



REPORT OF CHAIRMAN OF COMMUNITY SAFETY COMMITTEE.

HATE CRIME POLICY

Purpose of the Report

1. To invite the Policy Committee to adopt the proposed Hate Crime policy.

Context

2. Hate Crime is defined by Nottinghamshire Police as any incident (which may or may not constitute a criminal offence) which is perceived by the victim or any other person as being motivated by prejudice or hate. A crime is deemed as Hate Crime when it is committed against a person or property and it is motivated by the offender's prejudice against a person because of their protected characteristic and also other aspects of their life and character which give rise to criminal actions based on prejudice and hostility.
3. Agreement to develop a model Hate Crime Policy was made by the Safer Nottinghamshire Board Hate Crime Executive Group which includes representatives from Nottinghamshire Police, the three County Community Safety Partnerships, Crown Prosecution Service, Office of the Police and Crime Commissioner and Nottingham City Council.
4. A model local authority Hate Crime Policy has been developed by the Community Safety Team in partnership with Human Resources. This builds on good practice developed by the Community Safety Partnership in Ashfield and Mansfield.
5. The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; foster good relations between people who share a protected characteristic and those who do not. This Policy will improve how the Council reports, records and responds to hate crimes and incidents. In particular it will provide guidance to council employees on how to deal with hate incidents to ensure that they are dealt with promptly, appropriately and effectively. It focuses on the appropriate ways in which staff should react when dealing with incidents on council premises, during the delivery of any service by (or on behalf of) the council and any hate crime within the community that a member of the public wishes to report.
6. The County Council's Corporate Leadership Team has given unanimous support to the implementation of the Policy and a report recommending its formal adoption by the County

Council was taken to the November Community Safety Committee. A copy of the Policy is attached as **Appendix 1**.

Other Options Considered

7. None

Reason/s for Recommendation/s

8. To provide a clear policy framework for how the County Council tackles hate crime in Nottinghamshire.

Statutory and Policy Implications

9. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

10. As part of the process of developing the proposed Policy, advice has been sought from colleagues across the County Council including: Human Resources (Environment and Resources), Equalities Team (Planning and Corporate Services), Achievement and Equality service (Children Families and Cultural Services).

11. The draft Hate Crime Policy has been discussed with the trade unions at the Central JCNF who welcomed this approach to early discussion and engagement and welcomed the drafting of a Hate Crime Policy. They have also provided a number of comments which have been incorporated into the proposed Policy document.

Financial Implications

12. There are no financial implications contained within this report

Recommendations

It is recommended that the Policy Committee agrees:

- to the adoption of the proposed Hate Crime Policy
- that the Policy be kept under review and further developed in line with emerging legal and operational issues.

Cllr Glynn Gilfoyle
Chairman of Community Safety Committee

For any enquiries about this report please contact: Sarah Houlton, Team Manager Trading Standards & Community Safety x 72460 or Andy Peacock, Community Safety Officer, Trading Standards & Community Safety x 74893.

Constitutional Comments (SMG 30/11/2015)

The proposals set out in this report fall within the remit of this Committee.

Financial Comments (KAS 01/12/15)

There are no financial implications contained within the report.

Background Papers and Published Documents

None

Electoral Division(s) and Member(s) Affected

All