



8 January 2013

Agenda Item:11

**REPORT OF SERVICE DIRECTOR,
POLICY, PLANNING AND CORPORATE SERVICES**

HATE CRIME TRAINING PROGRAMME

Purpose of the Report

1. To seek approval for funding from the Community Safety budget for a training programme which is designed to tackle Hate Crime against some of the most vulnerable members of our community.

Information and Advice

2. The Safer Nottinghamshire Board (SNB) and Nottingham Crime and Drugs Partnership's (CDP) joint Hate Crime Steering Group (HCSG) has identified 'Mate Crime' as a key emerging priority in its work programme. The chair of the HCSG, Ruth Hyde, Chief Executive of Broxtowe Borough Council and the SNB Hate Crime Champion, has commissioned a task and finish group to develop a programme of work to take action to address this priority and protect vulnerable people.
3. In the identified priority area of 'Mate Crime' it is proposed to undertake a training programme that will not only target those working at the 'frontline', but also will aim to challenge the deeper organisational attitudes which can influence staff in their day to day activities. This will include those working in housing, education, social care, anti-social behaviour (ASB), youth services, environmental health, domestic violence and any other partners who may come across those likely to experience 'Mate Crime' as part of their role.

'Mate Crime'

4. It is widely acknowledged that increases in the levels of disability hate crime and in particular high profile murders of vulnerable people with learning disabilities seriously affect perceptions of community safety amongst whole communities. 'Mate Crime' is defined by the Department of Health's Safety Net Project as "when vulnerable people are befriended by members of the community who go on to exploit or take advantage of them". In the past few years there have been a number of murders of people who were described as "vulnerable" by perpetrators who the victim has perceived to be friends.
5. The Nottinghamshire Safeguarding Adults Board (NSAB), through its serious case review (SCR) sub group, has reviewed the lessons learnt regarding such deaths from a number

of recent SCRs and is seeking to ensure that in Nottinghamshire, partners are actively considering the issues raised by 'Mate Crime'. Through the 'Keeping People Safe' partnership, which was set up to identify levels of disability hate crime in the County, the HCSG and NSAB have worked successfully with MENCAP's 'Smile Stop Hate Crime' project to increase awareness of disability hate crime awareness amongst partners and to raise levels of hate crime reporting through a targeted training programme. A specific programme to tackle 'Mate Crime' would build on this success and target those likely to come into touch with vulnerable people who are at risk of exploitation. This training would provide between ten and fifteen staff training sessions from January 2013 to January 2014 for approximately 250 staff across a range of partnership agencies. This would also include specific 'Mate Crime' campaign events across the County with the general public, working in schools, day centres and with Nottinghamshire Police.

Other Options Considered

6. Not to provide funding for the training programme, in which case it will not be possible to encourage the awareness of hate crime against this vulnerable community and to make significant changes in staff attitudes.

Reason/s for Recommendation/s

7. The training programme supports the SNB's Hate Crime Delivery Plan and fits with the Government's new Hate Crime Plan, which highlights the importance of:
"Challenging the behaviours and attitudes that foster hatred and encouraging early intervention to reduce the risk of incidents escalating"
(Challenge It, Report It, Stop It: The Government's Plan to Tackle Hate Crime 2012)
8. The training programme will empower partners to challenge existing attitudes amongst their colleagues and the community as a whole which in turn will provide a lasting legacy in terms of safer, stronger and more successful communities.
9. Evidence exists that such training can have a significant impact on the behaviours and attitudes of staff and meets all three of the national Generic Social Outcome Categories: Stronger and Safer Communities; Strengthening Public Life, Health and Well-being.
10. Below are a few quotes from participants involved in some previous MENCAP 'Smile Stop Hate Crime' training:

"Very enjoyable, immense value even though I have been working with people with learning disabilities for a long time, it was fun, varied and very informative, I enjoyed the variety of different people and professional groups coming together."

"An excellent session! It's given me a greater awareness and greater confidence to support clients with a learning disability appropriately."

Statutory and Policy Implications

11. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service

and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Recommendations

12. It is recommended that:
 - i) the sum of £10,000 is allocated from the Community Safety budget to fund a Hate Crime training programme
 - ii) this report be taken to Grant Aid Sub Committee for information.

Martin Done, Service Director Communications and Marketing

For any enquiries about this report please contact: Andy Peacock, Community Safety Officer, Safer and Engaged Communities x74893.

Constitutional Comments

13. Community Safety Committee is the appropriate body to consider the content of this report; it is responsible for the Council's statutory duties in relation to community safety.

Financial Comments

14. Adequate budget provision exists within the Community Safety budget to fund this initiative. (DD 20/12/12)

Background Papers

15. Except for previously published documents, which will be available elsewhere, any documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Electoral Division(s) and Member(s) Affected

16. All.