



WEST MIDLANDS POLICE

Force Policy Document

POLICY TITLE:	Hate Crime Policy
POLICY REFERENCE NO:	LP/03

Executive Summary.

This is the revised Hate Crime Policy for 2016 / 2017. It should be read in conjunction with the supporting documents listed below which provide a detailed explanation of the delivery aims, and objectives and a guide to assist officers dealing with all aspects of Hate Crime, and specific considerations for each strand.

This policy particularly details an introduction of what Hate Crime is and the impact it can have on the community of West Midlands. It includes the nationally agreed definitions for Hate Crime and the five strands of Race, Religion, Sexual Orientation, Gender Identity (Transgender) and Disability. There is reference to the opportunity to apply for enhanced sentencing for those offences, which are not specified as aggravated under the Crime and Disorder Act 1998.

Each of the supporting documents is summarised, as are the expectations in respect of the importance of identifying Hate Crime early and the Investigation process, including opportunities available through partnership collaboration.

The Governance Structure for the management of Hate Crime is also provided.

***Any enquiries in relation to this policy should be made be made directly with that of the policy contact / department shown below.*

Intended Policy Audience.

This policy applies to every police officer, member of police staff, police community support officer, special constable, volunteer, contractor, and approved persons working for or on behalf of West Midlands Police.

Current Version And Effective Date.	V4	27/04/2016
Business Area Owner	Chief Superintendent Chris Johnson	
Department Responsible	N/A	
Policy Contact	Insp 7695 Ainsley-Jayne Cobbett, Intelligence	
Policy Author	Insp 7695 Ainsley-Jayne Cobbett, Intelligence	
Approved By	ACC Foulkes	
Policy Initial Implementation Date	23/09/2013	
Review Date	27/04/2017	
Protective Marking	Not Protectively Marked	
Suitable For Publication – Freedom Of Information	Yes	

Supporting Documents

- Service Level Agreement (with CPS) 2013 (updated 2015)
- Hate Crime Strategy 2016 / 2017
- Guide to Dealing with and Investigating Hate Crime 2016 /2017
- Hate Crime Strategic Delivery Plan 2016 / 2017
- Hate Crime Control Plan 2016 / 2017
- Hate Crime Strategic Delivery Plan
- Internal Hate Allegation Policy
- Code of Ethics (<http://www.college.police.uk/What-we-do/Ethics/Pages/Code-of-Ethics.aspx>)

Evidence Based Research

Full supporting documentation and evidence of consultation in relation to this policy including that of any version changes for implementation and review, are held with the Force Policy Co-ordinator including that of the authorised original Command Team papers.

Please Note.

PRINTED VERSIONS SHOULD NOT BE RELIED UPON. THE MOST UPTO DATE VERSION OF ANY POLICY OR DIRECTIVE CAN BE FOUND ON THE EQUIP database on the Intranet.

Force Diversity Vision Statement and Values

“Eliminate unlawful discrimination, harassment and victimisation. Advance equality of opportunity and foster good relations by embedding a culture of equality and respect that puts all of our communities, officers and staff at the heart of everything we do. Working together as one we will strive to make a difference to our service delivery by mainstreaming our organisational values”

“All members of the public and communities we serve, all police officers, special constables and police staff members shall receive equal and fair treatment regardless of, age, disability, sex, race, gender reassignment, religion/belief, sexual orientation, marriage/civil partnership and pregnancy/maternity. If you consider this policy could be improved for any of these groups please raise with the author of the policy without delay.”

Code of Ethics

West Midlands Police is committed to ensuring that the Code of Ethics is not simply another piece of paper, poster or laminate, but is at the heart of every policy, procedure, decision and action in policing.

The Code of Ethics is about self-awareness, ensuring that everyone in policing feels able to always do the right thing and is confident to challenge colleagues irrespective of their rank, role or position

Every single person working in West Midlands Police is expected to adopt and adhere to the principles and standards set out in the Code.

The main purpose of the Code of Ethics is to be a guide to "good" policing, not something to punish "poor" policing.

The Code describes nine principles and ten standards of behaviour that sets and defines the exemplary standards expected of everyone who works in policing.

Please see <http://www.college.police.uk/What-we-do/Ethics/Pages/Code-of-Ethics.aspx> for further details.

The policy contained in this document seeks to build upon the overarching principles within the Code to further support people in the organization to do the right thing.

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1. INTRODUCTION

Hate crimes / incidents can be based on hostility, prejudice and or misunderstanding, and in some cases extremist views against particular groups, affecting the whole community. The experience of hostility, prejudice and hate isn't limited to one particular group. Hate crimes are committed against a person or group that is motivated by hostility or prejudice towards a person based on their Race, Religion (including faiths / beliefs), Sexual Orientation, Gender Identity (Transgender) and Disability or perceived Race, Religion (including faiths / beliefs), Sexual Orientation, Gender Identity (Transgender) and Disability

Hate crimes can range and escalate from criminal damage, name calling through to violent attacks, impacting negatively on all aspects of the victim's wellbeing, leaving them feeling traumatised, terrified, suffering from low esteem and long lasting psychological harm. It can also feed social exclusion and inequality.

Hate incidents may manifest themselves in low level anti-social behaviour, which on the surface may appear minor but have an impact on the victim which may be devastating and life changing. Victims can suffer long-term vulnerability, as a consequence of persistent targeting, which may become increasingly impactful and this should be considered in our response.

Victims may adapt their behaviour to avoid victimisation e.g. not showing affection to a same sex partner in public places, not wearing a hijab, avoiding going to certain locations, preventing their children from playing outside and or deciding not to report the crime / incident for fear of being identified and or 'outed'.

Hate crimes / incidents could be considered to impact on a victim's Human Rights, as they can limit freedom of movement, freedom of expression, and freedom of association. Hate crime incidents can escalate, prompting retaliatory action and create community conflict. Where there is no satisfactory resolution i.e. no-one being brought to justice, the victim and the wider community may be left feeling that the authorities do not care about upholding their rights, or discriminate against them by failing to act against complaints of hatred directed at them therefore trust and confidence in West Midlands Police can rapidly diminish.

WMP has a responsibility to protect people from harm, to prevent and detect crime and to protect the most vulnerable individuals and communities from Hate Crime. Tackling Hate Crime is crucial to developing and supporting community cohesion

WMP are committed to ensuring that their response to Hate Crime is one which is effective and victim / community focused. Staff who understand Hate Crime will be able to balance the victims' expectations and needs, giving consideration to the wider impact and social harm it may cause whilst recognising the barriers to securing their engagement. All Hate Crimes / Incidents will be thoroughly investigated with the aim of dealing with perpetrators and preventing the victim from suffering further, thus reducing the impact on them and their community.

By improving the awareness of our staff to understand Hate Crime, to recognise it early and be aware of their response will enable accessible policing to the community. Furthermore it will support WMP's continued effort to improving trust and confidence in policing, reduce crime and protect the public from harm, which remains at the heart of our values. Engagement with the public is key in identifying alternative and more appropriate methods of reporting.

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It is recognised that the best possible support for victims and communities can only be achieved through partnership and delivery of an effective, collaborative approach to embracing the management and investigation of such crimes and incidents.

This includes the delivery of sustainable solutions, in pursuit of holding the perpetrators to account and enabling the most suitable outcome, i.e. increased sentencing at court or use of community resolution, in consideration of the victim's views. This joined up approach will develop strong committed relationships with shared responsibility.

This response also includes appropriate offender management and supports the Counter Terrorism strategy on Preventing Violent Extremism.

WMP's Hate Crime Strategy is an essential element in improving the accountability of policing to local communities in conjunction with the Office of the Police and Crime Commissioner (OPCC). This strategy is key to achieving the aims of continuing to improve and maintain service provision

2. DEFINITIONS AND DESCRIPTIONS

2.1 What is a Hate crime?

A Hate crime is any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice towards a person based on their race, religion, sexual orientation, disability, who is transgender or perceived race, religion, sexual orientation, disability, perceived to be transgender.

Hate crime can take many forms including:

- Physical attacks such as physical assault, damage to property, offensive graffiti and arson
- Threat of attack including offensive letters, abusive or obscene telephone calls, groups hanging around to intimidate, and unfounded, malicious complaints
- Verbal abuse, insults or harassment - taunting, offensive leaflets and posters, abusive gestures, dumping of rubbish outside homes or through letterboxes, and bullying at school or in the workplace.

There are now nationally agreed definitions for Hate Crime and the 5 monitored strands, which are:

- Race
- Religion
- Sexual Orientation
- Gender Identity (Transgender)
- Disability
-

Strand Definitions

2.2 What is Racist hate crime?

Any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards a person based on their race or perceived race.

2.3 What is Religious hate crime?

Any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards a person based on their religion or perceived religion. Religious Hate Crimes includes those crimes / incidents resulting from hostility towards different sects of the same or other religions.

When recording Religious Hate Crimes / Incidents, officers are mandated to complete the victim's actual religion and the perceived religion, targeted by the offender as these can be different.

N.B Certain offences, including assault, harassment, criminal damage and public order offences can be prosecuted specifically as racially or religiously aggravated offences. The defendant faces a harsher sentence than if he or she were found guilty of a non-racial or non-religious crime.

2.4 What is Sexual Orientation Hate Crime?

Any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards a person based on their sexual orientation or perceived sexual orientation.

Sexual Orientation refers to the victim being Lesbian, Gay or Bisexual.

2.5 What is Gender Identity (Transgender) Hate Crime?

Any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards a person who is transgender or perceived to be transgender

Gender identity includes victims at any Trans Status.

2.6 What is Disability Hate Crime?

Any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards a person based on their disability or perceived disability

This includes victims who have any disability or impairment whether physical, mental and or other. When recording Disability Hate Crimes / Incidents, officers are mandated to complete details regarding the victim's actual disability / impairment.

2.7 Hate incident

Any non-crime incident, which is perceived by the victim or any other person to be motivated by hostility or prejudice based on a persons race / perceived race, religion / perceived religion, sexual orientation / perceived sexual orientation, disability / perceived disability or against a person who is or perceived to be transgender.

2.8 Hate Crime Prosecution

"A hate crime prosecution is any hate crime which has been charged in the aggravated form or where the prosecutor has assessed that there is sufficient evidence of the hostility or prejudice element to be put before the court to apply for an increased / enhanced sentence on conviction. (dependant on the strand targeted).

2.9 Internal Hate Crime Allegation Policy

WMP has an Internal Hate Crime Allegation Policy in recognition that Hate incidents / crimes may be committed by police officers or police staff against their colleagues / other staff members. Any such incidents / crimes will lead to criminal / misconduct investigations/ Local Resolutions. Officers and staff have the fundamental right to be treated with dignity and respect in the workplace. The LPU DCI will act as the single point of contact, whilst the LPU Commander will inform Professional Standards Department (PSD) who will conduct the investigation

This policy (available on the Intranet) details what action should be taken in relation to these allegations.

2.10 Sub - Culture

The murder of Sophie Lancaster prompted much discussion regarding those crimes where victims are targeted because they are 'different' whether by dress, behaviour etc. and whether or not they should be classed as Hate Crimes. Currently they do not sit under the 5 monitored strands albeit in consideration of the definition of a Goth, they could be protected by the religious strand.

Agreed definition for Sub - Cultures is:-

'Alternative sub-culture means a discernible group that is characterised by a strong sense of collective identity and a set of group-specific values and tastes that typically centre on distinctive style/clothing, make-up, body art and music preferences.

Those involved usually stand out in the sense that their distinctiveness is discernible both to fellow participants and to those outside the group. Groups that typically place themselves under the umbrella of 'alternative' include Goths, emos, punks, metallers and some variants of hippie and dance culture (although this list is not exhaustive).'

West Midlands Police do not currently record where Sub -Culture victims have been targeted, as the level of reporting is minimal. However it is recognised that other forces do record the details of these crimes and so WMP will continue to review this.

2.11 Criminal Justice Act 2003 – Enhanced Sentencing Legislation (Applies to any offence within England and Wales) amended 2012

The Criminal Justice Act 2003 makes the following provisions in respect of the sentencing of Hate Crimes:-

2.12 S.145 Increase in sentences for racial or religious aggravation

- (1) This section applies where a court is considering the seriousness of an offence other than one under sections 29 to 32 of the Crime and Disorder Act 1998 (racially or religiously aggravated assaults, criminal damage, public order offences and harassment etc.)
- (2) If the offence was racially or religiously aggravated, the court-
 - a) Must treat that fact as an aggravating factor, and
 - b) Must state in court that the offence was so aggravated

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- (3) Section 28 of the Crime and Disorder Act 1998 (meaning or racially or religiously aggravated”) applies for the purposes of this section as it applies for the purposes of sections 29 to 32 of that act.

2.13 Racial and Religious Hate Crime PNC Records

For Race and Religious Hate Crimes the fact that the offender has been convicted of a Hate Crime **IS** recorded as such on their PNC record.

2.14 Section 146 Increase in sentence for aggravation related to Disability, Sexual Orientation or Transgender Identity Hate Crimes

- (1) This section applies where the court is considering the seriousness of an offence committed in any of the circumstances mentioned in subsection (2)

- (2) Those circumstances are-

(a) that at the time of committing the offence or immediately before or after doing so, the offender demonstrated towards the victim of the offence hostility based on-

(i) the sexual orientation (or presumed sexual orientation) of the victim,

(ii) a disability (or presumed disability) of the victim or,

(iii) the victim being (or presumed to be) transgender,

or

(b) that the offence is motivated (wholly or partly)-

(i) by hostility towards persons who are of a particular sexual orientation

(ii) by hostility towards persons who have a disability or a particular disability

(iii) by hostility towards persons who are transgender

- (3) The court:-

a) Must treat the fact that the offence was committed in any of those circumstances as an aggravating factor, and

b) Must state in open court that the offence was committed in such circumstances.

- (4) It is immaterial for the purposes of paragraph (a) or (b) of subsection (2) whether or not the offender's hostility is also based, to any extent, on any other factor not mentioned in that paragraph.

- (5) In this section “disability” means any physical or mental impairment.

- (6) In this section references to being transgender include references to being transsexual, or undergoing, proposing to undergo or having undergone a process or part of a process of gender reassignment.

2.15 Sexual Orientation, Gender Identity (Transgender) or Disability Hate Crime PNC Records

For crimes where victims have been targeted based on their Sexual Orientation, Gender Identity (Transgender) or Disability the fact that the offender has been convicted of a Hate Crime **IS NOT** apparent from their PNC record, as it only shows the basic offence for which they have been convicted.

For a crime to be recorded against the offender as one of Hate, having demonstrated hostility towards a victim based on their Sexual Orientation, Gender identity (Transgender) and or Disability, officers must record that fact in the MO section of the Phoenix 208 on ICIS. This **MUST** be completed until the PNC can be automatically updated, which needs to be agreed at a national level.

3. STATEMENT OF PURPOSE

West Midlands Police has a responsibility to protect people from harm, to prevent and detect crime and to protect communities from harm, in particular giving a commitment to protecting the most vulnerable from Hate Crime. Tackling Hate Crime is pivotal to developing and maintaining community cohesion.

This policy has been revised in order to support West Midlands Police' strategy in dealing with and investigating Hate Crime, giving the following commitment to:-

- Providing a consistent and corporate approach to recognising Hate Crime early to enable the appropriate response. This will be reviewable at various checkpoints (within the investigation) to ensure identification and includes all reports received via third party mediums
- The response will be professional, personalised and sensitive to the victim's needs and wishes
- Understand the experience and manage the expectations of victims and witnesses and how that impacts on satisfaction and confidence.
- Fulfil the minimum standards of investigation and consider the different requirements of each of the Hate Crime strands.
- If the victim is a police officer or member of police staff (either on or off duty) then they should not be the Investigating Officer or OIC. Supervisors are to ensure that this managed effectively to prevent this from occurring
- Encourage the increased reporting of Hate Crime by building trust and confidence through key reference groups
- Reduce / prevent repeat victimisation by delivering the appropriate response at the earliest opportunity
- Identify and develop preferred methods of reporting
- Collaborate with partners to develop trigger plans and referral processes to tailor the response to the victim

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- Provide a corporate framework to develop and maintain intervention strategies, for the identification and prevention of Hate Crime and repeat victimisation
- Build collaborative relationships in Force at Local Authority level
- Increase the number of successful prosecutions of Hate Crime
- Increase the number of cases attracting enhanced sentences due to Hate element
- Increase levels of community satisfaction

Improve Trust and confidence in the service we provide to victims of Hate Crime based on their Race, Religion, Sexual Orientation Gender identity (Transgender) and Disability.

3.1 THRIVE+ Risk Assessment

Hate Crime will be assessed against the Thrive+ Risk Assessment and the appropriate grading determined (as per the below). Ensuring that Hate Crimes are risk assessed and graded appropriately is critical in building trust and confidence with victims and communities experiencing hate crimes, encouraging them to report incidents to the police.

Risk Framework Summary

'THRIVE +' will be defined as:

T is Threat. What is the Threat?

H is Harm. What is the Harm?

R is Risk. What is the Risk?

I is Investigation. What are the Investigative opportunities?

V is Vulnerability. What are the Vulnerabilities?

E is Engagement. What are the Engagement Opportunities?

+ is Prevention and Intervention. What can we do to Prevent and Intervene?

ALL Hate Crime incidents will be graded with an **Immediate Response** (if the offender is still present) **or** otherwise for an **Early Response**. It will **ONLY** be downgraded / recorded for a **Routine Response** at the victim's request.

3.2 Internal Hate Allegation

Hate incidents / crimes may be committed by police officers or police staff against their colleagues / other staff members. Any such incidents / crimes will lead to criminal / misconduct investigations. Officers and staff have the fundamental right to be treated with dignity and respect in the workplace. The LPU DCI will act as the single point of contact, whilst the LPU Commander will inform Professional Standards Department (PSD) who will conduct the investigation.

The link to the Force Internal Hate Allegation Policy is

<http://intranet2/pdf/Internal%20Hate%20Allegation%20Policy.pdf>

It is also attached to the Force Operations Hate Crime Page on the intranet

4. ASSOCIATED DOCUMENTS.

4.1. Hate Crime Policy 2016 -2017

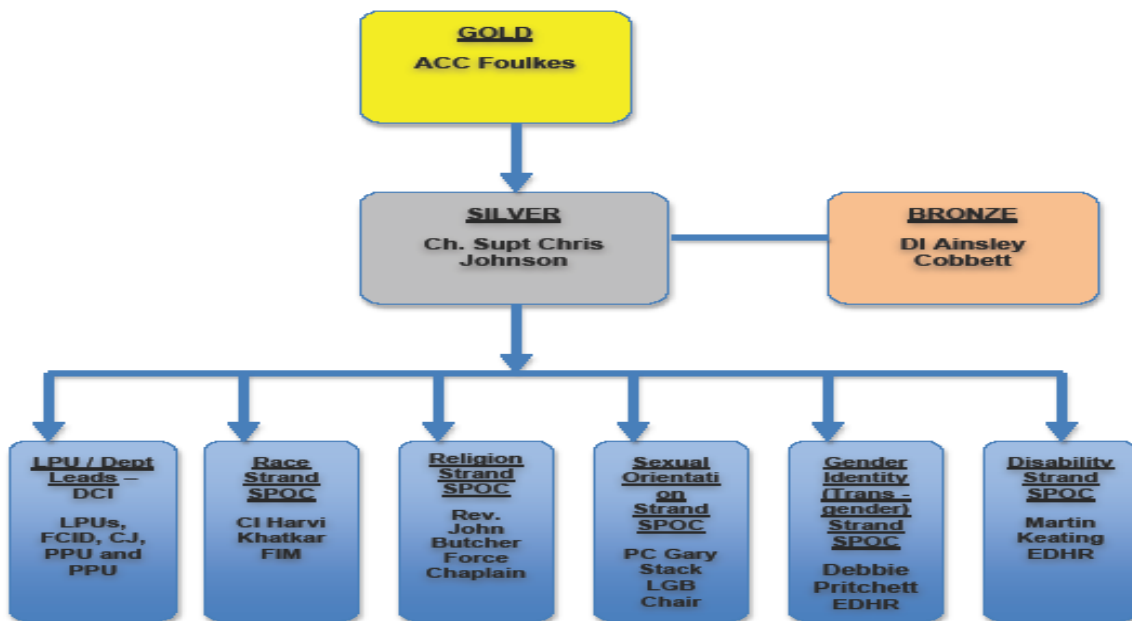
This policy and associated documents reflect West Midlands Police core values and applies to all police officers, police community support officers, support staff, special constables and volunteer staff, in particular those who deal directly with the public.

The policy provides an introduction to Hate Crime, details the governance structure and how all of the other relevant documents are entwined.

4.2. Hate Crime Strategy 2016 -2017

The Hate Crime Strategy describes West Midlands Police response to Hate Crime. It details the Strategic Behaviours which support the Strategic Themes of Improved Service, Robust Investigation, Prevention, Partnership Working and Listening and the key deliverable actions sitting under each.

It also depicts the below Governance structure.



4.3. Service Level Agreement

The Service Level Agreement (SLA) is a document that has been drawn up by the Crown Prosecution Service (CPS) in consultation and agreement with West Midlands Police, Warwickshire Police, West Mercia Police and Staffordshire Police. The document has also been shared with representatives from key reference groups who have contributed to its content and design.

The SLA details a consistent and corporate approach to dealing with and investigating Hate Crime. It provides guidance to officers in respect of investigative expectations, early identification to CPS that the offence is a Hate Crime for an aggravated charge for Race and Religious offences or the application for enhanced sentencing options to be made for Sexual Orientation, Gender Identity (Transgender) and Disability offences and specific considerations given to each of the strands.

4.4. Guide to dealing with and Investigating Hate Crime 2016 -2017

This document has been developed and designed to support the SLA in maintaining an effective, consistent and corporate standard in the investigation of Hate Crime. It details the responsibilities of the Police and CPS in dealing with Hate Crimes.

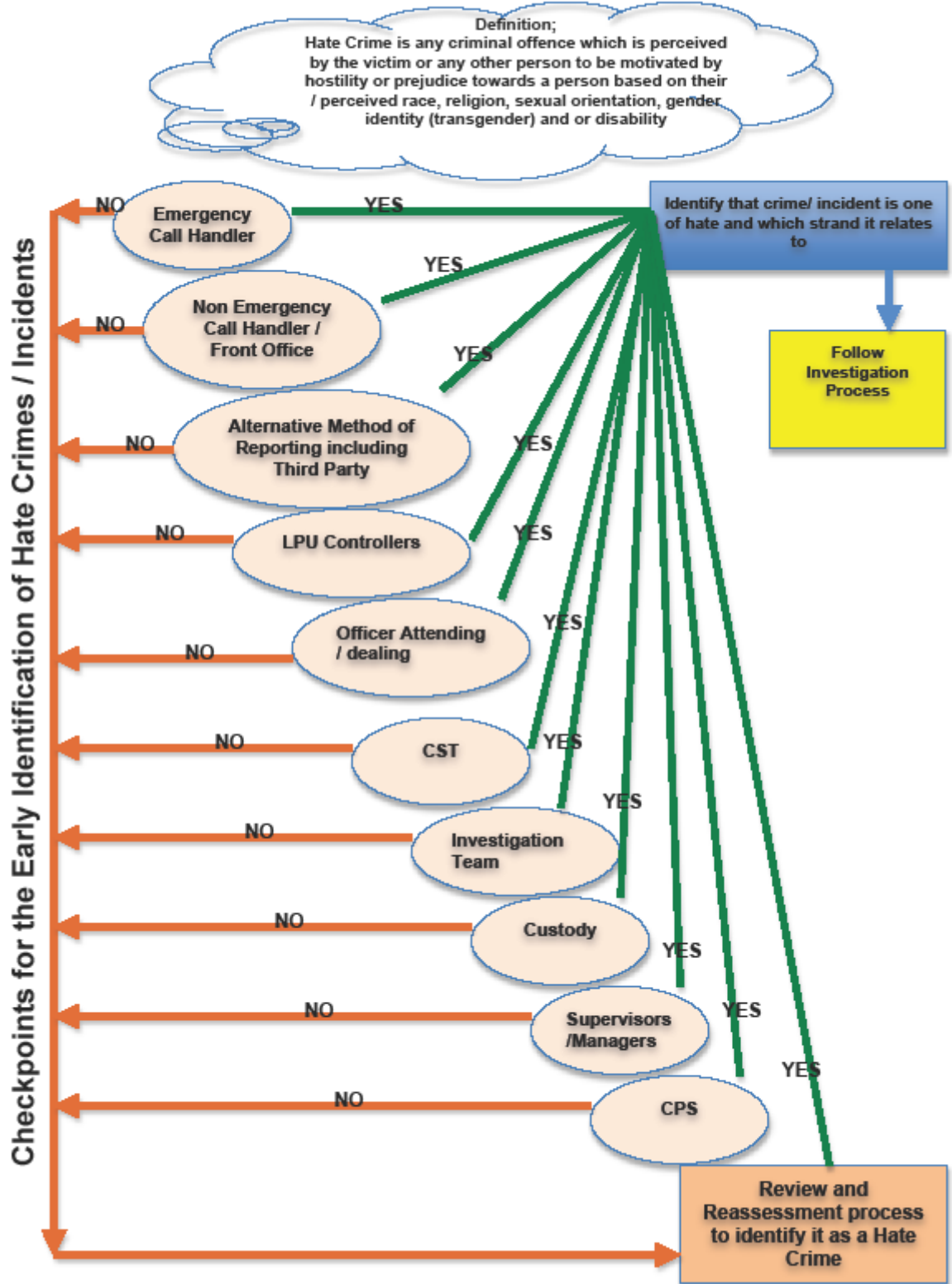
It focuses on the need for early recognition of a Hate Crime to ensure that the victim care and investigation plans are invoked and CPS informed of the need to apply for enhanced sentencing.

The below diagrams detail firstly the checkpoint process for ensuring early recognition and then the second details the investigation process which includes specific guides on taking statements, interviewing suspects, case handling, special measures and forensic considerations.

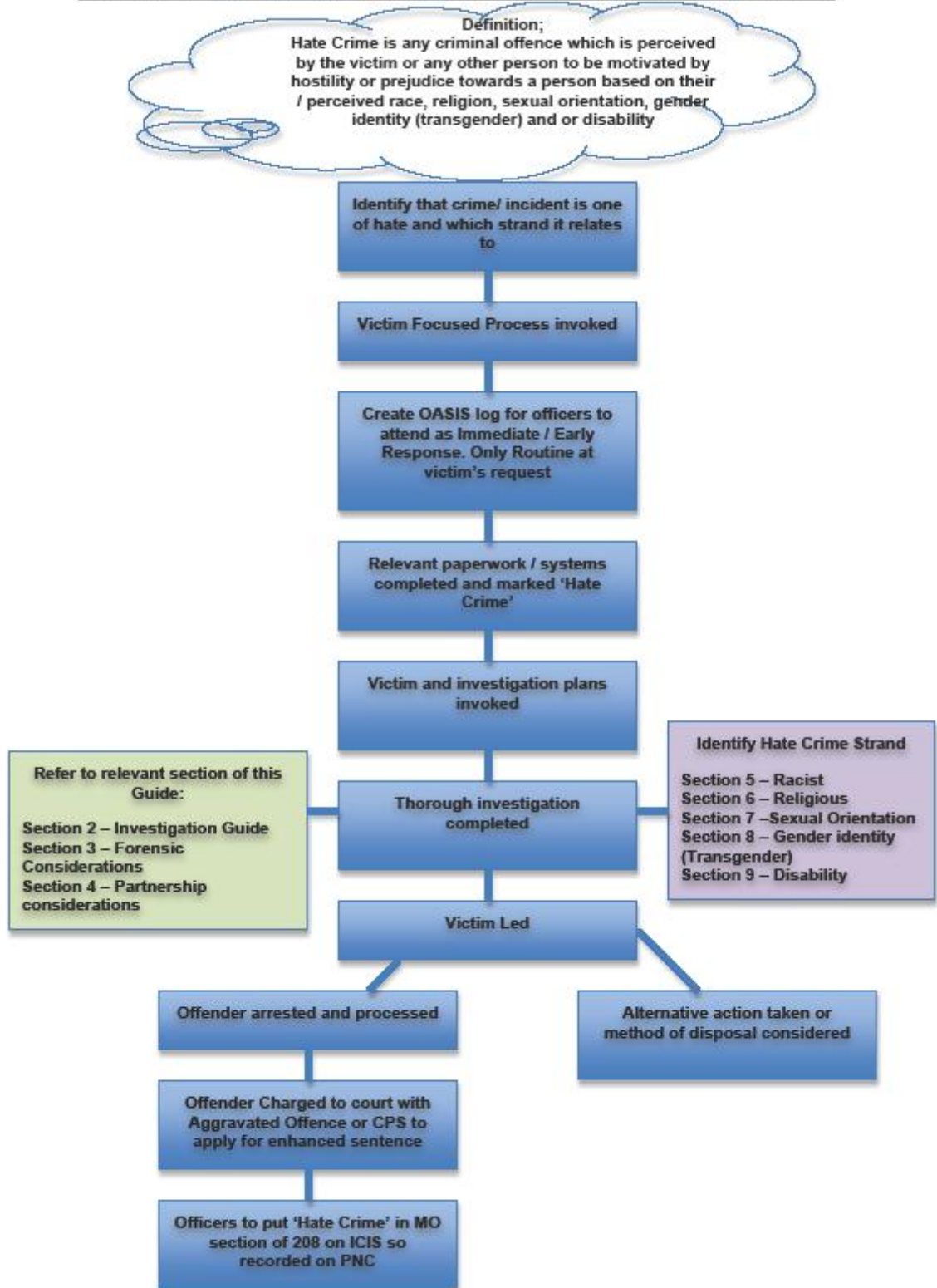
The Guide then provides supplementary information to assist officers in dealing with victims from the specific strands, to ensure that each victim receives a qualitative service. This service should be based on the victim's needs, with sensitivity given to managing certain details.

The document is segmented on the intranet to enable officers to go directly to the relevant sections.

Checkpoints For the Early identification of Hate Crimes / Incidents



Guide to Dealing with / Investigating Hate Crimes / Incidents 2016/17



4.5. Strategic Delivery Plan 2016-2017

The Delivery Plan is the over-arching document detailing how Hate Crime will be tackled by West Midlands Police through identified themes, the setting of specific tasks and areas of responsibilities for identified points of contact.

The Delivery Plan Themes are set out against the Prevention, Intelligence, Enforcement and Reassurance (P.I.E.R) model.

4.6. Hate Crime Control Plan 2016 -2017

The Control Plan outlines the Hate Crime priorities and details the aims within the Prevention, Intelligence, Enforcement and Reassurance (P.I.E.R) model with the addition of the Organisational considerations (P.I.E.R.O).

5 PARTNERSHIP COLLABORATION

West Midlands Police recognises that they cannot tackle Hate Crime and its causes alone and in isolation. The Force is committed to working with local partners through existing forums at each level in order to maximise the opportunities afforded through tasking arrangements.

Key considerations for these partnerships are:-

- Information sharing
- Victim management and support
- Offender Management and appropriate use of justice
- Location analysis to develop understanding

Partnership Working will need to be innovative and bespoke dependent on the victim and community's specific needs. These collaborations may also include initiatives such as Third Party Reporting Centres and the online True Vision website which provides victims and witnesses with alternative methods of reporting Hate Crime, which may assist in building trust and confidence.

The Guide to Dealing with and Investigating Hate Crime provides clear, concise and relevant information for officers dealing with Hate Crime. This ensures a consistent and corporate approach and includes additional ways of involving partners to assist in managing the sensitivities associated with each strand.

6. GOVERNANCE

The strategic owner for Hate Crime is ultimately the responsibility of the Chief Constable. Delivery against the Policy and Strategy will fall to Local Policing Units (LPUs) and their staff, to achieve the aims, objectives and expectations set out.

The Chief Constable delegates different business areas to his Command Team of Assistant Chief Constables (ACCs) and as such an ACC Carl Foulkes has been delegated to manage Hate Crime and will undertake the Gold Lead role.

The nominated ACC has identified a Force Lead to review Hate Crime on their behalf and act as Silver Lead, Chief Supt Chris Johnson to determine its strategic delivery.

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A Bronze Lead has been similarly appointed to support the Silver Lead (Inspector Ainsley - Jayne Cobbett) with the overall management and service improvement of Hate Crime.

The Silver Lead has also nominated Force Strand SPOCs as leads for each of the strands.

Hate Crime performance is the responsibility of the LPU Commanders who will ensure that Hate Crime is afforded the appropriate level of priority.

Each LPU will have a Hate Crime Lead (Detective Chief Inspector / Crime Manager) who will act as the single point of contact for all Hate Crime issues. Each LPU also has a Crime and Vulnerability Officer who reviews Hate Crime daily to ensure that they are being appropriately identified and investigated.

The governance structure is depicted above on page 12.

As part of WMP's commitment to dealing with Hate Crime it is the responsibility of all staff and as such, a conscious decision was made that the revised Hate Crime documents do not detail specific responsibilities for different roles but provide an overview for dealing with every report of Hate Crime.

As stated above the expected standards of dealing with and investigating Hate Crime is documented in the Guide (Section 2) The Guide includes information about managing the victim's needs and providing the appropriate level of care and support. This will include an ongoing risk assessment of the victim and community impacts.

WMP's Contact Counts Policy details a minimum level of communication with victims in updating them about the progress of the investigation, notification of activity regarding the offender(s) and review of evidential information, which should always be adhered to. Consideration as to the frequency and method of communication should be agreed with the victim.

7. EQUALITY IMPACT ASSESSMENT (EQIA).

The policy has been reviewed and drafted against all protected characteristics in accordance with the Public Sector Equality Duty embodied in the Equality Act 2010 and of the WMP Combined Equality and Human Rights Scheme. The policy has therefore been Equality Impact Assessed to show how WMP has evidenced 'due regard' to the need to:

- Eliminate discrimination, harassment, and victimisation.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Supporting documentation in the form of an EQIA has been completed and is available for viewing in conjunction with this Policy.

8. HUMAN RIGHTS.

This policy has been implemented and reviewed in accordance with that set out with the European Convention and principles provided by the Human Rights Act 1998. The application of this policy has no differential impact on any of the articles within the Act. However, failure as to its implementation would impact on the core duties and values of WMP (and its partners), to uphold the law and serve/protect all members of its community (and beyond) from harm, affecting that of:

9. FREEDOM OF INFORMATION (FOI).

Public disclosure of this policy document is determined by the Force Policy Co-ordinator on agreement with its owner. Version 4 of this policy has been GPMS marked as Not Protectively Marked.

Public disclosure does not automatically apply to supporting Force policies, directives and associated guidance documents, and in all cases the necessary advice should be sought prior to disclosure to any one of these associated documents.

Which exemptions apply and to which section of the document?	Whole document	Section number
There are no exceptions	N/A	N/A

10. TRAINING.

This policy should be brought to the attention of those providing training on Hate Crime and Hate Incidents so that the distinct process for dealing with internal matters is fully understood.

11. PROMOTION / DISTRIBUTION & MARKETING.

The following methods will be adopted to ensure full knowledge of the Policy:

- Message of the Day
- Departmental Website
- Input during training
- Publication of Policy Portal

12. REVIEW.

The Policy business owner Force Hate Crime Lead maintain outright ownership of the policy and any other associated documents and in-turn delegate responsibility to the department/unit responsible for its continued monitoring.

The policy should be considered a 'living document' and subject to regular review to reflect upon any Force, Home Office/ACPO, legislative changes, good practice (learning the lessons) both locally and nationally, etc.

A formal review of the Policy document, including that of any other potential impacts i.e. EQIA, will be conducted by the date shown as indicated on the first page.

NOT PROTECTIVELY MARKED

Any amendments to the Policy will be conducted and evidenced through the Force Policy Co-ordinator and set out within the version control template.

Feedback is always welcomed by that of the author/owner and/or Force Policy Co-ordinator as to the content and layout of the policy document and any potential improvements.



CHIEF CONSTABLE

13. VERSION HISTORY.

Version	Date	Reason for Change	Amended/Agreed by.
Version	Date	Reason for Change	Amended/Agreed by.
1	24/06/2013	First Draft	Insp 7695 Cobbett
2	01/07/2013	Second Draft	Insp 7695 Cobbett
2.1	27/08/2013	Final	Insp 7695 Cobbett
2.2	03/09/2013	Final Draft put onto current Template	56408 Couchman
2.2	06/09/2013	Final document reviewed & completed onto new template	Insp 7695 Cobbett
2.3	17/1/14	Governance Structure Updated	Insp 7695 Cobbett
2.4	10 Sept 2014	Revised Final Draft for 2014/15	DI 7695 Cobbett (Signed off by ACC Foulkes)
2.4	13/10/2014	Document formatted and Republished	56408 Couchman
3	28/09/2015	Document Revised and updated	Insp 7695 Cobbett
4	27/04/2016	Document Revised and updated	Insp 7695 Cobbett