2%	5%



\*Percentages represent averages across the county

Source: Crime Information System and STORM incident System, Warwickshire Police

## National and other data

The Home Office released the 'Hate Crime, England and Wales, 2014 to 2015 report in October 2015. This report looked at the number of hate crimes recorded by the police in England and Wales in 2014/15 which were motivated by one or more of the following strands (same as interest markers): race, religion, sexual orientation, disability, transgender identity.

The report also combined data from the 2012/13 and 2014/15 Crime Surveys for England and Wales (CSEW). The key findings were as follows:

## Police Recorded Crime

In 2014/15, there were 52,528 hate crimes recorded by the police, an increase of 18% compared to the 44,471 recorded in 2013/14. The split of the 2014/15 offences is illustrated below:

Hate crime category	Number of Offences*	Percentage of total offences
Race	42,930	82%
Sexual orientation	5,597	11%
Religion	3,254	6%
Disability	2,508	5%
Transgender	605	1%

*\*It is possible for one hate crime to have more than one motivating factor which is why the above numbers sum to more than 52,528 and 100 per cent*

There were increases in offences recorded for all five of the monitored hate crime strands between 2013/14 and 2014/15. The 'likely factors' for this increase were listed as:

- Improved recording of crime over the last year, especially for violence against the person offences;
- a greater awareness of hate crime;
- improved willingness of victims to come forward.

However, the report also discusses that improved recording may not be the only reason for increases in police recorded hate crime and that there could be a real increase. The potential for single major incidents to cause spikes is also discussed, one example given is the murder of Lee Rigby in 2013 which was followed by a peak in racially or religiously aggravated offences.

## Crime Survey for England and Wales (CSEW)

The CSEW is a face-to-face victimisation survey in which adults aged 16 years and over, resident in households in England and Wales, are asked about their experiences of crime in the 12 months prior to interview. Some of the key findings for hate crime were:

- Based on combined data from the 2012/13 and 2014/15 CSEW, there were an estimated 222,000 hate crimes on average per year for the five monitored strands.
- The most commonly reported motivating factor in these hate crime incidents was race, with an average of 106,000 incidents a year. The second most common motivating factor was disability (70,000 incidents per year).
- Hate crime victims were less likely to be satisfied by the police handling of the incident, 52 per cent being very or fairly satisfied compared with 73 per cent for crime overall.

The CSEW suggests that hate crime has reduced at a similar rate to overall crime since 2007/08. There was a 28% reduction in hate crime incidents from 307,000 (2007/08 and 2008/09 combined) to 222,000 (2012/13 and 2014/15 combined). Over this same time period, there was a similar percentage fall (25%) in total crime in the CSEW.

The CSEW also assesses the effects of hate crime; victims were asked if they had an emotional reaction after the incident and, if so, how much they were affected and in which ways. Responses showed:

- 36% of hate crime victims were 'very much' affected compared to 13% for overall crime.
- More than twice as many hate crime victims said they had suffered loss of confidence or had felt vulnerable after the incident (39%), compared with overall crime (17%).
- Hate crime victims were also more than twice as likely to experience fear, difficulty sleeping, anxiety or panic attacks or depression compared with victims of overall crime.



Police recorded crime figures (England and Wales) for the year ending March 2015 show that hate crimes make up around one per cent of total recorded crime.

# Crown Prosecution Service (CPS)

The CPS produced their eighth Hate Crime Report which covered the period 2014/15 and 2015/16. The report provided information on CPS performance in prosecuting the following crime types:

- racist and religious hate crime;
- homophobic and transphobic hate crime;
- disability hate crime;
- stirring up hatred; and
- crimes against older people

The following key facts were highlighted in the report foreword:

“In 2015/16, we completed 15,442 hate crime prosecutions - the highest number ever. There was a 41% increase in disability hate crime prosecutions compared to 2014/15; the highest proportion of sentence uplifts in racially and religiously aggravated crime cases; and the highest ever conviction rate in homophobic and transphobic prosecutions”.

The breakdown of prosecutions by hate crime strand is as follows:

	2014/15	2015/16	Comparison
Racially and religiously aggravated crime	12,795	13,032	+237
Homophobic and transphobic crime	1,277	1,469	+192
Disability hate crime	666	941	+275
Total	14,738	15,442	+704

To help understand the increases in hate crime prosecutions the report gives the following reasons:

## Racially and religiously aggravated crime

“During 2015/16 the Religiously Aggravated and Antisemitic Crime Action Plan was developed and implemented.

The Hate Crime Assurance Scheme was extended to include racially and religiously aggravated offences and CPS guidance to prosecutors was updated in relation to offences alleging stirring up hatred”.

## Homophobic and transphobic crime

“During 2015/16 specific guidance and training were delivered to prosecutors in relation to conducting cases alleging homophobic and transphobic crime.

The continuing increase in the number of completed prosecutions and convictions is encouraging and indicates progress in addressing the gap between the incidence of people experiencing homophobic and transphobic offending and reporting”.

## Disability hate crime

“During 2015/16 a mandated training package on disability hate crime for all CPS prosecutors was delivered.

The tracking of live files by means of the Hate Crime Assurance Scheme was introduced which helps support casework quality through real time scrutiny, this is particularly important in respect of disability hate crime where the proportion of sentence uplifts remains small”.

Within the report figures for prosecutions by CPS area were included, the Warwickshire data is provided below:

		14/15	15/16	Comparison
Racial & Religious Crime	Convictions	60	54	-6
	Unsuccessful	10	15	+5
	Total	70	69	-1
Homophobic and Transphobic Crime	Convictions	3	11	+8
	Unsuccessful	1	0	-1
	Total	4	11	+7
Disability Hostility Crime	Convictions	6	1	-5
	Unsuccessful	0	1	+1
	Total	6	2	-4
All Hate Crime	Convictions	69	66	-3
	Unsuccessful	11	16	+5
	Total	80	82	+2

## 4.2 Hate Incidents in Schools

During the period April 2015 to March 2016 a total of 90 hate incidents were reported by 29 individual schools to the Warwickshire County Council Equality Team.

Schools, like local authorities, have a duty to evidence how they will show due regard to equality and in particular how they will;

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between different groups and;
- Foster good relations between different groups.

Prejudice related incidents form part of this recording and reporting process.

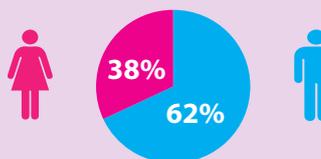
The Equality Team ask that all schools provide reports via an online reporting form to enable them to monitor what is happening across the county. Guidance is provided detailing what would be counted as a prejudice related incident including online documents and workshops which have been developed as part of the Equality Team's support to schools to help them meet their Equality Duty.

The Equality Team provide the following key messages for schools:

“By raising awareness of all strands of diversity, how to eliminate discrimination and promote equality of opportunity, we are preparing our young people to become good global citizens, and to appreciate the diverse society in which they live”.

## Victim and Perpetrator data

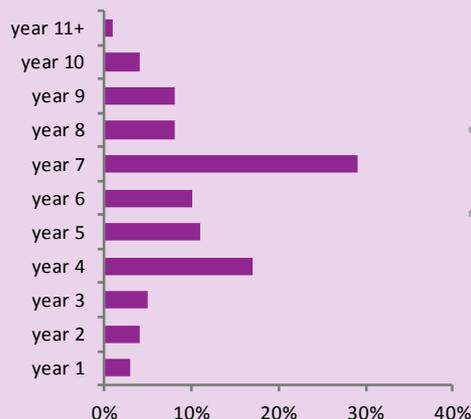
### Victims:



4 victims and 20 perpetrators had an identified learning difficulty

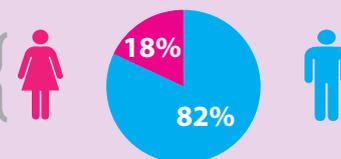


### Victim year group

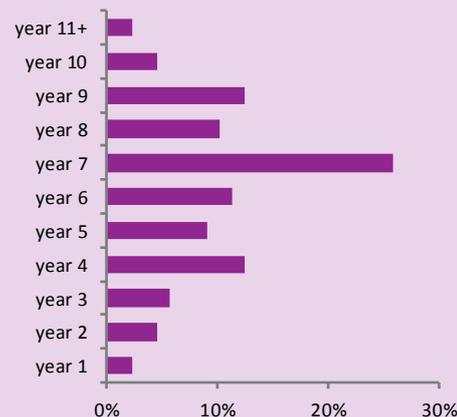


Over a quarter of both victims and perpetrators were in year 7

### Perpetrators:



### Perpetrator year group



More than a third of victims were from an Asian background and 19 were of dual heritage



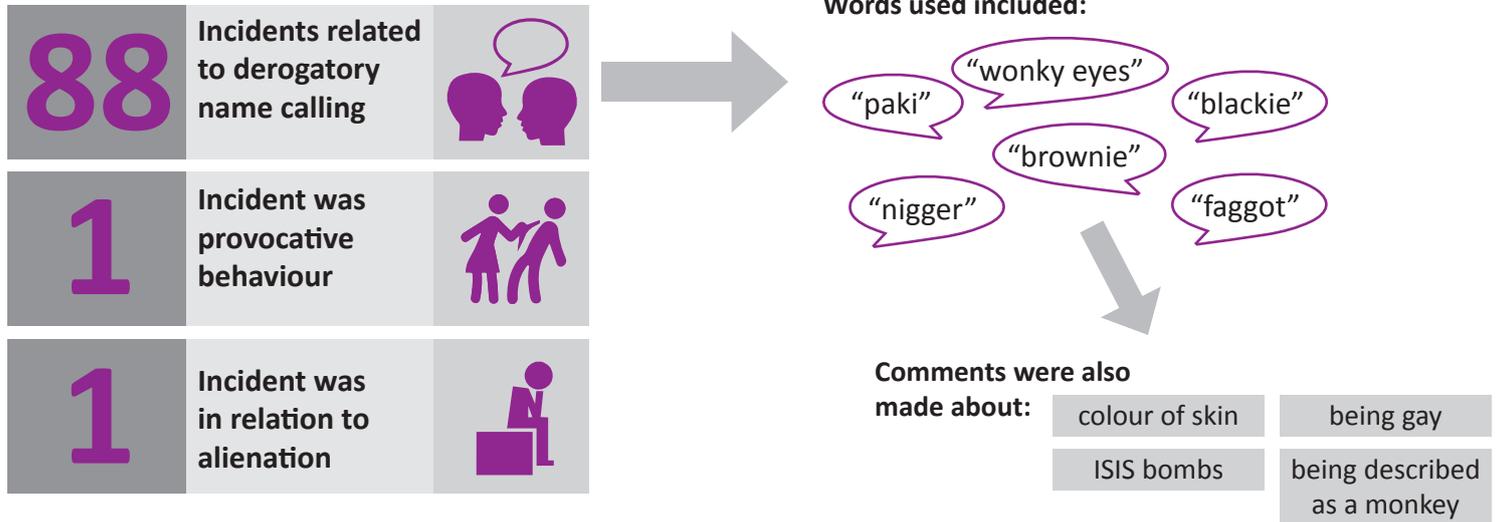
The majority (85) of the perpetrators were White British, four were of dual heritage and one was Asian



Nine of the victims were members of staff and 81 were pupils

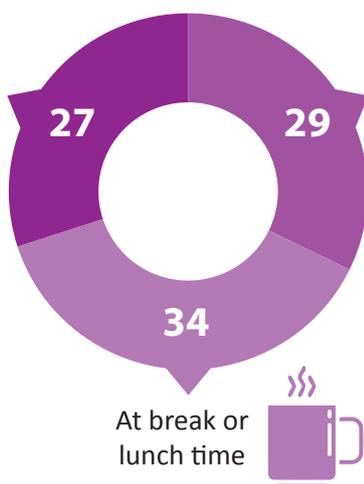
## Types of Incident

Incident data included a wide range of information from how hate incidents were dealt with in schools to what time of day the highest volumes of incidents took place. The breakdown of this data is illustrated below.



## Times of Day

Other times during the school day



During lessons

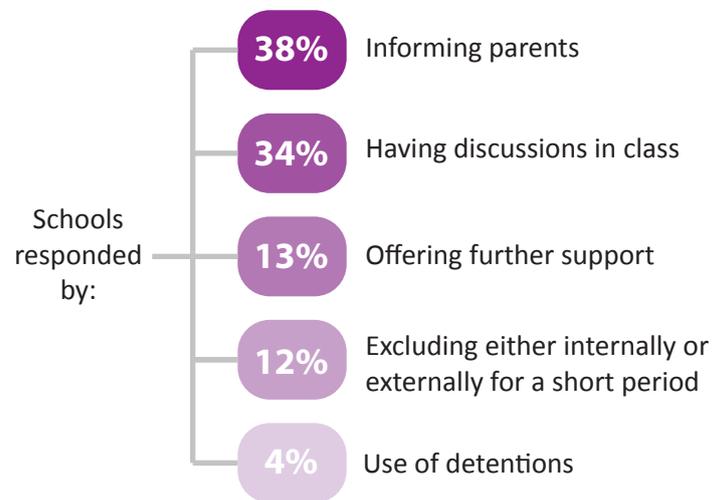


At break or lunch time



The spread of offences throughout the school day suggests that hate incidents are not confined to one particular time or location in the school day.

## Responses



The responses from schools suggest that the most popular course of action is to either inform the perpetrator's parents or to hold a discussion in class. As a recommendation for further study it would be interesting to analyse if these two actions have a more beneficial effect than handing out detentions or excluding a pupil.

## 4.3 Gypsies and Travellers

As outlined in the introduction, it is important when considering hate crime against communities to acknowledge that a high proportion goes unreported and that available data only shows us a fraction of the true picture. It is widely considered that while the Gypsy and Traveller communities are some of the most targeted for hate crime, there is little statistical evidence to support this. The feeling that there is no point in reporting offences is seen as particularly relevant to people in these communities, which are often viewed as being on the edge of society.

### Substance of incidents



Being excluded from premises is a common occurrence, examples of this include being turned away from shops due to the suspicion that shoplifting will be committed and being turned away from restaurants and licensed premises.



Purchasing goods and services can be difficult; if the seller realises the buyer is from a Gypsy or Traveller community there is a chance that goods can suddenly become unavailable for sale.



Use/booking of venues is also a potential challenge, for example booking a wedding at a hotel can lead to pressure from the police and local community for the hotel to cancel the booking.



Direct abuse shouted from passing car windows is another common type of hate crime and in one Warwickshire incident gun shots were fired over a Gypsy camp.



Another Warwickshire example involved a school which decided to accept children from Gypsy and Traveller communities, this action resulted in 25 parents removing their children from the school.

### Underlying Issues

A key problem with the reporting of and response to hate crime in Gypsy and Traveller communities is the stereotypes around culture. The issue of domestic abuse is an example of where, at times, this crime can be overlooked or passed off as just being 'part of the culture'. There is a possibility that this is also the case with hate crime.

As mentioned previously there is an assumption/prejudice that when dealing with people of Gypsy and Traveller heritage that there will inevitably be problems and much of this negativity is driven by media portrayal. Partly for this reason, Gypsies and Travellers will often hide their identity when moving to a new location.

It is also necessary to note that there is an element of hate crime which exists internally between different groups of Gypsy and Traveller communities, in particular there is an English/Irish divide and a hierarchy between families of different status which can cause tensions.

Fundamentally there is a feeling of a disconnect in the response to hate crime when the victim is of Gypsy or Traveller heritage. During consultation it was suggested that the underlying prejudice toward this minority group may have created an environment where hate crime is unlikely to be reported and if it is reported; may not be taken seriously. Warwickshire County Council's Gypsy and Traveller support service advise that 'it is no more acceptable for Gypsies and Travellers to be victims of crime than it is for other members of society'.

### Actions

It has been highlighted for Warwickshire that one key area for improvement is to ensure that Gypsy and Traveller communities are engaged in any future hate crime consultation, the concern being that at present they are overlooked even though they are considered to be subject to a high volume of hate crime.

For further study it would also be beneficial to get a better understanding of where the hate crime is coming from and the motivations behind it.

## 4.4 WREP

WREP has produced a gap analysis of support services for hate crime/hate incident victims and witnesses. This was commissioned by Warwickshire County Council to improve agencies' understanding of the support needs of victims and witnesses of hate crime/incidents in Warwickshire and to identify any gaps in service provision. The project took place from April to August 2016 and included workshops, events and two online surveys.

### Survey Results

The online surveys consisted of one for residents of Warwickshire and the other for public and voluntary agencies. In total there were 327 surveys completed (261 from residents and 66 from public and voluntary organisations). Of the 327 surveys, 188 were completed through face to face engagement at the workshops and the remaining 139 were completed online. Some of the key findings were:

**67%** of respondents felt they have a clear understanding of what a hate crime/incident is.

Interestingly, WREP noted that at the workshops it was apparent that many did not know and were not aware of the difference between a hate crime and hate incident.

Conversations at the workshops also revealed that residents were likely to recognise race as one of the hate crime strands but there was limited knowledge about the other five strands.

**52%** of public and voluntary agencies believe that residents are aware of what a hate crime/incident is.

**40%** of respondents had been a victim or knew someone that had been a victim of a hate crime/incident

Of these respondents, 20% did not talk to any agency about the hate crime/incidents.

The main reasons given for not talking to anyone were: "did not know who to talk to" and "did not think anyone would be able to do anything about it".

WREP advise that: "This indicates a need for more awareness of different agencies that people can report a hate crime/incident to and what measures can be taken to support the victim/witness".

**38%** of residents that were surveyed did not know of any support services that are available in Warwickshire.

Of the remaining 62%, respondents listed 48 different organisations/- support groups.

**32%** of public and voluntary agency staff are unaware of any support services in Warwickshire to signpost victims to.

WREP advised that the survey results indicated a need for:

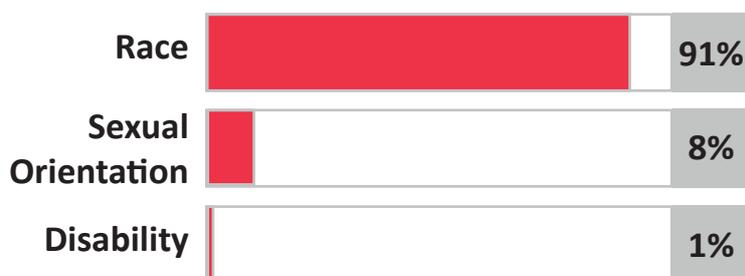
- Greater public understanding of hate crime laws.
- Provision of information about where victims can report hate crime.
- More information on available hate crime support services.
- Training for frontline workers.

## 4.5 Victim Support

From January 2016, Warwickshire and West Mercia Victim Support Services have been commissioned through the Hate Crime Service in Wales and Victims Support Cymru.

Currently scheduled until January 2017, the service offers emotional and physical help to those affected by crime in Warwickshire. An independent charity, individuals can contact the service irrespective of their contact with the police or time since the crime took place. Services range from one to one consultation to assistance with administrative tasks and improvements in personal security.

Between January and July 2016, 76 referrals were made from Warwickshire Police. The percentages by category for these 76 referrals are listed in the table below:



In addition to the three categories above, Victim Support also list being targeted because of hostility or prejudice toward a persons religion or belief and gender identity as hate crimes.

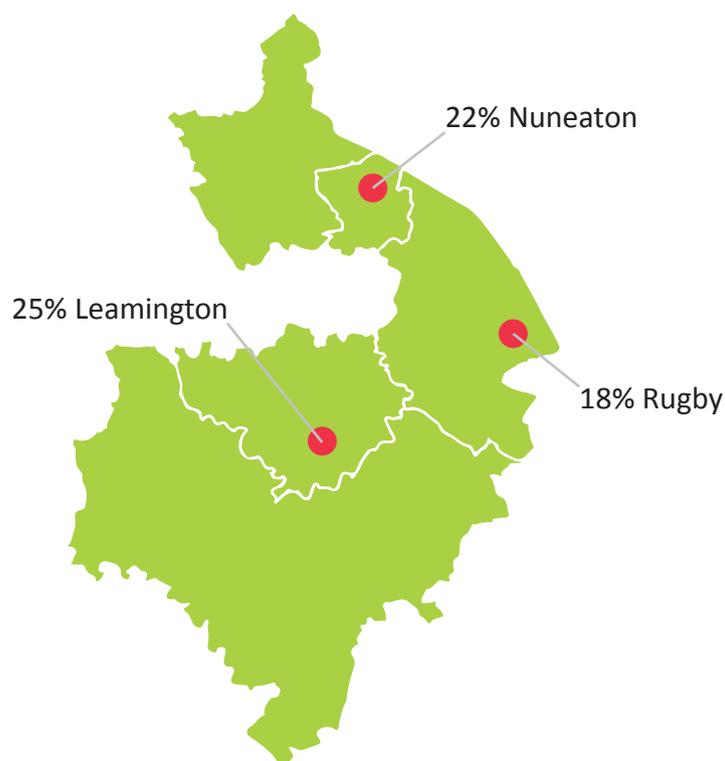
It is recommended for the future that links are made with Victim Support to establish if more of the data can be made available to provide further insight.

## Locations

The majority of referrals (65%) were from the urban centres of the county. The map below picks out the top three locations for referrals based on the following table:

### Referrals by town:

Leamington	25%	
Nuneaton	22%	
Rugby	18%	
Stratford-upon-Avon	8%	
Atherstone	5%	
Bedworth	5%	
Coventry	5%	
Warwick	4%	
Alcester	3%	
Southam	1%	
Redditch	1%	



While this data gives us a general overview of the types of hate offence that Warwickshire Police are referring to Victim Support, data protection rules mean we are unable to receive any further detail about the substance of offences or victim profiles.

## 5.0 Hate Crime Action Plan

As outlined in the introduction, in March 2015 a Warwickshire Hate Crime Action Plan was formulated by the Community Safety Partnership.

The achievements so far are as follows:

Hate Incident Partnerships (HIPs) have been established in the north and south of the county to review local cases and trends, and task partners as appropriate.

The HIPs are made up of third sector representatives, supported by the statutory authorities.

The police and local authorities joined up to deliver a campaign during hate crime awareness week last year.

Training sessions were delivered to police and partner agencies on subculture hate crime led by the Sophie Lancaster Foundation and a series of hate crime 'blogs' were published throughout the week.

A hate crime information page was developed on the Safe in Warwickshire website:

[www.safeinwarwickshire.com/hatecrime](http://www.safeinwarwickshire.com/hatecrime)

Warwickshire and West Mercia Police have undertaken a comprehensive review of their Hate Crime Policy. Independent Advisory Group members have been integral in this process.

The revised policy will be available in October.

The police communications team have devised new marketing materials to promote wider understanding of hate crime and the need to report matters to the police.

Posters, leaflets, business cards, z-cards and pens have been produced for circulation.

A County Hate Crime Group (CHGC) was established in 2015 as a subgroup to the Safer Warwickshire Partnership Board. The CHGC includes representatives from the local authorities, police, education, OPCC, WREP, Victim Support and Neighbourhood Watch. The group meet quarterly to drive forward the county action plan.

Warwickshire Police have devised Hate Crime Action Plans (one for the north of the county and one for the south).

These are congruent with the County Action Plan, but determine on a tactical level how the police are going to address the issues of hate crime.

A gap analysis around what factors prevent people from reporting and what support services exist for those affected by hate crime in Warwickshire was completed by WREP.

The results will inform the further development of the county action plan.

A hate crime e-learning module is available for all organisations to access at:  
<http://warwickshire.learningpool.com>

WCC has included the module within its mandatory induction package for staff.

The police have developed a hate crime pack for frontline personnel to give out to victims.

In addition to an information letter, explaining the process of making a report and what the timeline of contact/updates will be, details of available support are also shared.

## 6.0 What we need to do next....

The following have been identified as required future actions:



**Refresh** the action plan in light of the Government's new plan for tackling hate crime: "Action Against Hate" and the new police hate crime policy.



**Review** and update the hate crime e-learning module and promote more widely.



**Develop** hate crime initiatives for schools and youth groups.



**Develop** initiatives with the Gypsy and Traveller community.



**Bring together** hate crime and Prevent (counter-terrorism) work where appropriate, particularly around community engagement and community cohesion.



**Deliver** a programme of events for hate crime awareness week.



**Build** on the outcomes of the WREP gap analysis to ensure better services and support are available.



**Monitor** victim satisfaction levels.