

From 2010- 2019 please can you tell me:

What organisations have advised WMP about gender, gender reassignment and transgender issues? Which organisations, which staff or volunteers and who was this advice given to?

The force's Gender Identity Guidance was developed by our Gender Identity Taskforce made up of Officers and staff who are transgender or who have experience of transgender issues, a member of our Taskforce is an official and key member of the National LGBT Police Association and our guidance has been used to inform the Transgender Toolkit produced by the National LGBT Police Network. Our guidance was informed by best practice.

What training has WMP delivered to Officers and civilian staff around gender, gender reassignment and transgender issues?

The force's lead on Sexual Orientation Hate Crime, delivers a workshop that includes content on transgender issues and transphobia as well as covering all LGB identities, this is delivered on a regular basis to Police Officers and staff.

Please can I have a copy of the content of your most recent training?

This training material isn't a WMP created resource, and the slides alone will not provide the essence of the training. They are just a prompt for the trainer to go in to more detail.

How many officers and civilian staff currently identify themselves under the Transgender umbrella?

As at 1st June we have 9 officers and staff identified as Transgender:

What is your definition of transgender?

Transgender refers to someone who considers that they do not identify strictly to one gender or the other, identifying themselves as neither fully male, nor female. The term 'transgender' includes a number of sub-categories, which, among others, include transsexual, cross-dresser, transvestite, consciously androgynous people and the term gender dysphoria is often used to explain these tendencies.

What policies and information contain this definition?

Our policy co-ordinator is not aware of any policies that have the definition included, however please see the following:

http://foi.west-midlands.police.uk/wp-content/uploads/2014/05/Hate_Crime_Policy_V6.pdf

What is your definition of a hate crime under gender and gender reassignment?

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

We record a hate Crime if the victim perceives that the incident they are reporting was motivated by one of the hate strands.

AND that the circumstances amount to a recordable crime

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.

What is the number of hate crimes you have recorded under gender and gender reassignment?
How does this break down over the Local authority boundaries?

Neighbourhood Policing Unit	2014	2015	2016	2017	2018	Grand Total
Birmingham East		7	11	12	7	37
Birmingham West	11	10	13	11	21	66
Coventry	1	1	2	3	6	13
Dudley	1	3	2		3	9
Solihull	1	4	3	2	8	18
Sandwell				4	3	7
Walsall	1	2	1	1	3	8
Wolverhampton	3	1	4	7	7	22
Grand Total	18	28	36	40	58	180