



Kirklees Hate Crime

Strategy 2017-2020

Kirklees Hate Crime/Incident Strategy 2017 - 2020

Tackling hate crime is one of the key priorities within the Kirklees Community Safety Partnership plan and for the Police and Crime Commissioner for West Yorkshire. Kirklees work with a number of key partners including the Police, Kirklees Neighbourhood Housing, health services, and local communities including elected members to deliver the local strategy. This focuses on the prevention of hate incidents from happening in the first place, whilst providing support and guidance to victims and taking positive action against perpetrators where it does happen.

Definition

A **hate crime** is any crime that is motivated by hostility on the grounds of race, sexual orientation, disability, and religion or transgender identity. Similarly, a **hate incident** is any incident perceived by the victim, or any other person, to be motivated by hostility or prejudice based on the person's race, sexual orientation, disability, religion or transgender identity.

Hate crimes and incidents can take place anywhere - at home, in public places, at work or in school. Crimes can include threats, verbal abuse, graffiti, arson, robbery, violence, or damage.

Kirklees strategy

The Kirklees Hate Crime Strategy, created in partnership with the Hate Crime Strategic Group, sets out the principles and objectives underpinning our local service delivery. This strategy actively links in with the Community Safety Partnership Plan theme of protecting people from serious harm through prevention and early intervention/resolution. The Kirklees Hate Crime Strategy works within a changing socio-economic and demographic environment; as a result working collaboratively with safeguarding and victim support is central to this strategy and a key objective for tackling hate crime in Kirklees.

The Kirklees Hate Crime Strategy closely follows three fundamental principles:

- **No hierarchy of hate – the service is victim focussed and protects everyone equally - no one type of incident that is reported will have precedence over any other**
- **Tiered interventions – the best way to address hate crime is to prevent it in the first place and where it does happen to support victims and hold perpetrators to account at the earliest opportunity**
- **Community engagement and confidence is critical to the delivery of the strategy.**

National strategy

The Kirklees Hate Crime Strategy complements the National Hate Crime Plan published in July 2016, which focuses on five key areas:

- Preventing hate crime by challenging beliefs and attitudes through education for young people
- Responding to hate crime with the aim of reducing incidents through security funding and other measures
- Increasing reporting of hate crime
- Improving support for victims
- Building understanding of hate crimes through data collection and analysis.

Applying the Kirklees Hate Crime Strategy to the wider National Hate Crime Plan ensures our local approach has the following key objectives:

Prevention

General and targeted communications to create individual and wider community awareness and engagement – to create an environment in which hate crime is not acceptable or tolerated by anyone. Prevention is also about educating people; in particular, young people to change behaviour to ensure long-term changes in attitudes are embedded.

Early intervention

Ensure frontline workers are equipped with the necessary skills and confidence to make a stand against hate crime. Provide staff with basic emotional and practical support to victims by signposting to more specialist support agencies and the Kirklees Victims' Hub.

Developing intelligence led approaches, tools and powers

Develop more specialist support services including the 3rd party reporting centres and the Kirklees Victims' Hub to provide more intensive support services to victims. Work with perpetrators to ensure that they are held accountable for their actions and they change their future behaviour. Use up to date multi-agency intelligence to target cross partnership provision and to build understanding about best practice in tackling hate crime.

High-risk management and review

Retain and promote a scrutiny function for investigations of hate incidents and crimes – such as case management reviews. Hold individuals accountable for their actions through enforcement and prosecution by effective links with criminal justice agencies.

Provision and delivery

The Hate Crimes Strategic Group will develop an action plan to deliver this strategy – updating as necessary. Multi-agency membership of the Hate Crimes Strategic Group will be continuously revisited and reinforced as required, responding to local circumstances and service changes.

Review and monitoring

This strategy is a three-year document that links with various other local strategies, projects, and initiatives and will be reviewed annually. It will respond to changing local, national and international circumstances and reflect the impact of these on our communities and subsequent service provision.

We have agreed a set of performance indicators to measure success and identify our ongoing progress, as well as identifying gaps in provision. We recognise that measuring success can be difficult to quantify, particularly for preventative work. However, indicators such as reporting levels, detection rates, and victim satisfaction can provide quantitative data.

All partners will contribute to the review process and should have systems in place to record, monitor, and provide qualitative and quantitative reports for measuring success.

For more information on Kirklees response to
hate crime please visit

www.kirklees.gov.uk/hatereporting

