

# **Neighbourhoods Scrutiny Commission**

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## **Leicester City Council Hate Crime Policy**

**Date of Commission meeting: 17<sup>th</sup> March 2022**  
**Lead Director: Richard Sword**

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**Useful Information:**

- Ward(s) affected: All
- Report author: Daxa Pancholi, Head of Community Safety and Protection
- Authors contact details: 0116 4540203

**1. Purpose of the Report**

1.1 The purpose of the report is to;-

- a) Outline the work undertaken to date to take forward work around the hate crime/ incident agenda.
- b) Provide the Commission with details of the work undertaken in formulating the Leicester City Council Hate Policy.
- c) Share the policy for discussion and comments.

**2. Summary**

2.1 Leicester City Council recognises the serious impact that hate can have upon residents, communities, and visitors to Leicester. The council's Hate Crime Policy aims to solidify the local approach to tackling hate, and it aligns the council's efforts with those of other key local partners.

2.2 The development of a Leicester City Council three-year hate crime policy has been led by the local authority's community safety and protection service. The approach taken has been to ensure that community organisations, relevant council services, councillors, and key local partners are involved in the production of the policy and the delivery of a partnership focussed response to hate.

2.3 The phases in relation to on-going work and production of the policy can be broadly divided into the following:

- Community Led Research – St Philip's Centre Hate Crime project – April to November 2020
- Lead Member Briefings and Forward Plan agreed – December 2020 to March 2021
- SLP funded community delivery – commences April 2021 and continues through 2021/22
- Launch of Leicester Councillor Hate Crime Working Group (and the subsequent launch of the City Council Officer Hate Crime Working Group) – August 2021
- Hate Crime Bystander Network – November 2021
- Drafted Hate Crime Policy – December 2021

2.4 The vision for the policy is suggested as below;

*Leicester city is a great place to live in and we value and cultivate diversity, Leicester City Council is committed to tackling and reducing hate crime across both the*

*council and the city. The Council will work with its staff, partners and communities to tackle hate crime and incidents.*

- 2.5 The priorities reflected by the draft policy follow those highlighted via the community research initiative, in general these being:
- a) Building awareness of hate crime.
  - b) Increasing confidence to report hate crime.
  - c) Agencies progressing appropriate responses to reports of hate incidents and hate crime.
- 2.6 Once the policy has been ratified, an action plan with a robust performance management framework with key indicators will be developed to support this policy and ensure programmes of work are measured and evaluated so that both impact and learning is captured.

### **3. Recommendation(s)**

The Commission is recommended to:

- a) Consider the proposed policy and comment on how it should be delivered within Leicester City Council.
- b) Consider the priorities of the policy and comment on the proposal for the policy, which will run for a period of three years and refreshed annually to take into account of any national changes to hate crime legislation.
- c) Provide comments on the proposed policy and to consider how the policy can be of maximum benefit to residents and visitors of Leicester.

### **4. Report**

#### **4.1 Local Hate Crime Statistics – Background Information**

- 4.11 Police capture data on reported hate crime incidences according to issues such as race, religious, sexual orientation, disability, and transgender. As can be seen at table 1 below, all areas of hate crime have been increasing. The most significant area of note is the large number of reports in relation to race-related hate reports. The statistic show an increase in the levels of hate crime over time for all characteristics but could also point to an increased confidence in reporting. That said, there is understood to be under-reporting where hate crime is concerned as people do not know who/ where to report incidents and/ or do not believe that attitudes of those committing hate crimes can be changed.

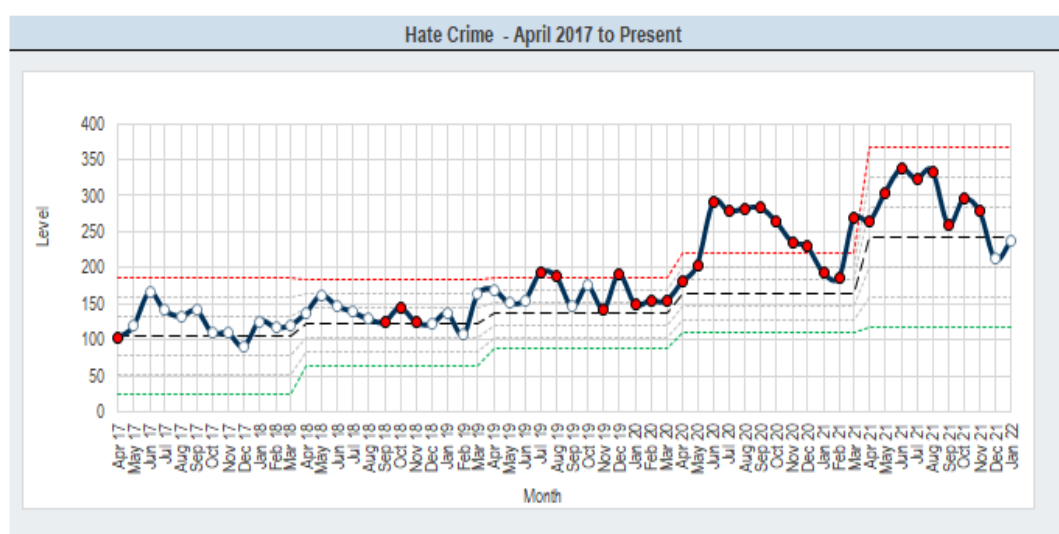
Table 1: Leicestershire Police Hate Crime statistics – Leicestershire, Leicester and

## Rutland (LLR)

	2017/18	2018/19	2019/20	2020/21
<b>Race</b>	1153	1214	1472	2119
<b>Religion</b>	175	141	147	204
<b>Sexual Orientation</b>	144	199	252	433
<b>Disability</b>	67	90	100	176
<b>Transgender</b>	18	33	51	65

- 4.12 Outlined below is the trend in all reported hate crime over the period 2017 to the present as a line graph, which presents a better understanding of reports in relation to hate incidents over time. Whilst there are some peaks and troughs, these have not been significant enough to address the issue of the escalation in reports of hate. The most recent fall in reported hate crime was in February/ March 2020, this was likely to be due to the UK going into the national lockdown.

### LLR Hate Crime Statistics (Leicestershire Police)



## 4.2 Community Feedback Supporting Policy Development

- 4.21 The SLP funded St Philip's Centre (SPC) Hate Crime & Cohesion project undertaken between April 2020 to November 2020 greatly assisted in providing a refreshed and updated viewpoint from local communities on their experience of hate crime.
- 4.22 The research project findings assisted informing the community safety and protection service of the community requirement to maintain the focus and management of hate crime as a local priority. Subsequently this has been reflected in the SLP 2021-2024 Plan including hate crime as a priority.
- 4.23 In addition to the SPC Hate Crime project, supplementary consultation has

been undertaken to involve the views of Leicester city councillors, staff groups within Leicester City Council, and via participants of the Safer Leicester Partnership funded community projects delivered through 2021. The data and information from these processes draws direct parallels and recurring themes and this has been reflected in the drafted policy.

### **4.3 Development of the Draft Hate Crime Policy for Leicester**

4.31 The drafted policy has been created following phases of related work that have been conducted by the council's community safety and protection service since April 2020 and throughout 2021.

4.32 The phases in relation to on-going work and production of the policy can be broadly divided into the following:

- Community Led Research – St Philip's Centre Hate Crime project (as outline above) – April to November 2020
- Lead Member Briefings and Forward Plan agreed – December 2020 to March 2021
- SLP funded community delivery – commences April 2021 and continues through 2021/22
- Launch of Leicester Councillor Hate Crime Working Group (and the subsequent launch of the City Council Officer Hate Crime Working Group) – August 2021
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4.33 In addition to the Leicester specific hate crime activities delivered during this time there has also been research undertaken by the community safety and protection service with direct links made with other local authorities regarding their hate crime strategies and policies.

4.34 The mapping of other local authority as well as other police force hate crime policies has been considered in the drafting of the proposed Leicester policy. The structure and content of the policy is reflective of locally sourced consultation in addition to policy templates utilised by other areas.

### **4.4 Leicester, Leicestershire, Rutland (LLR) Hate Crime Strategy 2021-23**

4.41 During 2021 the City Council's community safety & protection service has participated at the Leicestershire Hate Crime Strategic Oversight Board chaired by Assistant Constable Julia Debenham. This partnership link has allowed the City Council Hate Crime Policy to be developed alongside and with consideration to the finalising of the LLR Hate Crime Strategy 2021-23.

4.42 It has been considered by officers to have been beneficial to have developed the Leicester specific policy at a time that has coincided with the joint development of the revised 3-year LLR Hate Crime Strategy.

## 4.5 Hate Crime Draft Policy

- 4.51 The proposed policy, see appendix A contains sections that have been created to take into account the priorities put forward by the hate crime research conducted through 2020 and 2021.
- 4.52 The policy also incorporates as much as is possible national best practice and is reflective of the large selection of other similar policies and strategies that have been studied during the development of the document.
- 4.53 The vision for the policy is:-

*Leicester city is a great place to live in and we value and cultivate diversity, Leicester City Council is committed to tackling and reducing hate crime across both the council and the city. The Council will work with its staff, partners and communities to tackle hate crime and incidents.*

- 4.54 The priorities reflected by the policy broadly follow those highlighted via the community research initiative, and are the following:-
- a) Building awareness of hate crime.
  - b) Increasing confidence to report hate crime.
  - c) Agencies progressing appropriate responses to reports of hate incidents and hate crime.
- 4.55 Once the policy has been ratified. an action plan with a robust performance management framework with key indicators will be developed to support this policy and ensure programmes of work are measured and evaluated so that both impact and learning is captured.

## 5. Financial, legal and other implications

### 5.1 Financial implications

There are no direct financial implications arising from the recommendations in this report. The financial implications of specific programmes that arise to deliver the policy priorities and objectives will need to be considered as they are brought forward.

Stuart McAvoy – Acting Head of Finance

### 5.2 Legal implications

There are no direct legal implication's arising from this report/policy.

The Council has a statutory obligation to ensure that any strategies are

implemented, and as such it is important to ensure that the draft policy covers these. Having a robust process and policy in place for Hate Crime will ensure that building awareness, confidence in reporting and the correct processes are followed.

It is recommended that ongoing legal advice should be sought as and when necessary.

*Meera Patel, Solicitor (Commercial) Ext. 37 4069*

### 5.3. Climate Change implications

There are no significant climate emergency implications associated with this report.

Aidan Davis, Sustainability Officer, Ext 37 2284

### 5.4 Equality Impact Assessment

Under the Equality Act 2010, public authorities have a Public Sector Equality Duty (PSED) which means that, in carrying out their functions, they have a statutory duty to pay due regard to the need to eliminate unlawful discrimination, harassment and victimisation, to advance equality of opportunity between people who share a protected characteristic and those who don't and to foster good relations between people who share a protected characteristic and those who don't.

Protected Characteristics under the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

The report recommends consideration of the proposed policy and how it should be delivered within Leicester City Council. The proposed policy will have an impact on people from across all protected characteristic/s

Hate crimes are any crimes that are targeted at a person because of hostility or prejudice towards that person's: disability, race or ethnicity, religion or belief, sexual orientation or transgender identity. This can be committed against a person or property. A victim does not have to be a member of the group at which the hostility is targeted, anyone can be a victim of a hate crime.

They can create a climate of fear and can stop people from taking part in everyday life. Incidents of Hate Crime are not only significant for an individual, family or group; they have widespread implications for the whole community.

Having a more robust, co-ordinated and effective policy response to tackling the persistent and growing problem of hate crime against a range of equality groups should lead to positive impacts.

Whilst the final policy would be expected to have a positive equalities, in order to

demonstrate that the consideration of equalities impacts has been taken into account in the development of the policy and as an integral part of the decision making process, it is recommended that an Equalities Impact Assessment is undertaken. The purpose of this is to ensure that peoples' needs are taken into account and that the three general aims of the Public Sector Equality Duty, as outlined above, are met.

Equalities Officer, Surinder Singh, Ext 37 4148

#### 5.5 Other Implications

n/a

#### **6. Background information and other papers:**

- Leicestershire Police Hate Crime data and statistics

#### **7. Summary of appendices:**

Appendix A - Draft Leicester City Council Hate Crime Policy 2022/2025

#### **8. Is this a private report?**

No.