

STEP 1: DEFINING THE ISSUE

The Hackney Hate Crime Strategy 2023/26 is required to be implemented on the expiration of the Hate Crime Strategy 2020/23, and contains our vision, objectives and delivery structure to support our commitment to make Hackney “No Place for Hate”.

This strategy outlines our reducing hate crime objectives for 2023/26 and includes:-

1. To increase the reporting of hate crime and incidents by making it easier for those affected to report hate.
2. Protecting people from harm by implementing an integrated first class response and ongoing support to survivors and communities affected by hate.
3. Building community trust and confidence by improving support for the victims of hate.
4. Preventing hate crime by tackling the beliefs and attitudes that can lead to hate crime.

The Protected Characteristics outlined within legislation include:-

- race
- religion
- sexual orientation
- transgender identity
- disability

In addition to those people covered by the definition of Protected Characteristics this strategy is aimed at making the lives of everyone in Hackney safer and free from Hate. Therefore, this includes residents, staff and anyone in Hackney.

STEP 2: ANALYSING THE ISSUES

2. What information and consultation have you used to inform your decision making?

- 1.1. It was agreed that consultation with key community stakeholders and groups was the most effective method of seeking feedback. This decision was taken following a very low response rate to the formal consultation associated with the previous Hate Crime Strategy. The feedback of the key stakeholders was incorporated into the Hate Crime Strategy

- Hackney Safer Neighbourhood Board (SNB). The Hate Crime Strategy was an agenda item at the SNB meeting attended by a variety of community representatives including, Ward Panels, Shomrim, Community LGBTQI Plus, Police, Neighbourhood Watch, Victim Support.
- Hackney CVS- LGBTQI plus forum. This was taken to the LGBTQI forum but the HCVS representative and feedback provided to inform the strategy.
- A Community event attended by key community stakeholders and councillors. Representation was from a cross section of our diverse communities in Hackney. This event was held within Hackney Town Hall and attended by representatives from all of our diverse communities. This event was primarily focused on scrutinising the Hate Crime Strategy with improvement in mind.
- The Hackney Shomrim were consulted with via the President of Shomrim taking the document to the Shomrim Forum and providing them with the opportunity to feed back any areas of suitable for amendment,
- The Hackney Advisory Round Table was consulted with by our Prevent Programme Officer and feedback provided.
- Hackney Policy and Strategy Group. The Hate Crime Strategy was an agenda item at the Policy and Strategy Group and all members were given the opportunity to provide amendments to the document.
- Hackney Community Safety Statutory Officers Group. The Hate Crime Strategy was supported and signed off at this forum.
- Muslim Communities via our North London Mosque network were consulted at the SNB and during the Hate Crime Community event.

Equality Impacts

The Council has considered the potential impact of the injunction of those with protected characteristics as defined by section 4 of the Equality Act 2010. This impact is summarised in the table below:

Age	A person of a particular age or being within an age group
Disability	A person has a disability if s/he has a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities.
	As set out above, the impact on all members of the community has been considered and the following reasonable adjustments have been made. <ul style="list-style-type: none"> ● The HCS includes a process for third party reporting of incidents online through True Vision.

	<ul style="list-style-type: none"> Options to report a Hate Crime to the Police can be accessed via the police 101 telephone number, 999 in an emergency and online At Met.Police.Uk/report hate crime. LBH has identified and published a noplaceforhate@hackney.gov.Uk email address to support people who may need advice and guidance to report hate crime.
Gender reassignment	This is the process of transitioning from one sex to another. This includes person who consider themselves to be trans, transgender, transsexual.
	We have undertaken work to raise the awareness of supporting LGBTQI plus communities to report hate crimes particularly through campaigns in our night time economies in Shoreditch and Dalston. We have also gained the support of Hackney CVS to disseminate third party reporting mechanisms within the LGBTQI plus communities and we intend to implement a Community Hate Crime Forum with representatives from our LGBTQI plus communities. In addition we have implemented Community Hate Crime Champions in Hackney covering all Protected Characteristics to ensure that our service meets the diverse needs of our communities.
Marriage and civil partnership	Marriage: a union between a man and a woman, or of the same sex, which is legally recognised in the UK as a marriage. Civil partnership: civil partners must be treated the same as married couples on a range of legal matters.
	Marriage and Civil Partnership does not form part of the Hate Crime Strategy as it is not yet a Protected Characteristic.
Race	A group of people defined by their colour, nationality (including citizenship), ethnic origins or race
	Hate Crime associated with race has the highest number of reports across all characteristics. The Hate Crime Strategy 2023/26 has/will implement the following interventions to support people who may be experiencing race hate:- <ul style="list-style-type: none"> To work with our diverse communities to identify reporting barriers and to seek their support and guidance to increase hate crime reporting. We will undertake a number of community hate crime and incident awareness sessions to highlight the importance of hate crime reporting.

	<ul style="list-style-type: none"> ● We will ensure there is clear knowledge and understanding of the differences between hate crimes and hate incidents through presentations to community groups and networks. ● Implementation of an effective communication process that supports information sharing across our partnership to address hate incidents and crimes. ● To raise the awareness of the effectiveness of third party and confidential reporting mechanisms. ● We will establish and implement a Hate Crime Media Strategy to support Hate crime reporting in Hackney. ● Working with our Hackney Young Futures and other community youth projects we will ensure that young people have a voice in the process and know how to report hate crime. ● We deliver hate crime awareness training to our front-line staff and partners including Enforcement and Housing Officers. ● Develop programmes to work across school groups to facilitate diversity dialogues across school year programmes
Religion or belief	Religion means any religion. Belief includes religious and philosophical beliefs including lack of belief (for example Atheism)
	<p>Religious hate crime receives the second highest reports of hate crime in Hackney either through formal or third party reporting channels. Therefore the Hate Crime Strategy 2023/26 is focused upon supporting people to report hate crime whilst receiving an integrated service from partners to alleviate their concerns. Are interventions will include:-</p> <ul style="list-style-type: none"> ● To establish Hate Crime Champions across the borough who will be able to support and advise survivors and witnesses subject to hate incidents and crimes. ● Create safe places where victims and witnesses can access support, advice and seek protection if they feel they are in danger. ● To introduce a local Hate Crime Forum, consisting of community members, represented across the protected characteristic, to support the key aims of our Hate Crime Strategy and to provide regular updates of community concerns with regard to specific hate crime categories. ● To monitor and give feedback to survivors and our communities of successes in dealing with perpetrators of hate. ● Provide specialist support to victims of hate crime in collaboration with our internal and external partner

	<p>agencies, such as ,MIND, Age Concern, Stop Hate UK and CATCH.</p> <ul style="list-style-type: none"> ● Encourage community cohesion activities through increased engagement during Hate Crime Awareness Week and the use of social media. ● Increase educational hate crime workshops for young people raising awareness of faith based Hate. ● To utilise the support of our Hackney Faith Forum to challenge and provide feedback on our approach with improvement in mind.
<p>Sexual Orientation</p>	<p>Hate Crime Associated with Sex and Sexual Orientation is an under reported crime in Hackney and the Hate Crime Strategy 2023/26 Will undertaken the following interventions to support people who may be experiencing hate based on their sexual orientation:-</p>
	<ul style="list-style-type: none"> ● Implementation of an effective communication process that supports information sharing across our partnership to address hate incidents and crimes. ● To raise the awareness of the effectiveness of third party and confidential reporting mechanisms. ● We will establish and implement a Hate Crime Media Strategy to support Hate crime reporting in Hackney. ● Working with our Hackney Young Futures and other community youth projects we will ensure that young people have a voice in the process and know how to report hate crime. ● Provide a consistent and coordinated response to perpetrators of hate crime based on Sexual orientation within council owned housing and housing association properties. ● Improve support for victims of hate crime and reduce repeat victimisation. ● To keep victims informed of the progress of their case via regular communication and contact with the relevant and appropriate people and support organisations. ● To work with local businesses and organisations to establish a network of designated places of safety across the Borough. ● To deal effectively with those who perpetrate hate crimes and to engage with those that are responsible for hate incidents, to hold them to account and where necessary to utilise our range of civil remedies. ● Making best use of our community led Safer Neighbourhood Board, CCTV and Enforcement Officers to support collection of intelligence and collaborative work with our police partners in gathering evidence to deal with perpetrators.

4 (a) What positive impact could there be overall, on different equality groups, and on cohesion and good relations?

The Hate Crime Strategy 2023/26 has at its core the aim to make Hackney No Place for Hate. Consequently, it seeks to undertake the following interventions to make a positive difference to support individuals from diverse backgrounds which will in turn have a positive impact on community cohesions.

Through the four objects outlined in paragraph 1 above a positive difference to community cohesion will be achieved through the following interventions:-

- The establishment of a Hate Crime Forum consisting of representatives from all of the Protected Characteristics contained within Hate Crime Legislation and guidance.
- Through our third party reporting mechanisms and awareness raises which will make it easier to report hate crimes and incidents within the borough.
- Our Community Hate Crime Champions will support people from diverse backgrounds throughout the process offering advice and guidance at each stage of the process.
- We will work towards ensuring that all stakeholders within Hackney are working in an integrated way to respond effectively to all reports of hate crime.
- We will ensure that survivors of hate crime receive regular updates on the progress of their case.
- Through our Heartstone initiative in schools we will raise the awareness of the pernicious effects of hate crime at an early stage offering young people support to challenge and report hate.

4 (b) What negative impact could there be overall, on different equality groups, and on cohesion and good relations?

The Hackney Hate Crime Strategy 2023/2026 will only present negative implications for our diverse communities if our aims are not fulfilled, or there is a gap between community needs and the service we provide. To mitigate against this we will introduce the following interventions:-

- The strategic oversight of the partnership delivery of the Hate Crime Strategy will be undertaken by the Community Safety Statutory Officers Group chaired jointly by the Hackney Chief Executive Officer and Police Borough Commander.
- Community feedback and accountability for the delivery of the Hate Crime Strategy 2023/26 will be sought at the Community Hate Crime Forum.
- The Community Hate Crime Champions have received training to support them to identify community or survivor concerns and to provide developmental feedback at Community Hate Crime Champions Forum. This will provide an opportunity to build

community or survivor feedback into our delivery plan to achieve continuous improvement.

- The delivery of the Hate Crime Strategy 2023/2026 will receive scrutiny at the Hackney Community Resilience Forum chaired by the Cabinet Member for Community Safety and attended by community leaders.

STEP 3: REACHING YOUR DECISION

5. Describe the recommended decision

It is recommended that the Hate Crime Strategy 2023/26 is agreed by Cabinet to support its delivery and publication on the Community Safety external website. This Equality Impact Assessment will also be published.

STEP 4 DELIVERY – MAXIMISING BENEFITS AND MANAGING RISKS

6. Equality and Cohesion Action Planning

No	Objective	Actions	Outcomes highlighting how these will be monitored	Timescales / Milestones	Lead Officer
1	To implement a Hate Crime delivery action plan predicted on the Hate Crime objectives	To implement the Delivery Action Plan	Please see 4 (b) above for a summary of the delivery monitoring process.	2023/2026	Maurice Mason
2	To implement a Community Hate Crime Forum (HCF)	1 To develop a term of reference for the forum. 2 To identify and select community representatives across all hate crime protected characteristics.	Please see Paragraph 4 (b) above.	End of March 2024	Maurice Mason

		3 To build Equality based HCF feedback into our delivery plan to support our commitment of equality whilst implementing a process of continuous professional development.			
3	To Implement Community Hate Crime Champions into Hackney across all Protected Characteristics.	1 To develop a term of reference for Hate Crime Champions. 2 To identify and select community representatives across all hate crime protected characteristics. 3 To build Equality based Hate Crime Champions feedback into our delivery plan to support our commitment of equality whilst implementing a process of continuous professional development.	Please see paragraph 4 (b) above	End of March 2024	Maurice Mason
4	To increase reporting of Hate Crime within Hackney	1 Through our third party reporting mechanisms and awareness raises which will make it easier to report hate	Please see paragraph 4 (b) above	November 2023 through to 1/4/2026.	Maurice Mason

		<p>crimes and incidents within the borough.</p> <p>2 We will establish and implement a Hate Crime Media Strategy to support Hate crime reporting in Hackney.</p> <p>3 We will provide specialist support to victims of hate crime in collaboration with our internal and external partner agencies, such as ,MIND, Age Concern, Stop Hate UK and CATCH.</p> <p>4 Working with our Hackney Young Futures and other community youth projects we will ensure that young people have a voice in the process and know how to report hate crime.</p>			
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