**Essex Hate Crime Strategy Action Plan**

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| **No.** | **Theme** | **Action** | **Outputs\Outcomes** | **Lead Agency** | **Status** | **Source** |
| **1** | **Understanding hate crime** | Ensure strategy is updated throughout 2018-2021 to reflect national guidance and any local developments | * Strategy able to be updated depending on new developments or actions being produced
 | Strategic Hate Crime Partnership |  | Hate Crime Project |
| **2** | **Understanding hate crime** | Ensure dissemination of the strategy and it’s development and execution is made accessible to communities representing all strands of hate crime | * Number of faith centres, community groups, support services, etc. engaged with
 | Strategic Hate Crime Partnership |  | Public Consultation |
| **3** | **Understanding hate crime** | Establish and provide guidance regarding tackling online hate crime | * Guidance documents completed
* Partnership engages with No Hate Speech movement and refers onward
 | Stop Hate UK and Victim Support |  | Public Consultation |
| **4** | **Understanding hate crime** | Establish the collection of hate crime\hate incident data within schools | * Reporting pathways from schools established, inclusive of third party reporting training, made available to pupils and staff
 | Strategic Hate Crime Partnership |  | Hate Crime Project |
| **5** | **Understanding Hate Crime** | The Partnership to work with Safer Essex regarding a limited ‘dip testing’ of each council area’s tenants with multiple and complex needs identify any learning and areas of development. | * Learning points regarding supporting tenants with multiple and complex needs taken forward and actioned
 | Strategic Hate Crime Partnership |  | Bijan Ebrahimi Review |
| **6** | **Understanding hate crime\Increasing the Reporting of Hate Crime** | Engage with faith centres regarding hate crime strategy and objectives | * Number of Faith Centres engaged with and contributing to raising awareness of hate crime
* Hate Incident Reporting Centre and Hate Crime Ambassador training made available to Faith Centres
 | Strategic Hate Crime Partnership |  | Public Consultation |
| **7** | **Understanding hate crime\Preventing Hate Crime** | Work with the Crown Prosecution Service and National Probation Service to understand the profile of hate crime offenders | * Profile of hate crime offenders developed by collecting and understanding data from providers including the Crown Prosecution Service, National Probation Service, and Community Rehabilitation Company.
 | Crown Prosecution Service\National Probation Service\ Community Rehabilitation Company |  | Public Consultation |
| **8** | **Preventing Hate Crime** | Use data regarding hate crime offenders to develop approaches of working with those at risk of offending and offering interventions | * Series of interventions or inputs developed regarding working with those at risk of offending
 | Community Rehabilitation Company\National Probation Service |  | Public Consultation |
| **9** | **Preventing Hate Crime** | Partners to support hate crime inputs to be delivered within primary and secondary schools as part of the Essex Fire and Rescue Service commitment to education | * Number of primary\secondary schools reached
 | Essex Fire and Rescue Service\Office of the Police, Fire, and Crime Commissioner |  | Public Consultation |
| **10** | **Increasing the reporting of hate crime** | Co-ordinate hate crime education inputs in order to avoid duplication and establish any areas of development | * All hate crime and difference\diversity inputs identified and gaps analysis considered
 | Strategic Hate Crime Partnership |  | Hate Crime Project |
| **11** | **Preventing Hate Crime\ Increasing the reporting of hate crime** | Awareness raising materials to be targeted to specific groups as per strategic profile | * Recorded offences indicate that the most significant levels of underreporting were found among certain groups, such as females aged 16-19 and 20-24, those targeted due to their sexual orientation, gender identity and disability. Awareness raising to be targeted to these specific groups
* Increase of reports\awareness from these specific groups
 | Strategic Hate Crime Partnership |  | Hate Crime Strategic Profile |
| **12** | **Increasing the reporting of hate crime \Increasing access to support for victims** | Increase reporting of hate crime by ensuring existing measures of reporting are utilised | * Increase of contacts to Stop Hate UK Supportline
* Increase of reports via True Vision and Essex Police’s Do It Online service
* A review of the accessibility of hate crime reporting pathways to be conducted to ensure accessible options are available for all communities, including alternative language options, options for clients with learning disabilities, sensory disabilities etc.
 | Strategic Hate Crime Partnership |  | Hate Crime Strategic Profile |
| **13** | **Increasing the reporting of hate crime \ Increasing access to support for victims** | Third Party reporting to continue being supported in Essex, in the form of the Hate Crime Ambassador and Hate Incident Reporting Centres Scheme | * Essex Police and other partners to develop a ‘Train the Trainer’ style package to increase range and access to training
* Training package co-developed within the Strategic Hate Crime Partnership to be made available for higher education and other adult educational settings to deliver
* Briefing documents regarding each borough’s third party reporting network to be provided to Community Safety Partnerships
 | Essex Police\Strategic Hate Crime Partnership |  | Hate Crime Strategic Profile |
| **14** | **Increasing the reporting of hate crime \ Increasing access to support for victims** | Partners to continually review the sustainability of third party reporting and ensure Hate Crime Ambassadors and Hate Incident Reporting Centres are supported to achieve their aims of increasing hate crime reporting and increasing access to support for victims | * The Partnership will identify key partners to lead on the continued support of the Hate Incident Reporting Centres
* Further training to be concentrated on locations and populations identified as being most at risk or least represented in the current model
* The Partnership will monitor reporting rates, including level of community engagement, and promote best practice
 | Strategic Hate Crime Partnership |  | Hate Crime Project |
| **15** | **Increasing the reporting of hate crime** | Ensure Hate Crime Ambassador training is made available to licencing authorities and other agencies in the night time economy | * Number of licencing authorities trained
 | Essex Police\ Strategic Hate Crime Partnership |  | Hate Crime Project |
| **16** | **Increasing the reporting of hate crime** | Disability hate crime training made available for bus drivers and staff | * Short input added in to yearly Competency training regarding disability hate crime
 | Strategic Hate Crime Partnership |  | Leicester Hate Crime Project |
| **17** | **Increasing the reporting of hate crime** | Hate Crime Awareness Week to be used as an opportunity to promote hate crime reporting and best practice, including internally within Essex Police | * Awareness raising co-ordinated by Strategic Hate Crime Partnership during Hate Crime Awareness Week each year.
 | Strategic Hate Crime Partnership |  | Hate Crime Project |
| **18** | **Increasing the reporting of hate crime** | Develop guidance for commercial organisations regarding reporting hate crime and engaging with third party reporting initiatives | * Guidance documents are available for organisations to access if\when required
* Development and establishment of documents publicised
 | Strategic Hate Crime Partnership |  | Hate Crime Project |
| **19** | **Increasing the reporting of hate crime** | Promote the ability of witnesses to report hate crime in cases where the victim is unable to, or unable to be located | * Awareness raising materials to include this distinction
 | Strategic Hate Crime Partnership |  | Leicester Hate Crime Project |
| **20** | **Increasing the reporting of hate crime** | Promote successful case studies of hate crime disposal at court | * CPS to provide suitable cases to publicise regarding successful prosecution of hate crime.
 | Crown Prosecution Service |  | Hate Crime Strategic Profile |
| **21** | **Increasing the reporting of hate crime** | Neighbourhood Watch to be engaged in regarding recognising and reporting hate crime | * Increase of reports from Neighbourhood Watch Schemes
 | Strategic Hate Crime Partnership |  | Public Consultation |
| **22** | **Increasing the reporting of hate crime** | Create Best Practice Guidance re:* Promoting Third Party Reporting
* Supporting Diversity Forums in Organisations
* Creating and Maintaining IAGs
* Roles and Responsibilities of Hate Crime Panels
 | * Guidance documents are available for organisations to access if\when required
* Existence of documents and role of Partnership in creation is publicised
 | Strategic Hate Crime Partnership |  | Hate Crime Project |
| **23** | **Increasing access to support for victims** | A ‘one-stop shop’ for hate crime information and support to be made available. | * Existing measures co-ordinated together to provide a single accessible source of hate crime information, inclusive of Stop Hate UK, the Victim’s Gateway, and other key sources of information hosted on a suitable website such as the Victim’s Gateway or Essex Police website
 | Strategic Hate Crime Partnership |  | Hate Crime Strategic Profile |
| **24** | **Increasing access to support for victims** | Ensure awareness raising materials are available in suitable community locations | * Community locations such as faith centres and community centres, to be approached for displaying awareness raising materials including Stop Hate UK materials, Stop the Hate leaflets, Victim Support Hate Crime leaflets, etc
* Other locations such as GP’s offices, Children’s Centres, and schools to be approached for displaying awareness raising materials.
 | Strategic Hate Crime Partnership |  | Hate Crime Strategic Profile |
| **25** | **Increasing access to support for victims** | The Strategic Partnership to work with the Essex County-Wide Traveller Unit to ensure report and support pathways are available to the Gypsy, Roma, and Traveller communities in Essex  | * Joint visits conducted with outreach workers raising awareness of hate crime
 | Strategic Hate Crime Partnership |  | Hate Crime Project |
| **26** | **Increasing access to support for victims** | The Strategic Partnership to work with the Essex Carers Network to ensure report and support pathways are available to carers around Essex  | * Dissemination of awareness raising materials and presentations at meetings facilitated through Essex Carers network.
 | Strategic Hate Crime Partnership |  | Action Against Hate 2016 |
| **27** | **Increasing access to support for victims** | Build on work conducted regarding disability hate crime and increase disability hate crime reporting | * Increase in disability hate crime reports
* Specific outcomes developed from disability hate crime report commissioned by OPFCC
 | Essex Police\Strategic Hate Crime Partnership |  | Disability hate crime project |
| **28** | **Increasing access to support for victims** | Ensure community groups are aware of funding opportunities and best practice in applying | * ECVS ensure mailing lists are updated with all community groups that might benefit from guidance and being made aware of opportunities
 | Essex Community of Voluntary Services |  | Hate Crime Strategic Profile |
| **29** | **Increasing access to support for victims** | Ensure victims are able to access community groups and specialist support options outside of the main providers | * Strategic Partnership to work with the Victim Services contract holder and specifically the newly designated Communities Manager to ensure pathways to community groups and forums are robust
 | Victim Support and Stop Hate UK |  | Hate Crime Strategic Profile |
| **30** | **Improving the operational response to hate crimes** | The Strategic Partnership to work with the British Transport Police to ensure best practice around reporting and responding to hate crime is shared | * BTP to share data and information about their text reporting service in relation to hate crime
* Victim Support and Stop Hat UK to ensure pathways from BTP are in place to provide after-care for victims
 | Strategic Hate Crime Partnership |  | Hate Crime Strategic Profile |
| **31** | **Improving the operational response to hate crimes** | Increase victim satisfaction in the operational response to hate crime.  | * Increase the reported satisfaction rates equal to or above the national 78.4% satisfaction rate for hate crime.
* Essex Police to promote victims accessing support services such as Victim Support and Stop Hate UK to engage these partners in increasing satisfaction rates.
* Victim Support and Stop Hate UK to support officers to ‘Think Victim’ and to manage victims expectations around police response and ensure support is available
* Hate Crime Officer Team to work with Victim Support and Stop Hate UK to ensure victim’s receive updates regarding investigations and disposal
* Ensure partners support Witness Care Team to re-engage with dissatisfied victims or witnesses where appropriate.
 | Essex Police\Victim Support\Stop Hate UK |  | Hate Crime Strategic Profile |
| **32** | **Improving the operational response to hate crimes** | Support the work of Community Safety Partnerships in responding to hate crime | * Ensure access to local hate crime data for each Community Safety Partnership
 | Strategic Hate Crime Partnership |  | Hate Crime Project |
| **33** | **Improving the operational response to hate crimes** | Increase Essex Police hate crime case referrals to the Crown Prosecution Service | * Improved case quality of hate crime investigations resulting in more referrals to Crown Prosecution Service
* More positive disposals
 | Essex Police\Crown Prosecution Service |   | Essex Police Review |
| **34** | **Improving the operational response to hate crimes** | Promote Hate Crime referrals to Restorative Justice within Essex | * Increased referrals to Restorative Justice service for hate incidents and hate crime
* Information regarding restorative justice integrated into hate crime awareness raising materials
* Hate Crime Ambassadors and operators of the Stop Hate UK helpline made aware of Restorative Justice referral mechanisms
* Hate Crime awareness training made available to Restorative Justice staff and volunteers
 | Strategic Hate Crime Partnership/ Restorative Justice team at OPFCC |  | Victims Needs Assessment |
| **35** | **Improving the operational response to hate crimes** | Essex Police to establish an input in existing hate crime training or other suitable existing packages regarding the learning points of the multi-agency learning review into the death of Bijan Ebrahimi. | * Short package regarding key learning from the Ebrahimi review incorporated into hate crime training
 | Essex Police |  | Bijan Ebrahimi Review |
| **36** | **Improving the operational response to hate crimes** | Enhance the abilities of the Hate Crime Ambassadors and Hate Incident Reporting Centres with further training on dealing with and offering immediate support to victims. | * Hate Crime Ambassador and Hate Incident Reporting Centre training and refresher courses to include inputs around how to deal with disclosure and active listening
 | Essex Police\Strategic Hate Crime Partnership |  | Hate Crime Strategic Profile |
| **37** | **Improving the operational response to hate crimes** | Accessible guidance to be made available for victims of hate crime describing the Criminal Justice process, including criminal court procedure and access to Restorative Justice. | * Guidance co-produced with community members to be hosted on a suitable website such as the Victim’s Gateway or Essex Police website
 | Essex Police\Strategic Hate Crime Partnership |  | Hate Crime Strategic Profile |
| **38** | **Improving the operational response to hate crimes** | The Partnership, with the assistance of members of Safer Essex to promote or refresh simple guidance regarding escalating anti-social behaviour\hate crime case management issues. | * Guidance produced for and agencies and community groups to increase confidence in highlighting case issues and promoting a culture of intra and inter-agency challenge
 | Strategic Hate Crime Partnership |  | Bijan Ebrahimi Review |
| **39** | **Improving the operational response to hate crimes** | Create draft response statements reiterating key messaging regarding hate crime, for use following an inciting incident (i.e. international or domestic event likely to affect community safety or reporting of hate crime) | * Templates are available for organisations to access if\when required
* Existence of documents and role of Partnership in creation is publicised
* Available in Easy-Read and multiple languages
 | Strategic Hate Crime Partnership |  | Hate Crime Project |