

MASTER

Safer Solihull Partnership

Hate Crime project plan 2021/22

The plan covers the period 23rd June 2021 to 31st March 2023

Strategic governance and oversight of the plan sits with the Safer Solihull Community Safety Partnership.

Background

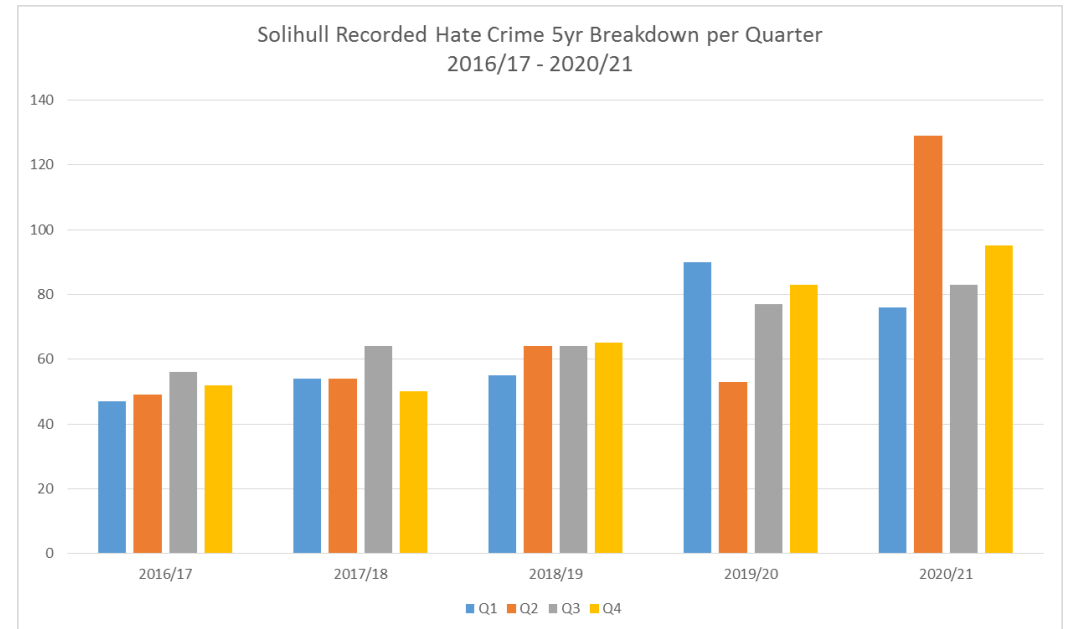
Hate Crime: The term 'Hate Crime' can be used to describe a range of criminal behaviour where the perpetrator is motivated by hostility or demonstrates hostility towards the victim's disability, race, religion, sexual orientation or transgender identity (protected characteristics).

A hate crime can include verbal abuse, intimidation, threats, harassment, assault and bullying, as well as damage to property. Hate crime is currently considered as a hidden crime due to the volume of underreporting to third party sectors and police.

Hate crime has been a feature in reported crime across Solihull for many years. Numbers have fluctuated overtime and are often influenced by key events.

See data below:

Indicator Description	Commentary				
	2016/17	2017/18	2018/19	2019/20	2020/21
Recorded Hate Crime to West Midlands Police	204	222	248	303	383
	<p><i>* Content correct at time of publication Oct 2022</i></p> <p>The figures (above) and chart (right) show a steady increase consecutively each year for Hate Crime in Solihull with 2020/21 recording 179 more offences than 2016/17, equating to an 87.8% increase and averaging out to 95 offences per quarter. The increase seen within the year (20/21) however, was likely influenced by the spike seen in Q2 (2020) which coincides with the international BLM movement growing significant traction across the UK.</p> <p>Throughout 2020/21 several factors were present which could have influenced tensions within communities such as the UK's exit from the EU or the international effect of the BLM movement, which were likely exacerbated by the imposed lockdown resulting in numerous complexities faced by residents.</p> <p>In 2021/22 (up to Oct 21) there had been 267 offences recorded with a hate crime marker. Similar to the previous five years racially motivated hate crimes were the most common, accounting for over ¾ of each quarter's offences whereby a hate category had been allocated.</p> <p><u>Neighbourhoods:</u></p> <p>Three neighbourhoods were recorded as the top three neighbourhoods for 4 out of 5 years: St Alphege, Chelmsley Wood and Bickenhill, also ranking the top three neighbourhoods overall for hate crime in Solihull for the 5-year period.</p> <p>When looking at those neighbourhoods that have increased from 2019/20 to 2020/21 there were 4 neighbourhoods' which recorded</p>				

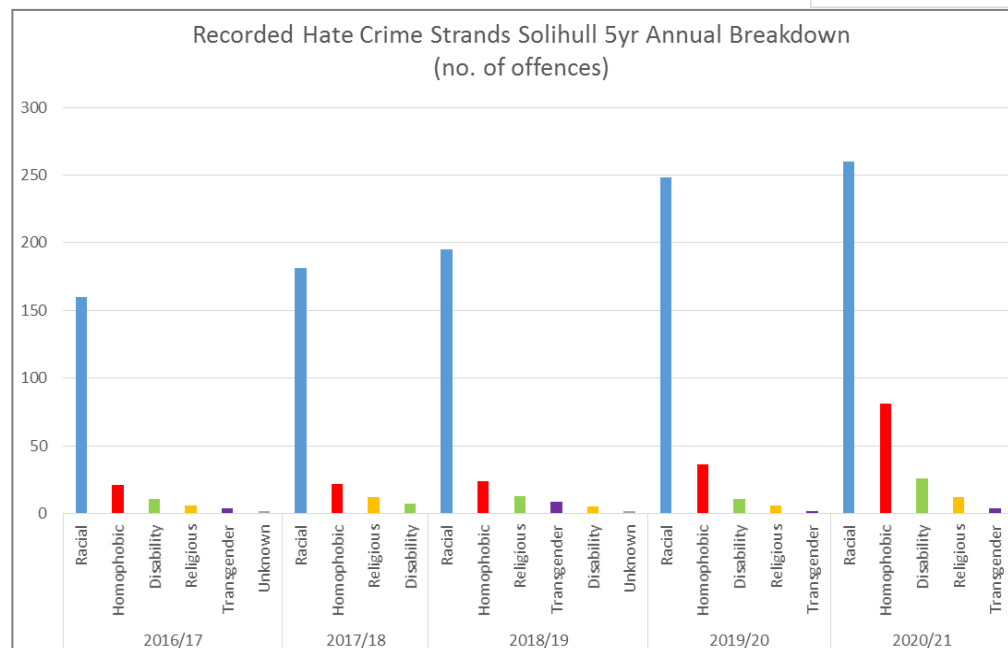
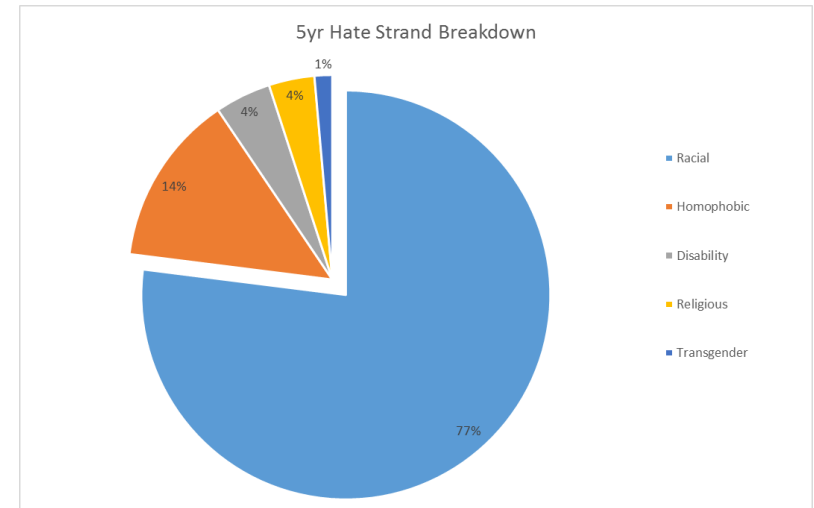


10+ offences in 2020/21, also equating to more than doubling the previous years' recording:

Neighbourhood	2019/20	2020/21	Diff	%
Lyndon	15	38	23	153.3
Smith's Wood	15	36	21	140.0
Kingshurst and Fordbridge	23	51	28	121.7
Shirley East	11	24	13	118.2

Hate Strands:

Racially motivated hate crime remained the hate strand most recorded for each year and overall, in Solihull. With the exception of 2020/21, racially motivated hate crime accounted for over ¾ of the total recorded for the year in Solihull. In 2020/21 it accounted for 67.9%, this was due to a rise in homophobic crime within the year which accounted for 21.1% (see below chart).



In 2021/22 (Oct 21) the breakdown of hate crime resumed to pre-Covid levels with racial motivation accounting for over ¾ and homophobic motivation accounting for over 10%.

This suggests that the 2020/21 year was an outlier, however implications from the ongoing aftermath of Covid and Brexit is likely to continue and therefore continue to impact tensions amongst communities. This therefore needs to be a consideration for future hate crime figures.

<p>With regards to outcomes, West Midland Police average between 5 and 10% positive outcomes pursuing a criminal investigation; this is on par with other crime types. The main reasons why reports do not meet the threshold for prosecution are:</p>	

- No statement from the injured party (no evidence put forward or one word against the other).
- The offenders are usually unknown – a lot of hate crime is passing comments made by people in the street.

Key to Action Plan

Progress	
Progress is tracked using a RAG rating system to enable an at-a-glance indication of progress towards each agreed action in the plan. Ratings are agreed by the delivery board and are defined as follows	
GREEN	The action has been complete and/or a process or programme is in place to address the issue
AMBER	Action towards the target has begun but is not yet complete OR the originally agreed action is complete but the nature of the threat has changed, an further action is required OR this action is scheduled for later in the year (dates to be specified)
RED	No action taken or not on target or progress is unknown

Status Summary			
Objective	Ref	Action	RAG
To Understand the context of hate crime in Solihull and the views of our communities to inform action.	1a	Develop contextual information (Bradford model) why people feel motivated to commit hate crime. What are the grievances that can motivate hate crime?	AMBER
	1b	Data capture to inform picture of hate crime across Solihull Understand population change (school census) and identify high risk schools.	GREEN
	1c	Community engagement. - Do we/people know enough? How to recognise, report and seek support?	AMBER
	1d	Develop scorecard with metrics to demonstrate progress against outcomes.	AMBER
	1e	Set up or utilise an existing employee framework or system for staff to reporting hate crime incidents that occur during the course of their work or in the workplace.	AMBER
To Build Stronger and Cohesive Communities Through Awareness Raising and Education.	2a	Celebrate the diversity of our communities and build understanding	AMBER
	2b	Awareness raising for communities and practitioners establishing cultural competencies and understanding of diversity of living choices	AMBER
	2c	Education programmes/ campaigns for schools	AMBER
	2d	Voluntary and Community Sector pledge for refugee settlement embedding in and community support	AMBER
	2e	Holiday activities and food programmes to be inclusive of need and requirements on trainers	AMBER
	2f	Develop a more welcoming borough. Establish faith group offer and role of volunteers	GREEN
	2g	Agreed messaging and Communications	AMBER
	2h	The Partnership to consider the communication opportunities for its own workforce to report hate crime in the workplace	AMBER
To support victims and communities affected by hate crime	3a	Review of reporting centres to increase visibility and effectiveness. Considering out of hours service	AMBER
	3b	Establish service providers for all typologies of hate crime beyond sexual orientation and race	GREEN
	3c	Connect agency webpages to aid access for victims & sign posting. e.g., West Midlands Police webpages to others	AMBER

To increase positive outcomes with victims	3d	Encourage Reporting	
	4a	Increase positive outcomes for victims	
	4b	Reduce reoffending by improving the intervention opportunities with offenders	
	4c	To ensure all police officers who deal with hate crime offences are trained to an appropriate level and undertake continuous professional development.	

Objective 1 – To understand the context of hate crime in Solihull and the views of our communities to inform action						
Ref	Action	Owner	Timescale – start/ end	RAG	Challenges (Ease of Delivery)	Progress
1a.	Develop contextual information (Bradford model) as to why people feel motivated to commit hate crime. What are the grievances that can motivate hate crime?	Head of Stronger Communities (SMBC)	End: March 2023		Capacity isn't available to start this work due to significant additional demands and pressures concerning asylum dispersal, Ukrainian resettlement, Afghan refugees and Hong Kong BNO Welcome Programme	November 2022 Position: An Inclusion and Integration Officer is set to be recruited in January 2023 into the Solihull Council Resettlement Team and a key part of their role will be progressing this work and creating an index to inform how and where Solihull Council can focus work on integration and inclusion, with particular reference to current and potential community tensions.
1b.	Data capture to inform picture of Hate Crime across Solihull. Understand population change (school census) and identify high risk schools.	Partnership Intelligence Team (West Midlands Police)	Completed report produced. Ongoing quarterly reports		Limited information within data does not give detail of the people and places affected by Hate Crime. Hate Crime being traditionally underreported poses a barrier to data capture and understanding of victims.	November 2022 Position: A quarterly threat profile is provided by the partnership intelligence team to partners. A 'deep dive' document has also been produced by the partnership intelligence team into hate crime. This was shared in August 2022.
1c.	Community engagement. – Does the Partnership know enough. How to recognise, report and seek support: a) Engaging directly with victims of hate crime. b) Wider engagement and communications with borough residents of Solihull.	Communications Team (SMBC)	Start by: Sep 22 Ongoing		Limited partnership resources.	Please also see progress report in respect of '2h', the Safer Solihull Partnership's communications campaign for Hate Crime Awareness Week (08/10/2022 – 15/10/2022). November 2022 Position: Partners are working to utilise data to target the approach to community engagement. During 2022, telephone numbers for the hate crime charity Remedi have been displayed at professional football matches, providing supporters an opportunity to report offences such as racist chants. Similarly, 'scanners' have been present at grounds to report incidents. Scanners are staff and volunteers attached to Remedi who can report issues and engage with supporters.

						<p>With very few exceptions, all hate crimes reported to Police are passed onto Remedi, for support to be offered to the victim.</p> <p>Initiatives are being operated by local football clubs Wolverhampton Wanderers FC and Aston Villa FC to support and signpost victims of hate crime.</p>
1d.	Develop scorecard with metrics to demonstrate progress against outcomes.	Community Safety Officer (SMBC)	Start by: Jul 22 Ongoing		N/A	November 2022 Position: A draft scorecard has been circulated for comments among partners. Work is planned to give context around the figures and provide qualitative insight
1e.	Set up or utilise an existing employee framework or system for staff to report hate crime incidents that occur during the course of their work or in the workplace.	Head of Equality and Diversity (SMBC)	Completion Date: March 2023		N/A	November 2022 Position: This aligns to an action in the SMBC Equality, Diversity and Inclusion Workforce Action Plan. Solihull Council will explore the use of the Health & Safety Violence at Work procedure and categories and systems use.
To Build Stronger and Cohesive Communities Through Awareness Raising and Education						
Ref	Action	Owner	Timescale	RAG	Challenges (Ease of Delivery)	Progress
2a	Celebrate the diversity of our communities and build understanding	Head of Equality and Diversity – (SMBC)	Ongoing		N/A	November 2022 Position: A diversity calendar has been implemented into Solihull Council and Solihull Community Housing staff calendars. This includes Black History Month (October), Diwali (October), Inter Faith Week (November), the UN International Day of Persons with Disabilities (December), South Asian Heritage Month, National Inclusion week and an event by the Alzheimer’s Society.
2b	Awareness raising for communities and practitioners establishing cultural competencies and understanding of diversity of living choices	Head of Stronger Communities – (SMBC)	Start: Sep 22 Ongoing		Capacity isn’t available to start this work due to significant additional demands and pressures concerning asylum dispersal, Ukrainian resettlement, Afghan refugees	November 2022 Position: A Council wide communication from Solihull Council CEO was released to raise awareness and reflect on what Solihull Council are doing as an organisation through ongoing corporate work on Equality, Diversity, and Inclusion.

					<p>and Hong Kong BNO Welcome Programme.</p> <p>Solihull Council’s culture team have hosted several events to promote community cohesion within the population and specifically in town centres and neighbourhoods. These have included exhibitions and events enabling information to be shared and allowing for people to get involved in the celebrations for Holi in September, Black History Month in October, and Diwali in November. The team are also securing funding for the following:</p> <ul style="list-style-type: none"> • A Solihull Youth Arts Festival ‘My Community, My Heritage, My Place’ co-ordinated through the new Cultural Education Partnership that would encourage children and young people to celebrate their cultural heritage whilst sharing and celebrating the other cultures in the borough and arts in the borough as a whole. The festival would work with twenty schools or youth groups, each of which would have an artist to work alongside them to make a performance or piece to be shared at a youth arts festival. • Community Arts Champions that would connect, support, curate, organise & deliver arts activities in specific locations helping to generate & develop communities of location & interest that would focus on and support develop a cultural offer for new communities. Ensuring new communities felt seen, accepted and celebrated within the borough. Some of the events will take place in community location such as libraries. <p>Once the Integration and Inclusion Officer has been appointed into the Resettlement Team at Solihull Council, they will undertake key projects such as exploring school and community-oriented arts and cultural programmes to increase the visibility of refugee and migrant communities and people’s understanding of them. They will also promote and celebrate cultural events such as the Mid-Autumn Festival (Hong Kongers), Ukrainian National Day.</p>
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2c	Education programmes/ campaigns for schools	Partnerships Inspector (West Midlands Police)	December 2022		N/A	November 2022 Position: Solihull Police have recruited a Young Persons Officer and a Youth Intervention Officer. Solihull Police have reviewed the approach to school education programmes to ensure that education programmes are fresh and aren't duplicating other work within schools.
2d	VCS support for refugee settlement embedding in and community support	Head of Stronger Communities – (SMBC)	July 2022		N/A	November 2022 Position: There has been a significant response to resettlement and support for refugees during 2022, which is a key part of how the local offer is being organised. Solihull Council is working with Refugee Action, Entraide, and Micro Rainbow as commissioned VCSE partners promoting resettlement, integration and inclusion. Also, a Community Development Worker is in post providing support to the community inclusion of Hong Kongers and Ukrainian nationals with significant progress being made by the Community Development Team in the start-up of new activities and groups, and access to existing ones.
2e	Holiday activities and food programmes to be inclusive of need and requirements on trainers	Head of Stronger Communities – (SMBC)	July 2022		N/A	November 2022 Position: There is a Special Educational Needs and Disabilities (SEND) workstream of the Holiday Activities and Food Programme is focused on promoting inclusion of children and young people with SEND within the programme. This workstream is focused on communications and outreach with SEND community, as well as building skills and capacity across Voluntary, Community and Social Enterprise providers to accommodate children with SEND. Approximately 30% of participation in Holiday Activities and Food Programme being from children and young people with SEND (matching the number who are also eligible for HAFP places). There is scope to expand training and inclusion to other groups, and to areas such as hate crime but there is not a current case to do this.

2f	Develop a more welcoming borough. Establish faith group offer and role of volunteers	Head of Stronger Communities – (SMBC)	December 2022		N/A	November 2022 Position: In progress and Faith Forum has been refreshed to both promote interfaith and intercultural respect and understanding, as well as faith-based community action. Substantial progress is being made in developing a Solihull Borough of Sanctuary Group that will be led by community groups and faith networks with aims of developing Solihull as a welcoming environment.
2g	a) Agreed messaging and comms. b) note hate crime awareness week 8 th to 15 th October 2022	Communications Team (SMBC) All Partners to contribute	Ongoing		Capacity. Limited communications resources	November 2022 Position: Hate Crime Awareness Week (HCAW) saw a multi-agency communications campaign aimed at raising awareness of what hate crime is, how to report, where to get help as a victim, and promotion of the #NoPlaceforHate campaign. Posts on Solihull Council's social media channels (Twitter, Facebook and Instagram) had 6,847 'impressions' (number of views).
2h	The Partnership to consider the communication opportunities for its own workforce to report hate crime in the workplace	All Partners	March 2022		N/A	November 2022 Position: Solihull Council's internal intranet site has been reviewed and pages updated with information on hate crime and how to report.
Objective 3 – To Support Victims and Communities Affected by Hate Crime						
Ref	Action	Owner	Timescale	RAG	Challenges (Ease of Delivery)	Progress
3a	a. Review of reporting centres to increase visibility and effectiveness. b. Considering out of hours service	Partnerships Inspector (West Midlands Police)	Jan 2022		Difficulties in finding appropriate locations for centres.	November 2022 Position: Hate Crime Reporting Centres have been reviewed and new locations sought. This review is still ongoing and to date no new locations have been identified.
3b	Establish service providers for all typologies of hate crime beyond sexual orientation and race	Community Safety Officer (SMBC)	December 2022		N/A	November 2022 Position: Complete. Hate Crime charity, Remedi, have a directory of service providers. This has been shared among key partners.
3c	Connect agency webpages to aid access for victims & sign posting e.g. WMP webpages to others	All Partners	Jan 2022		N/A	November 2022 Position: The interconnectivity of agency webpages has been considered by the Hate Crime Working Group. It has been agreed that West Midlands Police's 'Reporting' webpage should be linked to from all other agency webpages.

3d	Encourage reporting	All Partners	Ongoing		N/A	November 2022 Position: As discussed, agency communications (particularly during Hate Crime Awareness Week) have been targeted towards encouraging reporting from victims of hate crime. Communications have promoted reporting channels for hate crime offences, aimed to empower victims and link to victim support services.
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Objective 4 – To increase positive outcomes with victims						
Ref	Action	Owner	Timescale	RAG	Challenges (Ease of Delivery)	Progress
4a	Increase positive outcomes for victims	Partnerships Inspector (West Midlands Police)	End: June 2022		N/A	November 2022 Position: There has been an increase in positive outcomes for victims recorded by West Midlands Police.
4b	Reduce reoffending by improving the intervention opportunities with offenders	Partnerships Inspector (West Midlands Police)	Ongoing		N/A	November 2022 Position: Currently, agencies are not observing repeat offenders committing hate crime, and usually offenders are sporadic in offences, often with no theme to offences.
4c	To ensure all front-line staff/police officers who deal with hate crime offences are trained to an appropriate level and undertake continuous professional development.	Partnerships Inspector (West Midlands Police)	Ongoing		N/A	November 2022 Position: Training in relation to Continuous Professional Development is considered for individual staff and bespoke training, where appropriate, is conducted. There are many student officers joining West Midlands Police who will benefit from this level of training.