



To: Business Co-ordination Board

From: Chief Constable

Date: 27 February 2014

Cambridgeshire Constabulary Hate Crime Strategy - Update

1. Purpose

1.1 The purpose of this paper is to provide an update to the board on the early stages of work to implement the Cambridgeshire Constabulary Hate Crime Strategy agreed at the Force Executive Board (FEB) in August 2013.

2. Background

2.1 The Hate Crime Strategy was agreed at the FEB in August 2013 (the draft having been previously circulated internally and amongst partners). A Delivery Plan now exists to aid the implementation of the strategy. The key objectives of the Strategy are;

- Cambridgeshire Constabulary will work with partners and seek to reduce incidents of hate crime.
- Cambridgeshire Constabulary will work with partners to establish accessible third party reporting options across the Force.
- Cambridgeshire Constabulary will ensure all Officers and Staff understand their responsibilities regarding hate crime investigation and the importance of ensuring compliance.
- Cambridgeshire Constabulary will implement a robust mechanism to record and scrutinise hate crime reports.
- Cambridgeshire Constabulary will implement measures to increase under-reporting in hard to reach communities.

Enforcement

- All available opportunities to investigate and prosecute hate crime offenders will be explored and maximised.
- We will work with our Criminal Justice partners to ensure maximum penalties are obtained.
- Hate crime incidents and ASB incidents will be monitored to identify emerging issues.
- Accurate data will be used to understand the impact of initiatives.
- Territorial Policing Command will have responsibility for undertaking investigations locally and Crime Business Area will provide a SPOC to act as a conduit for good practice and to create doctrine.

Public Protection

- The vulnerability of victims will be assessed using the ACPO risk matrix.
- Multi-agency decision making will be undertaken to maximise available information and manage the risk.
- Partnership working will be pursued to ensure victims receive the best possible service.
- A victim-focussed approach will be used in all hate crime investigation using the Code of Practice for Victims of crime. This will complement the Force Victim strategy.

2.2 The accompanying delivery plan shows some of the action areas as red which indicate high priority areas of work. Creating third party reporting centres/pathways for example is a large piece of work if they are to be sustainable and scoping by the author is currently underway. The scoping will include identifying what currently exists on the districts and what centres used to exist as part of the now expired Open Out Scheme. Contact has been made with other Force areas who are currently piloting Third party reporting centres in order to identify good practice that could be incorporated into a Cambs model. Contact has also been established with Disability networks and is ongoing with a view to ensure that any model adopted in Cambs takes full account of service users' needs.

2.3 The implementation of the strategy is set against a backdrop of under reporting of hate crime in Cambridgeshire. A significant fall in hate crime reporting was experienced from 2012-2013 compared to the previous financial year. Of note are the extremely low reporting figures for hate crime related to the protected characteristics of disability and gender identity. That said, the recently published Crime Survey for England and Wales (CSEW) illustrates that these two strands represent only a fraction of total police recorded hate crime on a national level. Clearly the problem of under reporting of hate crime, and more

particularly disability or gender identity hate crime is not just a Cambridgeshire specific issue.

- 2.4 It is recognised that in order to successfully implement the Hate Crime Strategy, there needs to be a strategic partnership between the Constabulary, Crime Safety Partnerships, and other statutory and non-statutory bodies. A gap analysis carried out on a number of aspects of the Constabulary's approach to tackling hate crime identified a current lack of partnership working specifically around the area of hate crime. This is being addressed through the strategy.

3 Update

- 3.1 The Hate Crime Steering Group recently re-convened on 8th January 2014. The purpose of this forum is to provide strategic direction to the organisation on delivery of the Hate Crime Strategy. This meeting was well attended by internal stakeholders with representatives from other partners also invited to attend. Cambridgeshire Independent Advisory Group (CIAN) members have also been invited to attend this meeting.
- 3.2 Further work is ongoing to maximise the representation from partners and other community groups at this forum. One of the aims moving forward will be to ensure that this group links in with CSPs and other partners to ensure a joined up approach on delivery of this strategy. At a Community Safety Officers (CSOs) meeting held earlier this month, it was agreed in principle that at least one of the CSP CSOs will be represented at the quarterly HCSG.
- 3.3 Currently, for the rolling 12 months to January 2014 75.2% of respondents were at least fairly satisfied with the overall service received compared to the baseline of 78.7%. However this measure does not cover the experiences of those from other protected characteristics who may also be subject of a hate crime or incident. Measures to ensure feedback is received from groups not covered by the current measure are currently under consideration, including the use of an on-line survey.
- 3.4 Criminal justice outcome data is monitored and the Hate Crime Lead, together with the ACC sit on the East of England CPS Local Scrutiny and Involvement Panel (LSIP) which meets on a quarterly basis. This group covers Cambs, Suffolk, Essex and Norfolk. Each of the areas performs well in terms of Criminal Justice (CJ) outcomes, but this has to be considered in the context that the number of hate crime cases going through the courts is very low for some of the protected characteristics. It is worthy of note that in the third quarter (Oct – Dec 2013), there were no concluded cases regarding homophobic crime and only three concluded cases regarding disability hate crime in Cambridgeshire (this data does not include ongoing cases that have yet to be concluded).
- 3.5 Scope exists for a more localised focus on how performance around CJ outcomes for hate crime is monitored, maintained and improved where necessary. The CPS lead for Hate Crime in Cambridgeshire has been invited to the HCSG to assist with the identification of areas for improvement in case file submissions by investigating officers.
- 3.6 The strategy aims to ensure consistent and effective supervision and monitoring of all hate crime investigations will mean that **each** hate crime case has the best chance of being

successfully prosecuted at court or resolved to the victim's satisfaction. In cases involving vulnerable victims and witnesses, one key theme will be to ensure that their vulnerability is identified at an early stage so that the correct level of support is given from the outset in terms of special measures and referrals to other support services. This will help reduce the potential for victim disengagement. Some of these areas will be covered by a training package for front line staff around disability hate crime which is due to be rolled out later on this Spring.

- 3.7 One of the key aims of the strategy is to raise the level of hate crime and hate incident reporting. True Vision is an online reporting tool supported by ACPO, used for this purpose. Indications are that the number of hate crime reports coming into the Constabulary via this route are low. Consequently, a communications strategy is being developed to publicise and market the use of True Vision as a reporting tool both within and outside the Constabulary. This will be supported by improvements to the Force website to improve access and enhance user experience, which will be delivered through the Metis Programme.
- 3.8 We are also working to improve third party reporting especially amongst those groups where there is significant under reporting such as disability hate crime, through the use of third party reporting centres.
- 3.9 It is also recognised that there is potential for overlap between Anti-Social Behaviour and Hate Crime/Hate Incidents. To mitigate the risk of hate crime not being correctly identified, there is now a coordinated approach between the Hate Crime and ASB leads to ensure that hate crime is correctly identified and is not missed. Crime auditing processes are also being reviewed to identify those incidents and crimes that should have been identified as either a hate crime or hate incident.

4 Next Steps

- 4.1 The force can demonstrate progress against the action plan.
- 4.2 Through the Hate Crime Steering Group, the force is working strategically with other partners to continue to deliver against the Hate Crime Strategy, with particular emphasis on improving the level of reporting. This will be achieved through a combination of increasing staff awareness (both police and partners) of how to identify some of the more hidden hate crime strands, use of third party reporting centres/pathways and more effective online solutions. At present, identifying the most effective and sustainable third party referral pathways is at an early stage, but partners will be key to this success.

5. Recommendation

- 5.1 BCB members are recommended to note the contents of this paper.