

## Hate Crime Policy

### 1. Introduction

As part of our commitment to equality, diversity and inclusion, we recognise the importance of having a specific **Hate Crime Policy** and adopting a zero tolerance to reduce the incidence of hate crime. We want to protect and support all members of our community, including people who are at risk of hate crime and people who have experienced hate crime as well as people who may commit hate crime.

### 2. What is a hate crime or incident?

A hate crime is an offence committed against a person or property that is motivated by an offender's hatred of someone because of their:

- race, colour, ethnic origin, nationality or national origins
- religion
- gender identity
- sexual orientation
- disability

Additionally, Greater Manchester Police records data on crimes motivated by alternative subculture, such as goth or punk. Examples of hate crimes could include:

- physical attacks - to people or property, including offensive graffiti or arson.
- the threat of attack - including offensive letters, telephone calls, online messages or groups of people hanging around to intimidate.
- a situation where a victim feels threatened or is caused distress, where they are targeted due to their protected characteristics.

A hate incident is an incident motivated by hate which would not otherwise be considered a crime. Such incidents are recorded by the police, but further action is usually not taken other than to notify the perpetrator that their data has been logged. Hate incidents must be directed towards an individual or specific group, simply expressing views which may be considered hateful does not constitute a hate incident. Instances where the threshold for hate crime or incident has not been reached will be dealt with in accordance with our Bullying and Harassment Policy and Safeguarding Policy.

Examples of hate incidents include:

- verbal abuse or insults - including offensive leaflets and posters, abusive gestures and bullying at school, community or in the workplace.
- Remarks online aimed towards specific individuals.

### 3. Aims & Scope

This policy aims to strengthen our commitment to tackling hate crime through:

- increased education and awareness of hate crime, understanding its impact on victims and communities.
- improved signposting by our stakeholders to support victims of hate crime.
- improved internal systems for recording, reporting and managing hate crime.
- increased reporting of hate crime externally by our partners and staff.

Our Hate Crime Policy applies to all staff, trustees, volunteers, services users and third parties such as partnership agencies, suppliers and contractors. It applies within our workplace, operational management, service delivery and wider stakeholder engagement.

### 4. Our Key Commitments:

- Promote awareness of our Hate Crime Policy to our stakeholders including staff, trustees, service users, volunteers, suppliers, contractors' partners and the wider community.
- Ensure all staff, trustees, volunteers and service users are made aware of and read our Hate Crime Policy during their induction and/or onboarding process.
- Ensure that all staff and key partner personnel complete training including Equality, Diversity and Inclusion Awareness, Unconscious Bias and Hate Crime Awareness.
- Promote where and how to ask for confidential help, advice and support on Hate Crime for victims.
- Promote where, how and when to record and report Hate Crime incidents internally and externally for victims, staff and third parties.
- Ensure that all third parties including suppliers, partners, contractors are aware of our Hate Crime Policy when completing due diligence and/or exploring partnerships with them and that when confirmed, all third parties have appropriate policies and procedures in place to tackle hate crime.
- Promote dialogue, tolerance, empathy towards victims and understanding of hate crime through effective language, storytelling, sharing lived experiences of diverse communities across our social media platforms and with stakeholders.

- Ensure that any internal incidents raised or reported of our Hate Crime Policy are managed, reported and followed up in a sensitive and timely manner including appropriate use of disciplinary procedures for staff.
- Work collaboratively with partnership agencies and other organisations to develop allyship to help implement our Hate Crime Policy, inform our related policies and procedures and develop best practice.

## 5. Related Policies and Procedures

This policy is underpinned by our **Equality, Diversity and Inclusion Policy** and complements our existing related policies and procedures including:

- Bullying & Harassment Policy
- Trans Inclusion Policy
- Disciplinary & Appeals Procedure
- Grievance Procedure
- Safeguarding Procedure
- Whistleblowing Policy

## 6. Key Responsibilities & Management

This policy is lead and managed by our **Deputy Chief Executive** who is responsible for ensuring that our Hate Crime policy is fully implemented with support from our Senior Management Team and Equality, Diversity and Inclusion group members/champions.

The Deputy Chief Executive will ensure the accurate and timely recording of all internal incidents of hate crime, ensure that appropriate follow up actions have been made. The Deputy Chief Executive will report quarterly and annually on progress, including the number and types of hate crime incidents and key learning points to our Board of Trustees and Health & Safety and Safeguarding Group. The Deputy Chief Executive will review and update this policy annually to ensure compliance with relevant legislation and best practice.

## 7. Internal Reporting of Hate Crime

All staff and line managers have a responsibility to record incidents of hate crime and should use Salford Foundation's **Incident & Safeguarding Reporting Form** for reporting any Hate Crime incidents relating to service users, staff and volunteers. This form is available online via Microsoft teams.

Once recorded and reported online, all incidents of Hate Crime are collated and reviewed by Safeguarding Leads every 8 weeks to ensure that appropriate follow action has been made. All incident reports are also compiled quarterly as part of Safeguarding procedures and any incidents, including Hate Crime are reported to the Board.

Any person who experiences hate crime, including members of staff, has the right to choose how to report hate crime internally and how they wish the organisation/individual to respond and take further action. This can include informal action where education/awareness session and face to face meeting is held and/or more formal action taken using Salford Foundation's HR policies and grievance procedure for staff.

## **8. External Reporting of Hate Crime**

Hate Crime is a serious criminal offence and should be recorded and reported through the appropriate channel in a timely, sensitive manner. As agreed with the individual victim this can be anonymous to ensure confidentiality and to further safeguard and protect the victim.

You can report any form of hate crime anonymously by calling **Crimestoppers** on **0800 555 111** or phone the Police's non-emergency reporting number on **101**. In an emergency you should call the Police on **999**.

**True Vision** is a national website set up by government for people to report hate crime [make an online report here](#). The information is collated and then passed to the victim's local police force for action.

In Salford, you can report hate crime at Gateway Centres, Citizens Advice Centre and Social Housing providers please phone 0800 952 1000 to check opening hours, some centres are available for telephone, online or pre-booked appointment only.

Locally, across Greater Manchester there are also community reporting centres where people can report hate crime to a third party rather than directly to the Police or talk about their concerns. [Hate crime·Salford City Council](#).

For Additional information for victims and reporting please refer to **Appendix 1 Hate Crime Statement and Support for Victims** available on our website.

