

Hate Crime Policy – Appendix to the Safeguarding Policy

Summary

This report seeks the adoption of a Hate Crime Policy as an Appendix to the Council's Safeguarding Policy.

The Joint Staff Consultative Group considered this Policy at its meeting on 28 November 2019.

Wards Affected

N/A

Recommendation

The Committee is advised to RESOLVE that the Hate Crime Policy, as set out at Annex A to this report, be incorporated within the Council's Safeguarding Policy.

1. Resource Implications

- 1.1 There are no additional revenue or capital cost implications arising from the report.

2. Key Issues

- 2.1 The Safeguarding Policy has been revised to include an appendix 9 which sets out the Council policy and procedure when a 'hate crime' incident occurs and this is set out as follows:
- 2.2 This policy sets out the Council's approach to dealing with Hate Crime.
- 2.3 The Council recognises that individuals and groups may face overlapping forms of prejudice.
- 2.4 Hate Crime can be defined as any crime that is motivated by hostility on the grounds of someone's actual or perceived characteristics. This can include equality characteristics such as:
- Age.
 - Disability.
 - Race.
 - Sex, sexual orientation, gender reassignment.
 - Marriage and civil partnership.
 - Pregnancy and maternity.
 - Religion or belief.
- 2.5 Hate Crime can take many forms including (but not limited to): physical violence, threats of violence, offensive graffiti or other written material, online abuse, and abusive or insulting words of behaviour.

- 2.6 So what can people do? Reporting is a crucial part of eradicating hate, it may seem small and insignificant act, but it can have an impact on attitudes towards Hate Crime and strategies to prevent it.
- 2.7 Anyone can report, and they don't have to be certain about whether it is Hate Crime, by reporting they are being an **up-stander** rather than a bystander, playing their part in not accepting hate.
- 2.8 How to report it?
- Direct Reporting to the Police using the 101 number
 - Phone Stop Hate UK on 0808 138 1625
 - Report it on www.stophateuk.org
 - Download the reporting App in Surrey, by going to the app store or google play searching for 'stop hate uk' and click 'stop hate uk surrey' and then install.

3. Highlighted Area: 2019/2020

- 3.1 The issue of antisemitism has received considerable publicity, and as a result in 1994 the Community Security Trust (CST), was set-up as a charity to protect British Jews from antisemitism and related threats. CST is recognised by the Police and Government as a unique model of best practice, and is located in London, Manchester and Leeds. CST provides security advice and training for Jewish communal organisations, schools and synagogues.

National trends in 2019 show that 18% of religiously motivated hatred is targeted at Jewish people, which is an increase of 6% from 2018 and that per capita, Jewish people are most likely to report experiencing hatred.

- 3.2 It is with this in mind that this Council has adopted the non-legally binding working definition from the International Holocaust Remembrance Alliance (IHRA) as below to demonstrate that we understand the concerns and are willing to take action in response to make it clear that anti-semitic behaviour will not be tolerated.

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

- 3.3 For further information on the Community Security Trust: <https://cst.org.uk/> and International Holocaust Remembrance Alliance (IHRA) www.holocaustremembrance.com <https://www.holocaustremembrance.com/working-d>

4. Options

4.1 The Committee has the option to adopt the amendments to the Safeguarding Policy or suggest amendments.

5. Proposals

5.1 The implementation of the amendments to the Safeguarding Policy.

6. Supporting Information

6.1 Local Government, legal employment law, ACAS and best practice guidelines.

7. Consultation

7.1 Consultation has taken place with staff representatives and Equalities Action Group regarding the revised Safeguarding Policy.

Annexes	Annex A – Hate Crime Policy
Background papers	None
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