



College of
Policing

THE PROFESSIONAL BODY FOR POLICING

National Policing Hate Crime Strategy

2014

Pending inclusion into Authorised Professional Practice

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Foreword by ACC Drew Harris

I am pleased to present the **National Policing (2014) Hate Crime Strategy**.

Hate crime has a significant impact on the victim and causes damage to communities. The strategy gives a clear statement of the police service commitment to prevent hate crime where possible, respond positively to those crimes that do occur and reduce under-reporting of hate crime.

To support the implementation of the strategy, the 2005 Hate Crime Manual has been replaced by **College of Policing (2014) Hate Crime Operational Guidance**. This Guidance explores the complexities of policing hate crime, and gives advice to assist police managers and partners to make decisions.

The operational guidance will be incorporated into Authorised Professional Practice, which has been developed by the College of Policing as a single point of reference for all policy and guidance.

I wish to thank all those who contributed to the preparation of these documents. In particular, to the dedicated independent advisory group whose expertise assisted us, and for the vital contribution from those who have been tragically affected by hate crime. Their commitment to preventing others suffering as they did is commendable. This must be our motivation, to learn the lessons from the past and commit to improve services to victims in the future.

Assistant Chief Constable Drew Harris

National Policing Lead for Hate Crime

1 The Hate Crime Strategy

This strategy has been developed to demonstrate how National Policing is committed to:

- reducing the harm caused by hate crime
- increasing the trust and confidence in the police of communities which fear they may be targeted by such crime.

The background for this work includes:

- [Report of the Race for Justice Taskforce](#)
- [Report of the All-Party Parliamentary Inquiry into Antisemitism](#)
- National and international legislative equality duties
- Legislative changes – offences of incitement to hatred on grounds of sexual orientation, and incitement to hatred on the grounds of religion
- Government commitments to reduce the under-reporting of hate crime and reduce the harm it causes
- [Out in the open: Tackling disability-related harassment](#)
- Duties under the Equality Act 2010
- [Challenge it, Report it, Stop it: The Government's Plan to Tackle Hate Crime.](#)

2 Introduction

The Inquiry report into the 1993 murder of Stephen Lawrence highlighted the deep damage caused by such targeted violence and its impact on the public's fear of crime, and community cohesion. A key lesson from the Inquiry is that trust and confidence in the police will be damaged if it fails to deliver services to the highest standards.

Many people do not report hate crime. This is one of the few categories of criminal activity where the police are actively seeking to increase the crime recording rate in order to reduce the gap between the actual incidence of hate crime and those that are recorded and treated as such. Confidence in the police is likely to be lower in communities which are often targeted by hate crime and it is important that reporting barriers are overcome. When hate crimes occur, the police want victims to have the confidence and opportunity to report them.

Ensuring that low-level criminality and antisocial behaviour is dealt with effectively, thereby preventing escalation to more serious offences, is critical to success in reducing harm and supporting safe and confident communities. The focus tends to be on the more extreme hate crimes, but even minor hate crime is more damaging to victims than comparable crimes where the victim is chosen at random. Evidence from the British Crime Survey in *Iganski, P. (2009) Hate Crimes. The Consequences of Hate Crimes, vol 2.* identifies that

victims are more likely to suffer more severe and longer lasting damage where the crime was a targeted hate crime. These findings were confirmed in the report [An Overview of Hate Crime in England and Wales](#) which also highlighted the significant under-reporting and recording of crime and lower satisfaction levels among victims. To address this, the police service will continue to work with statutory and civil society partners to ensure that responsive and accessible services are provided for victims and witnesses.

The term hate crime is nationally and internationally recognised and used to describe a range of offences and motivations. To aid understanding and to improve consistency of service, National Policing supports the adoption of common definitions for monitored hate crime used across the criminal justice system. These are defined and explained in the [Hate Crime Operational Guidance](#), **3 Strands of monitored hate crime**. All hate crimes also fall into other crime categories and so it has not always been easy to quantify such crimes. Any under-recording makes operational decisions difficult and reduces the transparency of the service. The police service is committed to improving data and its understanding of hate crime, which will, in turn, improve intelligence and performance.

3 Strategic intent

The police service is committed to reducing the harm hate crime causes, increasing the confidence of victims, and working with partners to identify and prosecute those who commit such crimes.

To achieve this aim, the Hate Crime Strategy will support the police service to:

- build the trust and confidence of individuals and groups affected by hate crime
- reduce under-reporting of hate crime
- reduce the overall incidence of hate crime
- reduce the impact of hate crime through high-quality victim support
- bring offenders to justice
- promote community cohesion
- provide a service that balances a person's right to be free from targeted abuse with rights to freedom of expression.

4 Specific strategic improvements

This strategy, together with accompanying guidance and other supporting products, delivers the following improvements to the service the police offer victims and communities affected by hate crime.

4.1 Improved investigation and prosecution of hate crime

The National Policing Lead will provide tools, such as a hate crime diagnostic tool, to allow the police and partner agencies to assess the quality of their service and investigations and to signpost areas for development.

4.2 A better understanding of the nature and extent of hate crime

By adopting common definitions, improving data collection and having effective community intelligence and engagement, the police will increase their understanding of the extent of hate crime and be better able to identify and address local needs.

4.3 Reducing the under-reporting of hate crime

The National Policing Lead will develop the brand of [True Vision](#), to provide tools for the police and partners to improve communication with victims, particularly those from isolated sections of communities. This will include confidence-building material and communication strategies that can be adopted locally to meet the particular community needs.

4.4 Providing guidance to operational staff

The National Policing Lead will provide operational guidance to enhance the service offered to victims and witnesses to protect them from hate crime.

4.5 Providing leadership to colleagues

The National Policing Lead will provide clear leadership by demonstrating commitment to reduce the harm caused by hate crime and raising awareness of the corrosive damage to communities. The National Policing Lead will encourage staff to deliver the aims of this strategy.

4.6 Improved partnership working

The National Policing Lead has worked with national partners to agree common definitions, to provide shared tools and to ensure consistency of guidance. This work is supported nationally by the cross-government hate crime programme and the Specialist Operations Centre at the National Crime Agency (NCA). Partners include those from local criminal justice agencies and community safety partnerships, and non-governmental organisations and victims groups.

4.7 Improved services to victims of hate crime

A range of information resources for victims will be available, and work with local and national partners will improve the service offered to victims.

4.8 Improved training

The National Policing Lead will commission a training needs analysis to complement the existing occupational standards products, and will work with the College of Policing to integrate required learning into existing training programmes for all staff.

5 Governance

5.1 Delivery

The National Policing Lead for Hate Crime (Hate Crime Lead) is responsible for overseeing the strategic aims. This post-holder answers to the relevant National Policing Business Area Lead (Business Area Lead) and the College of Policing Gateway Group.

The Hate Crime Lead develops products and guidance to deliver the aims of the strategy through an advisory group of operational staff, experts and key stakeholders. Decision-making responsibility rests with the Hate Crime Lead, who also ensures that decisions take account of adequate independent advice and consultation where appropriate.

The Hate Crime Lead, under the guidance and direction of the Business Area Lead and Gateway Group, approves the distribution of guidance and supporting products except where:

- they place a mandatory commitment on any organisation
- they are deemed to be contentious or where there is significant opposition during public consultation
- they require significant financial contribution from agencies which have not agreed to the expenditure

- implementation of the guidance would have significant financial implications for the police service
- implementation of the guidance would be likely to damage the trust and confidence of the community or parts of the community in the police.

If any of the above circumstances are present or foreseeable, the Business Area Lead will refer the matter to the College of Policing Professional Committee and/or ACPO Council for consideration.

5.2 National partnerships

The Hate Crime Lead represents the police service on all national and international bodies that require partnership activity. The criminal justice system response to hate crime is coordinated under the Cross-Government Hate Crime Programme, which is administered by the Ministry of Justice and brings together all relevant government departments and key stakeholders including all criminal justice agencies and the judiciary.

5.3 Strategy owner

On behalf of National Policing, the owner of this strategy is Drew Harris, Assistant Chief Constable, Police Service of Northern Ireland and the National Policing Lead for Hate Crime.

6 Status under the Freedom of Information Act 2000

This document is a public record. It can be published on any website that the public have access to and should be made available as required.

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As the professional body for policing, the College of Policing sets high professional standards to help forces cut crime and protect the public. We are here to give everyone in policing the tools, skills and knowledge they need to succeed. We will provide practical and common-sense approaches based on evidence of what works.



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