



**Kent  
Police**



# **I PAG Report**

# **Hate Crime**

**Report compiled by:**

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**Gurvinder Sandher, Chair of County Independent Police Advisory Group**

## **Objectives of Report**

This report has been jointly compiled by the Community Liaison Team, led by Kulbir Pasricha and the County Chair of the Independent Police Advisory Group (IPAG), Gurvinder Sandher.

There has been different methodology used to gauge views from members of the IPAG and other groups to review how we can improve our service delivery around hate crime and ensure that the communities of Kent have trust and confidence in the work of Kent Police to tackle hate crime.

This report will detail the work undertaken between Kent Police and the IPAG around Hate Crime. The report summarises the feedback and offers recommendations. The report will be presented to DCC Pughsley, Force Lead on IPAG and Equality Diversity and Human Rights (EDGR), for progression of the list of recommendations and will be shared with Ann Barnes the Kent Police and Crime Commissioner.

## **Definition**

A **hate crime** is defined as:

Any criminal offence which is perceived by the victim or any other person, to be motivated by a hostility or prejudice based on a person's race, religion, sexual orientation or disability or perceived race, religion, sexual orientation or disability or motivated by a hostility or prejudice against a person who is transgender, or perceived to be transgender.

A **hate incident** is defined as:

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

## **Methodology**

### **Hate Crime Survey:**

A hate crime survey was devised (appendix a) and this was disseminated to all members of IPAG, Independent Critical Incident Advisors, Community Liaison Officers, Equality Champions, Staff Support Associations and some community groups. 36 responses were received.

### **Focus Groups:**

For this report 4 focus groups took place. One at the County IPAG where all members are also Independent Critical Incident Advisors (ICIAs), and then one on each Division. Each followed the same format with facilitation by a member of Kent Police and the IPAG Chair. There were three questions asked:

- 1) What can be done to encourage reporting of hate crimes/incidents?

- 2) What methods would you prefer to see available when reporting this offence?
- 3) As an IPAG member what is your expectation from Kent Police once a hate crime is reported?

### **“Walk through” of hate crimes/incidents reported to Kent Police:**

On 20th November 2013, 3 members of the County IPAG and 4 key members of Kent Police reviewed the hate crime/incident process and crime recording through to disposal. This was followed by a review of 6 hate crimes, 2 from each Division.

#### **Report by Gurvinder Sandher, Chair of the County IPAG**

Hate crime is one of 3 main priorities that the IPAG has for the period 2013-2014. I am very pleased with the work that has been undertaken by my members of the IPAG both at a County Level and a Divisional Level over the past few months to help develop this report.

Overall we are very lucky in Kent to enjoy positive community relations but this does not mean however that no hate crime based on a person's race, religion, sexual orientation or disability for example takes place. Where it does it is important that the communities of Kent have the confidence to report the crimes and that the level of response and support is consistent across the County. It is clear that there is some good work being done by Kent Police around hate crime, not only in providing support but also proactive work to raise awareness of issues, however this does not mean that there are no areas of improvement.

During the course of the questionnaires, focus groups and hate crime scrutiny that took place it is clear that some common themes have emerged which have helped us to put together the recommendations which we hope that Kent Police and the Kent Police and Crime Commissioner will take on board.

It is not the job of the IPAG to tell Kent Police what to do, but rather it is an opportunity for members of the community who have developed a good understanding of policing to provide constructive feedback and act as a critical friend. We believe that the recommendations made in the report are realistic and deliverable and feel that they will help support Kent Police to deliver a first class service to all victims of hate crime.

#### **Report by Kulbir Pasricha, Community Liaison, Strategic Partnership and Service Delivery**

As the strategic lead for Community Liaison for Kent Police this includes the management of Community Liaison Officers (CLOs), Independent Critical Independent Advisors (ICIAs) and the Independent Police Advisory Group (IPAG), both groups are “critical friends”. This is the second piece of work where we have worked with the IPAG around an area of business, in this case hate crime, in order to review and enhance service delivery. The Force hate crime policy M62 underpins the response to hate crimes and incidents; supporting victims and robustly investigating and prosecuting offenders however working effectively with partner agencies and other stakeholders such as the IPAG is a key element. To reinforce the importance of

hate crime, the IPAG has chosen this as one of its 3 priorities and it is a standing agenda item at the quarterly meetings.

The CLOs and IPAGs work together and through their specialist community knowledge, they help to maintain and improve positive relationships between Kent police and the diverse communities within Kent.

From a hate crime perspective, the CLOs play a key role where they offer a victim-focused role, identifying further support opportunities, as well as recognising the impact of crimes and incidents on the wider community. Albeit they provide additional specialist support to their police officer and staff colleagues, sometimes this knowledge is enhanced through contact with the IPAG and other key individuals.

The independent thoughts and views of the members of the IPAG have been key to this review of hate crime which has involved focus groups, surveys and a "walk through of hate crime incidents/crimes." The key findings of this review have enabled some recommendations to be put in place, which will be governed through the *Hate Crime Forum* chaired by a Superintendent. Members of this forum range from police officers, partner agencies and voluntary sector (IPAG) who meet on a quarterly basis to discuss hate crime issues and trends.

*I acknowledge and appreciate the time and commitment that the IPAG have provided to undertake the various aspects of this review. It is this partnership working with the IPAGs and the sharing of knowledge and perspectives that enables Kent police to "Provide a first class service, protecting and serving the people of Kent."*

### **Independent Critical Incident Advisors**

There are 42 ICIAAs that are managed through the Community Liaison Team and governance is through the Critical Incident Review Board. **All members of the County IPAG are ICIAAs.** ICIAAs are members of the community who have knowledge around a community of place or community of interest; they are security vetted and receive relevant awareness training for their role. They offer independent, critical advice, for example during the on-going management of a critical incident and can help the police by:

- **Developing sensitive and effective policing**
- **Challenging assumptions and mind sets**
- **Demonstrating openness and accountability**
- **Providing independent advice from a community perspective**
- **Building trust and confidence with families, individuals and communities**

Their role is strategic, advising those dealing with an incident or the impact of the incident and its policing on communities. They are NOT investigators, mediators, advocates or intermediaries. The advice given by an ICIA is independent of the Police and therefore the ICIA carries no responsibility or liability for outcomes of decisions based upon any advice given. Responsibility for delivering against that advice rests wholly with the Police.

***For the purpose of this report, ICIA's play an invaluable role in significant/critical incidents where there has been an element of hate crime. They also assist in the review of Policy such as Hate Crime/Practices and Procedures.***

## **Hate crime survey & Focus Groups**

### **Key findings**

- Understanding and perspectives varied amongst respondents.
- Respondents felt that race hate crime was most prevalent.
- Not all respondents were confident to report hate crime.
- Different respondents expressed different concerns.

### **Summary**

- The survey and focus group responses reflected the diverse nature of hate crime, highlighting both the need and difficulty in relating to such a diffuse array of people.
- Respondent's understandings and perspectives varied considerably, despite all having experience of hate crime victimisation. Furthermore, expectations of the Police service (as with all services) differed between victims, but generally respondents showed the same as victims of other crime types: the crime to be taken seriously, lines of enquiry to be followed, to be kept up to date, and for the perpetrators to be spoken to or brought to justice.
- Respondents expressed an array of concerns, with no specific trend. The effects of Police restructuring were mentioned as impacting on the service at a local level, as well as officer's limited knowledge and training. Responses emphasised the need for a variety of contact methods to appeal to the full range of victims. The Focus group also generated a number of potential ideas, some of which were similar. However, the Focus group responses also reinforce the inference that there are varied perspectives on the subject of hate crime, and that multiple approaches should be used.
- Exploitation of vulnerable people by extremist individuals or groups is an issue that is intertwined with hate crime however this was not mentioned in either the survey or the focus group.
- There was a concern that some hate crime such as disability was not taken as seriously as race or religion based hate crime

## **Recommendations:**

- 1) Review definitions of hate crime on all media material to ensure they are consistent.
- 2) Victim updates should be considered integral to the service delivery.
- 3) Hate Crime information to be available at all Police Contact points.
- 4) Increased awareness of various reporting mechanisms including third party hate crime/incident lines and centres.
- 5) Increased awareness about vulnerable people being preyed upon or targeted for radicalisation.
- 6) Trends in hate crime to be discussed at County/Divisional IPAG
- 7) Formal recognition of involvement of County IPAG (as ICIAAs) when investigating significant incidents with an element of hate involved.
- 8) The County IPAG to help review and update a list of pre-set questions for FCR around Hate Crime/Incidents which support an initial risk assessment.

## **In conclusion**

This report has highlighted the work and findings around hate crime between Kent Police Community Liaison Team and community groups/volunteers including the ICIAAs and IPAGs. The report summarises the feedback from the IPAGs who have played a key role in developing this report and as such, I would like to acknowledge the time and commitment of members to this important piece of work.

There are recommendations for future working arrangements between the County IPAG and Kent Police with regards to hate crime and this report is seeking approval from DCC Pughsley for these to be implemented.