



STOP HATE CRIME

Learning together training pack



This Training Pack should be read in conjunction with the 'Learning Disability Hate Crime' Good Practice Guidance

STOP HATE CRIME

Learning together training pack



This is a pack to train people about Disability Hate Crime.

It is to tell people that it is just as bad as other sorts of Hate Crime.

It is important and must be taken seriously.

It is ask to ask them to do something about Disability Hate Crime.

The Better Days Group says . . .

"We want to stop Hate Crime."

"We do not want it to happen any more."

"We want to see people with learning disabilities going out and about in a safe environment."

"It is wrong for disabled people to get attacked."

"I want to be treated as a person."

"Hate Crime is a Crime!"





If you read this pack you should read the book that goes with it too.

It is called 'Learning Disability Hate Crime: Good Practice Guidance for Crime and Disorder Reduction Partnerships and Learning Disability Partnership Boards'.

Who will run the training?

This pack is for groups of people with learning difficulties to use to do the training.



We think that people with learning disabilities are the best people to run the training – because ...

"We understand – we know what it's like."

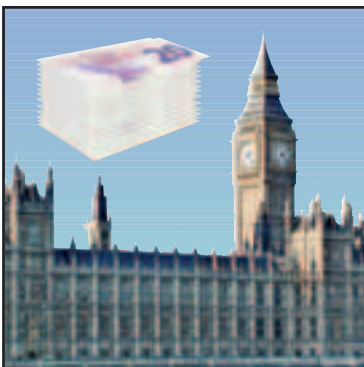
"We know what happens to other people with learning disabilities and can tell people the truth".

"We can share our stories and information with other people."

"We can show people that we're just as good as them".

"We can show people we are not different."

"We can work as a team with the people on the course."



The Home Office paid for us to make this pack.

Who will you ask to come to the training?

The pack is to use with anyone who you think needs training.

You can put on a course and invite people to it.

It is important, if you can, to invite people from two groups that can make things change in your area where you live.

The groups are the Learning Disability Partnership Board and the Crime and Disorder Reduction Partnership. Another name for this is the Community Safety Partnership.

Some of the people you can invite are the police, people from the courts (like magistrates), solicitors, members of the User Forum in your area, social workers, managers from the council and any people you think can change things.

You can use bits of the course to train support staff from day centres, respite care and places where people live, and community workers.



Who are these people?

The **Learning Disability Partnership Board** was set up in your council area to make sure that things got better for people with learning disabilities.

Insert Hate Crime is talked about in 'Valuing People Now'.



If you want to find out more about this you can look at the website www.valuingpeople.gov.uk

You can find out the address of your Partnership Board on the website too. The website is easy to use.

The people who go to the Learning Disability Partnership Board are people who work for the council (like in Social Services or Housing), people who work in the health services, people with learning disabilities, family carers, and anyone else who can make things change for people with learning disabilities.

You could ask the **Learning Disability Partnership Board** to organise this training in your area.



The **Crime and Disorder Reduction Partnership (Community Safety Partnership)** is a group that talks about all sorts of crime in your area.

It is a meeting for people to work as a team to do something about crime.

It is their job to talk to the public to make a plan about what to do about crime.

The people who go to it are the police, the council, fire and ambulance services and people from health.

Some of these groups have already done something about Disability Hate Crime.

We hope that when the people in these groups have been on this course, they will start to work together and do more to stop Hate Crime.

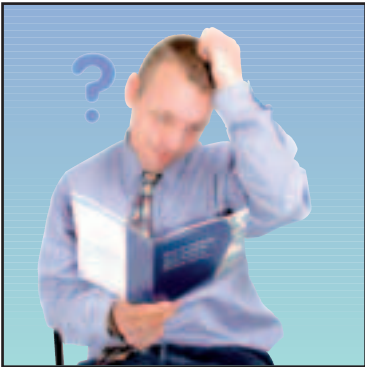


What is in the pack?

There are 4 parts of the training course.

They are:

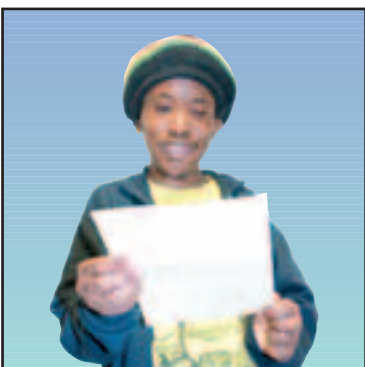
- 1) What is Hate Crime and what does it do to people's lives?
- 2) What does Hate Crime feel like?
- 3) How can we help people to report Hate Crime and support them after the crime?
- 4) How can everyone work together to make things better?



You can use all of the course, or you can pick out the bits that will work best for you and the people who you are training.

For each part of the course, we have put in some training you can do with people to help them to think about Hate Crime and what they can do about it.

There is a CD with this pack. It has copies of all the handouts and some other useful information to help you do the training. You can print these out to help you do the training.



The handouts are for you to give people to take away. This will remind them later what you talked about.



You know a lot about Hate Crime already – you are the experts.

You know what goes on near where you live and the people who can help.



Add your own ideas and stories to the course. We have put this sign where we think you can add things, but you can add other things too.



Remember we have tried to make the pack so that you can use parts of it. You do not have to use it all.

Think about the people you are going to train. Which bits are most important for them?



We are happy for you to change the words and to put new bits in to your course. But we think that the things we have to say are important. Lots of people all over Britain have said what they think and we have put their thoughts in this pack.

We do not want you to change the messages that they want us to pass on.

Getting ready to do the course

Hate Crime is a hard thing to train people about.



We think it would be best if some of the people doing the training have already trained people about other things.

But it is good to have a mix with people who are new to training so that they can learn how to do it.

This pack cannot tell you how to be a trainer. If you have not been a trainer before we think 'Training for Change' (written by Change and NIACE – see list at end of pack) is a good pack to look at.



Decide how many people you feel comfortable to train.

About 15 people is a good number.

We do not think you should try to train more than 20 people at a time about Hate Crime.



Make sure that the people who come on the course have a copy of the book that goes with this course.

Ask them to read it before they come along.

The book is called 'Learning Disability Hate Crime: Good Practice Guidance for Crime and Disorder Reduction Partnerships and Learning Disability Partnership Boards'.



Decide in your group who is going to plan the course and who is going to do the training.

About 4 people is the right number to do the training.



Planning the course

Once you have a planning group leave yourself plenty of time to plan the training and practice your jobs on the training.

When you know how long you have to do the training, you can make a day plan.

Look at all the exercises in the pack.

Decide which ones you want to use.

Choose the sorts of training that you feel relaxed about.



Think of some exercises or stories of your own.

Make sure that there is a mix of things so that people do not get bored.



Allow time in the plan for regular breaks.

Here is a day plan we made earlier Yours will be different

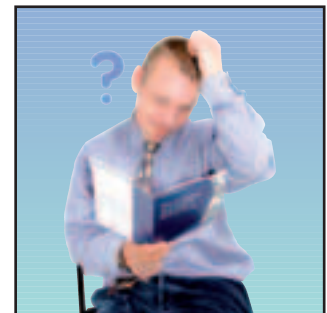
Training about Hate Crime Thursday 11th October



Introductions and round
Margaret



What is the course about?
Stephen



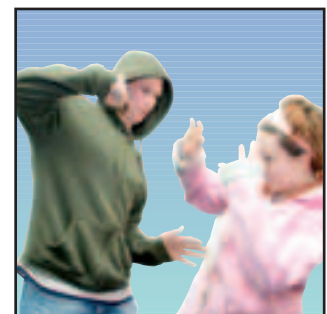
Hopes and fears
John



Groundrules
Margaret



What is Hate Crime?
Wordshower
Stephen





Stories about Hate Crime
and discussion
All of us



Break



Show DVD and talk
about handout
John



Big group – Time to
cheer up
Margaret



End





Important

Talking about Hate Crime might upset some people.

It might upset the people who are on the course.

It might upset you when you are training people.

You need to think about how you are going to support each other.

You should have enough people doing the training so that one person who is good at helping people can be free to talk to anyone who is upset.

Everyone should look out for each other and tell this person if they think someone needs help.

Make sure that there is another room near where you are doing the training for anyone who wants to talk in private.

Some people might just want to be quiet for a bit and not talk about what is upsetting them.

You might want to have a list of people (like Victim Support) who can talk to people after the course if there are any problems.

You could finish each bit of training with something nice to help people go away feeling happy. We have put some ideas in the pack.





PART 1 Getting Started

At the start of any bit of training it is important to make people feel comfortable.

You might need to tell people about safety rules.

If people do not know each other, you need to help them to find out each others' names.



1 You can have name labels

One of the team writes them with people as they come in.

This makes sure that people have the name they want and you have started to talk to each other.



2 Rounds About 5 Minutes

Rounds are good at the beginning of any meeting.

One of the trainers goes round the group in turn and asks everyone the same question.

Ask people to say their names again and something about themselves.

It gives everyone a chance to have a say.

Your group could think of a question that you like.

You could ask ... "Tell us your name and something about your journey here today."

Some other ideas are ...

- your favourite music
- your favourite film
- your favourite radio or TV programme
- your favourite food



Once everyone knows a bit about each other you can start the course.

If you are doing 2, 3 or 4 bits of the course on different days, you can still use some of these rounds.

Another thing you can do is to go round and ask everyone one thing they remember from the last session.



3 Who are we? About 5 minutes

You will have to tell the people on the course something about you.

You will have to think about what you want to say, and choose someone from the group to say it.

You can tell them your names and which groups you are in.

You can tell them about other training your group has done.

You can tell them about what else your group does.



It is important to tell them that your group is one where people with learning disabilities make the decisions and are in charge.

Some people call this "self-advocacy."

Some people on the course might not have heard about this before.

It helps the people on the course to understand that people with learning disabilities can do important things.

It shows that you are not always victims (people who are picked on). You can stand up for yourselves.

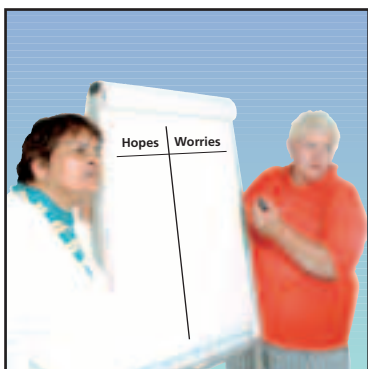
4 Hopes and worries About 10 minutes

It is good to find out at the start of a course what people think is going to happen. Here is one way to do it.



Ask people to get into 2s and talk for about 5 minutes each about what they hope to get from the course and any worries they have about the course.

Go round and ask them to tell you what they said.



Write up what they say on a flipchart:

Hopes

Worries

Talk about the list of worries.

Someone might say that they will get upset or depressed. Thank the people who said that.

They are very honest.

Tell everyone what you will do to help anyone who gets upset.

(Remember you made a plan before you started the course – things like having someone to talk to, making sure there is a room for quiet times).





5 What is the course about? About 5 minutes

People like to know what is going to happen on the course. Then they do not worry so much.

One of the trainers says what you are going to do.

Here is what we say.

You can change some of it if you want to make it easier to say.

You also have to change it if you are not going to talk about all these things on your training.



The Better Days Group says ...

“This course is to tell you about Disability Hate Crime.”

“Disability Hate Crime is just as bad as other sorts of Hate Crime.”

“It is important. It must be taken seriously.”

“We are going to talk about how to help people to tell someone if a Hate Crime has happened to them.”

“We are going to talk about how we can all work together as a team to stop Hate Crime”.



6 Ground rules (Group contract)

About 10 minutes

Rules help in training – everyone feels comfortable and knows how all the people there will behave.

Ask people to get into 2's with someone different to talk about what ground rules they would like to have.



If you have done the “Hopes and worries” part, remind them about the worries that people talked about.

Is there anything the rules can do to help people who are worried?

Go round each 2 and ask them to tell everyone what they have said.

Write the rules up on a flipchart.

Check that everyone else is happy to have those rules.

Put them on the wall where everyone can see them.

Some groups have lots of good ideas themselves. Some groups are very quiet.



You can take some of your own ideas in case the group does not think of any.

Here are some ideas for ground rules that people from Better Days came up with:

- Listen to each other.
- Keep what is said in the room private.
- If you are talking about something that has happened to another person ask their permission first or change their name.
- If you do not want to join in with something on the course you do not have to.
- One person speak at a time
- Respect each other.

If you are doing more than one bit of training with the same people, remember to put the groundrules up every time.

PART 2 Finishing the training

It is a bit funny to talk about the end of the training here, but we want you to think about ways to help people to go away feeling happy. This is because some of the training can upset people.

We think that you need to think about this if you do any of the training exercises from parts 3, 4 or 5 in the pack.



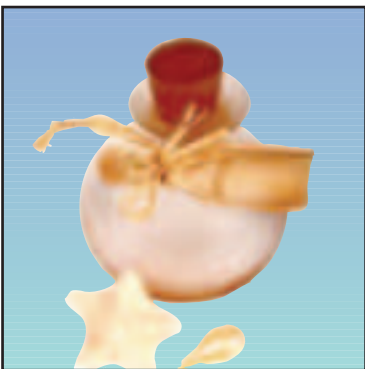
1 Time to cheer up a bit About 15 minutes

In the big group go round and ask everyone how they are feeling.

Say that you know that this is a hard thing to talk about and we will feel upset about it.

Ask people to go round again and ask people what they do to feel better when they are upset about something.

Tell them to do something nice when they go home that evening.



If you have lots of money for your training, you could give everyone a small present like a bottle of bubble bath. You do not have to do this if you do not have the money.



2 Making Things Better

Another thing you can do is to use the parts of training: **'How can I help – an advert for you'** or **'Promise to stop Hate Crime'** that are in this pack **'Together we can stop Hate Crime'**.

You can use these at the end of any part of the training if this is the last time you are going to work with that group.



This helps people to feel as if they have the power to change something and make things better.

3 Evaluation – How did we do?

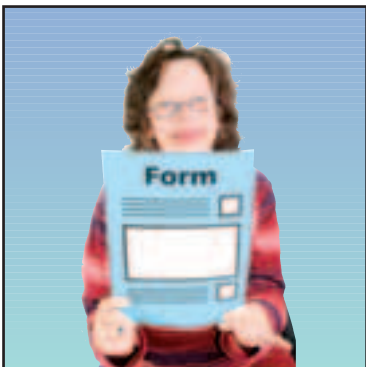
The other thing it is important to do at the end of a course is to find out what people thought about it

Give everyone a form to fill in to say what they thought about the course.

Make sure they give it back to you on the day.

Thank everybody for coming.

Tell them that you will send them a report of what happened on the course.





PART 3 What is Disability Hate Crime?

Here are some ideas to help people to think about this.

1 What is Disability Hate Crime? Wordshower

About 15 minutes

Ask the people in the group to tell you what they think "Hate Crime" means.

Try to get everyone in the group to call out their ideas.

Write the words that people say down on a flipchart.

It is important that people listen to everyone's ideas.

Do not argue with them or say they are wrong.

Then give them the '**Handout 1.1 What is Hate Crime?**'

Ask people to read it.

Ask for questions and talk about what people say.





2 It ruins our lives – stories about hate crime

About 40 minutes

Get people into groups to look at some stories about people who have been victims of Hate Crime.

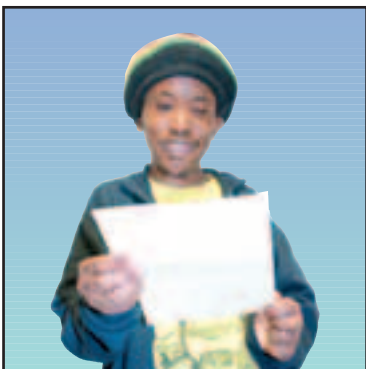


You can write some stories of your own about people in your group too.



Make sure that the person whose story it is says it is OK to use it.

Make sure that you change their names and some other things about the story so that people do not recognise them.



Ask people to get into 4 groups.

Give each group a different story from 'Handouts 2.2 Stories'.

Give them a piece of flipchart paper and a pen.



After they have read the story there are some questions at the bottom for them to talk about.



Give them about 20 minutes to talk about them and write the answers down on the paper.



Ask someone from each group to come to the front and tell you what they said.

Stick the flipcharts on the wall if there is room.



Give out '**Handout 2.3 – Hate Crime stops us . . .**'

3 Is Disability Hate Crime new?

About 30 minutes

Warn people that you are going to be talking about some horrible things that have happened to disabled people.

Say it's OK if anyone wants to go out and not take part.

Show the film '**Our past, present and future**'. (on the CD in the pack)

It is about what the Nazis did to disabled people in the war.



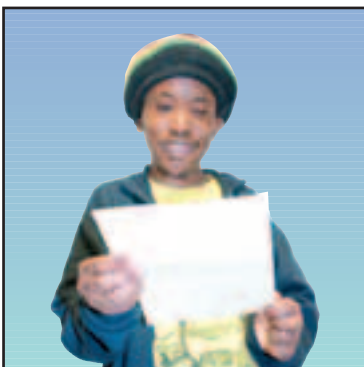
Ask people to read the '**Handout 1.4 Hate Crime has always happened**'.

Ask the group how we can change the way that people think about people with learning disabilities.

How can we get rid of some of the bad ideas that people have now?



Someone write the answers down on a flipchart.



Give out the '**Handout 1.5 – When did people find out?**'



PART4 How does Hate Crime feel?

These exercises are to help people to understand how Hate Crime makes disabled people feel.

1 Someone from your past 45 minutes



Ask everyone on the course to think about someone they saw when they were young.

Someone who lived near them, or went to their school, or that they knew from a club or something like that.

Someone who was different in some way – who stood out and who people thought was strange in some way.



Give them the 'Handout 2.1 Someone from your past' with questions on.



Ask people to get into 2s with someone they haven't worked with before and share what they have thought about.

Tell them that you are not trying to make them feel bad about themselves.

We can all think of a time when we have been horrible to someone and feel sorry about it later.



Go round and ask people to tell the group about what they have been talking about.

Make a list on a flipchart of how they think the person felt.



Give out the 'Handout 2.2 Hate Crime makes us feel...'



PART 5 Reporting Hate Crime and supporting survivors.

1 Role-play about reporting hate crime

45 minutes

Here is a drama we made to show people some of the problems when we report a crime.

You can change bits if people in your group have ideas to put in it.

It is a good idea to practice it a few times before you do the training.



Another thing you can do is to film the drama with a camcorder and then make a DVD to show.



Harry's story

Harry is on the bus going to college. He is talking on his mobile phone.

One of the college students comes up and says, "Give me your phone."

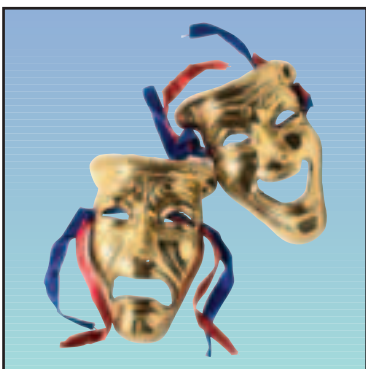
Harry says "No".

The student calls him a cripple and a spastic.

He says, "You shouldn't even be going to college – you should be at the disabled school".

Then he grabs Harry's mobile and runs away.

Harry goes to the college and tells his tutor, William. He asks him if he can use the phone to tell the police.





William says "No, students are not allowed to use the phone. Don't bother with the police – it will be easier to buy a new phone".

Harry says " But he called me a cripple. He said I shouldn't even be at college."

William says, " It's best to ignore those sort of things. You might see him again and he could cause bother for you. Just let it drop."

Harry goes away.



He bumps into his friend Ed.

He tells him what has happened.

Ed says, "You should tell the Police. That's a crime. Go to the police station and tell them everything."

At the police station Harry stands and waits for help.

He doesn't know that he has to press a buzzer for someone to come out.

In the end someone else comes in and presses it.

The policeman comes out and talks to the other person. He ignores Harry.

When he finishes with the other person Harry walks to the desk.

"Well lad, what do you want?" asks PC Carter.

Harry says, "Someone stole my mobile phone and they called me a spastic and a cripple."

PC Carter: "Was the phone worth much?"

Harry: "I don't know, my mum bought it."

PC Carter: " Are you sure you haven't just lost it?"





Harry: "No, a boy on the bus pinched it and called me names. He said I shouldn't go to college."

PC Carter: "OK son I don't want to hear your life history. I'll fill in this form. Right ..theft of mobile phone . . . What sort was it?"

Harry: "I don't know"

PC Carter (sighs): "Ok – Make: Unknown. Value: Unknown. What time did the theft occur?"

Harry: "What?"

PC Carter (louder): "What time did the theft occur?"

Harry: "I don't understand."

PC Carter: "This is no good. I haven't got time to be a social worker. Go home and get your mum to come in with you."

Harry goes off looking sad.

End of role play



Get the people on the course into groups of 4.

Give them some paper and pens.

Ask them to talk about what went wrong in the drama.

Ask them what would have helped Harry

- Before he went to the police station
- At the police station
- After he went home and was still upset about what happened.

Get them to tell the big group what they have said.

Give out 'Handout 3.1 "What would help Harry?'





4 Wordshower – why don't people report Hate Crime? 1 hour

Ask people in the group to shout out why they think people don't report Hate Crime. Write everything they say down on the flipchart. Don't discuss or argue with them – just write it down.



Give out 'Handout 3.2 Why don't people report Hate Crime?' Ask people to read it.

Get people into new groups.



Ask them to mix up so that there are different people in the groups.

For example, if you can, make sure that there is one person from the police, one person from the council and one person from a voluntary organisation in each group.

Ask them to come up with as many ideas as they can to help people to report Hate Crime.



Then show them some leaflets from other parts of Britain. We have included the leaflet Better Days did as an example.

Give out 'Handout 3.3 What would help people to report Hate Crime?'



Ask them to talk about if those ideas can work where you are.

Go round and ask everyone to say what ideas they thought could work in your area.

Write it down on a flipchart.

PART 4 Together we can stop Hate Crime

1 How can I help? An advert for you

1 hour 30 minutes



Before the course starts stick a big sheet of paper on the wall. You can make this before the course starts.

It is best if it is all one sheet of paper. But you can use 8 sheets of flipchart paper and stick them close together if you do not have a big piece of paper.

Draw lines on it to make 4 squares.

Write on it like this ...

Together we can stop Hate Crime	
Ideas we have	Skills (what we are good at)
People we know	Knowledge (what we know about)

You can draw your own pictures or use the ones we have put in the pack.

Give everyone some pieces of paper a bit bigger than a postcard. It doesn't matter if the size is a bit different, but not too small.

Have lots of coloured pens and pencils on a table.



Tell everyone they are going to make some adverts for themselves. This means that they are going to make a picture with some words that tells people what they are good at. It is like when you see adverts in magazines for cars or chocolate. It makes you want to buy that thing.

They have about 40 minutes to do this.



They have to think of what they are good at that will help to stop Hate Crime.

- It can be a skill they have (something they know how to do)
- or something they know about (like the law)
- or someone they know who could help
- or an idea they have.

Each thing has to go on a different piece of paper.

They can make as many as they want.

Ask them to make them look pretty with drawings, colour and any other ways they want to, because they are adverts!

If you are from a local group you can make some too.

When they have finished them, ask them to give them to you.

Put them in a big box (like a bran tub).

Make sure you have plenty of blu-tack.





Ask one person to come up at a time and pick one of the adverts out of the box.

Ask them to read it out and then blu-tack it onto the poster where they think it goes.

Ask them to say how they think that this can help stop Hate Crime.

Keep going until all the adverts have gone.

We hope you will have a lot of adverts on the poster and that it will look colourful.



Tell everyone that this is an advert for the group that is there and shows how much they can get done if they work together as a team.



2 What are other people doing?

About 45 minutes

Ask the people on the course to get into groups. About 6 people in a group.

Make sure that they are mixed up so that there are people from different places in each group (like someone from social services and someone from the police).

Remind people of the rules. They have to respect what everyone is saying.

Give them the information about projects that are happening in other parts of Britain.





If you did exercise 4 in the part “How to help people report Hate Crime” put the flipcharts from that on the wall.

Remind people about what you talked about then.

You might know about some other good projects.

Ask them to read through them and decide between them which ones could work in your area.



3 Other ideas It depends on how many ideas you have how long this part will take.

Give out the handout with all the ideas for what could happen to make things better.

Make sure that people have the ‘**Handout 3.3 How to help people to report Hate Crime**’.

They might still have it if you have done that part of the training with them. Have some spare ones in case people do not have them.



If you have plenty of money, or know someone who is not too far away, you could ask some speakers in to talk about what they have done in their area.

You might have to pay for their transport, or pay them for coming to the course.





4 Your turn to plan One hour

Ask people to stay in the groups they have been working in.

Ask them to choose one thing, as a group, that they think they can do.

Give them the planning sheet (one for each group) and ask them to make plans in the group to do it.

Then ask them to tell the other people in the room.

If some groups have said the same things, ask them to make sure they work together.

Make sure everybody knows how to get in touch with everybody else on the course. Pass a piece of paper round and ask everyone to put their information on it. They should put their name, telephone number, address and email address on it.



5 Promise to stop hate crime

About 20 minutes

Have a big poster of a hate crime happening and put it on the wall.

Give everyone 2 post-its (the bigger size one is better).

Ask them to think about one thing that they are going to do to stop Hate Crime after today.

It might be something they are going to do at work or something they are going to do in the rest of their lives.

Ask them to write what that thing is on one post-it.





Then ask them to think about what their first step will be after today.

Ask them to write that on the other post-it.

Ask people to come up one at a time and tell people what they have said.

Then they stick their post-it on the picture of a Hate Crime until it is covered up.

If there are not enough people to cover the picture, ask them to make a cross across the picture.



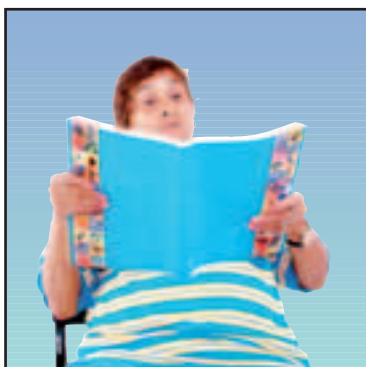
If you have a digital camera, you can take a picture of the poster to send out to people afterwards.



After the course

Don't forget you might be feeling bad about the things you've talked about. You need a time to cheer up.

Take time to talk about something nice, or do something nice, before you go home.



Read the evaluations to see what people thought about the course.



Let us know if there were any problems with it so that we can change it.



Make sure you get someone to type up all the information that people wrote on the flipcharts and post-its.

Especially anything that they said that they were going to do and how to contact each other.



Send the information to the people who came.



Celebrate!



Who are Better Days?

Better Days is a group of people with learning disabilities based in Newcastle. They look at what stops people with learning disabilities getting out and about. Fear of bullying and harassment is one of the main issues.

Better Days worked closely with Northumbria Police when planning a conference about hate crime. They have also made a leaflet to encourage people to report Hate Crime.

To find out more about Better Days write to:

Better Days, Key House,
Tankerville Place, Jesmond,
Newcastle, NE2 3AT

Tel: 0191 281 5541

Fax: 0191 212 0300

Email: better-days@lineone.net

In our group we tell people about disabled people and the help they need to go out and about.



Who are Inclusion North?

Inclusion North are a membership organisation that supports the Learning Disability Partnership Boards across Yorkshire, Humberside and the North East.

This means working with people with Learning Disabilities, their families and professionals to help them make things better.

Web: www.inclusionnorth.org



Who are Coast 2 Coast?

Coast 2 Coast are a three year Big Lottery funded project.

Coast 2 Coast teaches people to keep themselves safe from Hate Crime, at home and in the community

Web: www.advanceuk.org/c2c/

Thank you to these people for letting us use their pictures or information ...

Photosymbols

The film included on the CD in this pack is "Our past, present and future" produced by Elaine Parker and recorded for Holocaust Memorial Day 2007.

This Training Pack was only made possible through the input of the Better Days Group:

Chris Anderson, Brian Baston, George Aitkin, Margaret Cowle, Margaret Purvis, Kay Warren, Graham Newton, Keith Turnbull, Kerry Docherty, Brian West, Linda Richards, John Harbottle, Stephen Watson, Dawn Flockton, Billy Richardson, Anne Tulip, Kevin Stephenson and Stuart Hall.





Some words that are hard to understand

Victim: Someone who has something bad done to them.

Survivor: Someone who has had something bad happen to them but keeps on going.

Attacker: Someone who hurts someone

Vulnerable: Someone who needs help to keep safe or who other people might see as an easy target.

Evidence: Facts that show if someone is guilty of a crime

Mental Deficiency: An old way of saying learning disability. It is still written down in some laws.

Institution: In this pack it means a building where people were made to live to keep them away from everyone else.

Sexuality: This is about who people fancy and want to have sex with. Someone can fancy someone who is the same sex as them, like a man can fancy a man or a woman can fancy a woman. Someone can fancy someone who is the opposite sex, like a man fancying a woman or a woman fancying a man.

Evaluation: Looking back at something that has happened to see if it works.

Self-advocacy: Speaking up for yourself

You can download more copies of this training pack and all the handouts from:

www.crimereduction.homeoffice.gov.uk/hatecrime/hatecrime001.htm