

Cambridgeshire Constabulary

Hate Crime Strategy



Creating a safer
Cambridgeshire

Strategic Overview

Hate Crime has a particularly harmful effect on its victims as it seeks to attack an intrinsic part of who they are or who they are perceived to be; their race, religion, sexual orientation, disability or transgender identity.

Hate crime victims are more likely to suffer repeat victimisation, more likely to suffer serious psychological impacts as a result, and less likely than the victims of other crime to be satisfied with the police response.

The Action Against Hate, Home Office plan for tackling Hate Crime (July 2016) clearly identifies 5 areas for the next steps for Government and community partners to take to tackle hate crime which are:-

- Preventing hate crime
- Responding to hate crime in our communities
- Increasing the reporting of hate crime
- Improving support for the victims of hate crime
- Building our understanding of hate crime

Definition of Hate Crime

A hate crime is any crime that is motivated by hostility on the grounds of race, religion, sexual orientation, disability or transgender identity.¹

There are three categories of hate crime in legislation:

- incitement to hatred offences on the grounds of race, religion or sexual orientation;
- specific racially and religiously motivated criminal offences (such as common assault); and
- Provisions for enhanced sentencing where a crime is motivated by race, religion, sexual orientation, disability or transgender identity.

A victim does not have to be a member of the group at which the hostility is targeted. In fact, anyone could be a victim of a hate crime.

¹ Action Against Hate – Government Action Plan 2016 to tackle Hate Crime.

Strategic Aims

Cambridgeshire Constabulary will²:-

1. Prevent hate crime by:-

- Dealing with the beliefs and attitudes that can lead to hate crime.
- Recognising the importance of preventing hate crime happening in the first place and commit to challenging those attitudes that can lead to discrimination and divisions within our society by working with communities and our partner agencies.

2. Respond to hate crime in our communities:-

- With the aim of reducing the number of hate crime incidents, we will work to improve confidence amongst targeted communities and enhance their feelings of safety and confidence. We will focus on a number of settings that have emerged as high risk environments for hate crime, including public transport, the night-time economy and the internet.

3. Increase the reporting of hate crime:-

- We will continue to work to make it easier for those affected to report incidents of hate crime including through third party reporting centres.
- To give victims the confidence that their complaints will be taken seriously we will work with victims, other agencies and the Crown Prosecution Service to publicise successes in prosecuting hate crime.

4. Improve support for the victims of hate crime:-

- Cambridgeshire Constabulary will maximise the service offered by the Cambridgeshire Victim and Witness Hub to victims of Hate Crime and incidents and will work in partnership with statutory, voluntary agencies and victims to reduce the risk of incidents of Hate Crime. We will work to ensure victims are provided with timely and effective support both at the time of reporting their crime and through the criminal justice system.

5. Build our understanding of hate crime:-

- In order to tackle hate crime, we need to understand the scale and nature of the problem. We will improve the data the force collects on hate crime and work with academics and others to improve our analysis and understanding of the drivers of hate crime and how these can be addressed.
- We will deliver education and training to our staff to identify hate crime and incidents by enhancing their knowledge and understanding. All staff will receive annual hate crime training as part of their CPD.

² This section should be read in conjunction with the College of Policing Authorised Professional Practice (APP) 'Hate Crime – Operational Guidance' 2014:

<http://library.college.police.uk/docs/college-of-policing/Hate-Crime-Operational-Guidance.pdf>

6. Improve the quality of our investigations:-

- We will provide an exceptional service to victims of hate crime by working with them to get the best possible criminal justice outcome and ensure that all victims are updated regularly as per the Victims Code.
- We will ensure that all investigations are allocated to the most appropriate investigator and that ownership of the investigation is continually accessed. We will attack hate crime criminality by proactively targeting those offenders who commit offences. We will ensure that offenders are prioritised and brought to justice at the earliest possible opportunities.

Governance

1. The Hate Crime Strategic Group will meet quarterly and report into the Equalities Board.
2. The purpose of the Hate Crime Strategic Group is to ensure hate crime recommendations, national guidance and good practice is implemented within the Force. It will ensure significant focus is placed on a partnership approach to tackling hate crime and increasing confidence amongst communities,
3. The Hate Crime Strategic Group will be updated regarding performance of Hate Crime within the Force as per the delivery plan;
4. The Hate Crime Strategic Group will be chaired by the force Hate Crime Strategic lead.
5. The Hate Crime Strategic Group will link to the Hate Crime & Incident Tactical and Delivery plans to review progress.