

Report Hate

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A hate incident is any incident where you or someone else has been targeted because they or you are seen as being different. Anyone can be a victim of hate because of prejudice against their age, disability, gender identity, race, religion / belief or sexual orientation

**Hate Incident Monitoring Project
Annual Report 2007/08**

Acknowledgments

This report was produced by the Research & Information Team and the Community Safety Team, Chief Executive's Department, Leicestershire County Council.

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Whilst every care has been taken to ensure the accuracy of this document Leicestershire County Council cannot accept responsibility for any errors or omissions.

Foreword

Improving the quality of life for everyone in local communities is a key priority for all agencies working in partnership within Leicestershire. The Hate Incident Monitoring Project contributes to this by developing and co-ordinating effective reporting of hate incidents, in order to inform our approach to tackling hate in our communities. This is essential to enable all partnerships to gain a clearer picture of where incidents are occurring before we can work together towards our longer term objective of reducing levels of hate incidents across Leicestershire.

This report provides a valuable resource for all partner agencies by bringing together a wide range of information on hate incidents reported across the county. This document will help inform strategic development across the county in driving forward the work led by the project to help make Leicestershire a safer place in which to live, work and visit.

I am delighted with the work that has been progressed and encouraged by the development of the Leicestershire County Hate Incident Reduction and Monitoring Steering Group, which brings together key partnerships across the county to support and develop the work of the project. I would like to take the opportunity to thank all partner agencies who have been involved in supporting and developing this very important area of work across Leicestershire.

Byron Rhodes
Cabinet Lead Member for Community Safety
Leicestershire County Council



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Executive Summary

Leicestershire County Council takes a multi agency approach to its work in monitoring hate incidents. The Hate Incident Monitoring Project (HIMP) was established in February 2007, to develop effective reporting of incidents and inform work undertaken across Leicestershire. A total of 32 reporting centres have been established with a range of agencies to support the project in reporting and recording incidents. In addition to this the project has established the Leicestershire County Hate Incident Reduction and Monitoring Steering Group, which includes those partners that play a key role in ensuring the vision and the strategic goal set for the project, are met.

This report looks at hate incidents reported from April 2007 to March 2008 by the common monitoring process and includes data collated by the HIMP, Leicestershire Constabulary and racist incidents reported to Leicestershire schools. It also brings together the work that has been developed and delivered over last year and highlights recommendations for future actions.

The evidence within the report suggests that the targeted work to increase the reporting of incidents is having a positive effect on the number of reports and relative increase in the level of hate incident reporting across Leicestershire compared to other similar local authorities. The rate of racist and religious incident recording by both the police and the local authority is above average compared to similar County Councils.

Within Leicestershire this rate has increased between 2006/07 and 2007/08, and the target set to increase hate incident reporting for 2007/08 under the Local Area Agreement has been achieved. In the future local targets will be included within the Leicestershire Sustainable Community Strategy 2008/13 under the stronger communities theme.

Findings suggest that individuals are more likely to report incidents of a different type to the HIMP, in particular incidents perceived to be homophobic or disability motivated. Individuals reporting to the HIMP were significantly more likely to report harassment. Conversely individuals reporting to the police were more likely to report incidents other than harassment. This emphasises how the HIMP provides an alternative mechanism for reporting low level incidents which are not necessarily classed as a criminal offence.

Although one objective of the project is to obtain a comprehensive picture of hate incident reporting across Leicestershire, the findings within the report highlight the difficult balance between encouraging individuals to report incidents whilst providing sufficient incident details to enable the appropriate analysis to be carried out to effectively tackle hate issues.

It appears that the project has been more successful in capturing hate incidents in certain areas of the County. Future work should be focused to better understand why the level of reporting is inconsistent across the county.

The HIMP provides presentations to raise general awareness about the work of the project to encourage reporting and also to encourage other agencies to become reporting centres to support the work of the project. Separate to this, the HIMP in partnership with Leicestershire Constabulary is delivering a training and awareness programme on Hate Incident and Hate Crime, to all partner agencies that are reporting centres. This focused training enables staff to gain a better understanding about what is meant by hate incidents and hate crime and also gives them the confidence in reporting these incidents. In order to channel training opportunities across the larger partnerships

on a regular basis the HIMP will be working with training teams in these organisations to establish a range of different training methods that are available through their in-house training.

One of the key elements of the project's work is to develop a co-ordinated approach across the county to increase reporting of hate incidents. To achieve this it is essential for the project to work in partnership with a broad range of statutory, voluntary and private sector organisations. Over the last year the HIMP has made good links and progress on key initiatives through partnership working. With agreement through the Leicestershire Learning and Disabilities Partnership Board, the HIMP and the Valuing People team are working together to produce an easy words Hate Incident Monitoring Form. This form is primarily to help people with learning difficulties, however, it will also be helpful for those people whose first language is not English and those that are unable to read or write. In the coming year this form will be promoted through a publicity campaign with the aid of other publicity material, the aim is to host launch sessions across the county.

The HIMP has established strong partnership links with the Children and Young People's Service (CYPS), and will be working in the coming year with colleagues in CYPS to encourage schools to look to report all hate incidents as opposed to just reporting racist incidents. In addition to this the project is working closely with the Anti-Bullying team and the CYCLE (County Youth Council) and the Jitty, Leicestershire's Young people's forum.

This report highlights the good practice that exists across the county at a strategic level and district level and identifies issues that need to be addressed across partnerships in tackling this area of work and taking forward future actions. The report also touches on issues that are emerging across the county with the emergence of new communities across Leicestershire.

The Multi-Agency Hate Incident Reduction Strategy 2008 -2011 will be led by the county wide Hate Incident Reduction and Monitoring Steering Group. The action plan for this strategy will set out clear areas of work with measurable outputs to monitor the progress and success and will outline how partners will deliver against its three priorities. These priorities include:

- Raising awareness of hate incidents in order to increase reporting
- Engaging with agencies more to developing effective reporting of incidents
- Re-assuring and strengthening communities.

An annual report will be produced by the HIMP along with quarterly monitoring reports. Once the Multi-Agency Strategy has been implemented the Hate Incident Reduction and Monitoring Steering Group to review it annually. Accountability for the work of the project including the steering group will rest with the Leicestershire Stronger Communities Board.

An easy words summary of this report is available, contact the Project Co-ordinator on 0116 3058263 or download a copy form www.leics.gov.uk/reporthate

I. Introduction

The Hate Incident Monitoring Project (HIMP) is a multi agency initiative. Its purpose is to develop effective reporting of incidents and inform work undertaken across Leicestershire County in tackling hate incidents. It was launched in February 2007 and is an extension of the Racist Incident Common Monitoring Project which focused on racist incidents only. The HIMP covers broader issues across all hate incidents.

The project collates incidents that are reported to it on its common monitoring database. All incidents reported are treated confidentially and taken seriously. In most cases further action will only take place if requested by the victim or person reporting. The project's role in this instance would be to sign post the case to the appropriate agency. In cases where crime has occurred the police would be involved in dealing with the incident.

'A hate incident is any incident where you or someone else has been targeted because they or you are believed to be different, or any incident you believe was motivated by: age, disability, gender identity, race, religion / belief or sexual orientation'

The perception of the victim or any other person is the defining factor in determining a hate incident. Anybody can report a hate incident including; the victim, a witness or any other person (third party).

The Project Co-ordinator (Hate Incident Monitoring), was recruited in May 2006 to develop and oversee the management and implementation of the HIMP. The initial scope for funding this role was for two years which was met through the Leicestershire Local Area Agreement. This post has now been mainstreamed and funded by Leicestershire County Council illustrating its commitment to this area of work and this very important initiative.

Since the Launch the project has progressed well and strengthened partnership working across the county. The vision and strategic goal set for the project in the longer term is to reduce hate incidents across the county and to increase reporting of hate incidents over the next three years. Reported incidents include the number of hate incidents reported to the Hate Incident Monitoring Project, Leicestershire Constabulary and Leicestershire Schools (schools data includes reported racist incidents but does not currently include other hate incident types.)

The Leicestershire County Hate Incident Reduction and Monitoring Steering Group (HIRMSG), established by the project, has been meeting quarterly since November 2007. This multi-agency steering group brings together key partnerships from across the county to support and develop the work of the project. The work of the Hate Incident Monitoring Project, including the HIRMSG, will be managed within the Chief Executives department and will be accountable to the Leicestershire Stronger Communities Board.

Table 1.1 : Members of the Hate Incident Reduction and Monitoring Steering Group

Leicestershire County Council
7 District Councils
Leicestershire Constabulary
Leicester Lesbian, Gay & Bisexual Centre
Mosaic: shaping disability services
Charnwood Race Equality Council
Leicestershire Victim Support (not Rutland)
Connexions Leicester Shire

Working within a multi-agency approach, over the last year the project has managed to develop and progress work against an innovative agenda in terms of:

- Establishing reporting centres within local areas
- Development role in producing the Multi-Agency Hate Incident Reduction Strategy co-ordinated by the steering group, which is due to be published summer 2008.
- The training and awareness programme it is delivering with the Leicestershire Constabulary, to increase reporting of hate incidents across Leicestershire.
- Producing the HIMP reporting update September 2007
- Receiving acknowledgment for its good work in relation to the Valuing People agenda within the Learning Disability Hate Crime – Good Practice Guidance for Crime and Disorder Reduction Partnership and Learning Disability Partnership Boards. This guidance has been produced by Coast to Coast and Inclusion North and funded by the Home Office, Violent Crime Unit.

The Project Co-ordinator together with Leicestershire Constabulary's Hate Crime Officer have been delivering a training programme to partner agencies since May 2007. The aim of this training is to raise awareness and understanding on issues related to hate incidents and hate crime, in order to increase reporting.

Hate Incident Monitoring Form

Working in partnership, Leicestershire County Council is committed to creating an inclusive county and believes that everyone who lives or works in or visits Leicestershire has the right to be treated with dignity and respect and to live without fear of hatred.

No one should have to tolerate hate incidents, reporting makes a difference, if we don't know about it we can't change it.

a hate incident is any incident where you or someone else has been targeted because they or you are believed to be different, or any incident you believe was motivated by: age, disability, gender identity, race, religion / belief or sexual orientation

Please tick one of the following, are you the:

Victim Witness Third Party

- All appropriate sections of the form need to be completed if you are not the victim
- Ignore section 5 if you are the victim

Don't worry if you are unable to complete all sections, complete as much as possible. Please refer to Section 7 for Data Protection Guidance.

If you require this information in an alternative version such as large print, Braille, tape or help in understanding it in your language, please call 0116 305 8263, Fax: 0116 305 7271 or Minicom: 0116 305 6048.

Please return completed forms to: the Project Co-ordinator (Hate Incident Monitoring), Leicestershire County Council, County Hall, Glenfield, Leicester LE3 8RA.

Section 1: Incident Details

1. Where did the Incident Happen?

<input type="checkbox"/> In / Near victim's home	<input type="checkbox"/> Leisure Facility	<input type="checkbox"/> Public House / Pub / Bar
<input type="checkbox"/> Public Transport	<input type="checkbox"/> Restaurant	<input type="checkbox"/> School
<input type="checkbox"/> School Transport	<input type="checkbox"/> Shop	<input type="checkbox"/> Taxi
<input type="checkbox"/> Workplace	<input type="checkbox"/> Other (Please specify in box below)	

2. Address of Incident

3. Postcode

2 : Reporting Centres

The requirement for establishing reporting centres within local communities stems from the Stephen Lawrence Inquiry Report¹. Recommendations 15 – 17 highlighted the need for reporting and recording racist incidents and crimes with the ability to report at locations other than police stations.

The Hate Incident Monitoring Project takes this principle further and records and reports all hate incidents across Leicestershire and shares this information with all appropriate agencies. To support the project in its role of reporting and recording incidents, 32 reporting centres have

been established across Leicestershire. A full list of reporting centres is shown in Tables 2.1 & 2.2.

The project plans to expand reporting centres across a broad range of statutory, voluntary and private sector organisations including schools and further education establishments.

All reporting centres that come on board have the responsibility to report and record hate incidents that are reported. The HIMP has established several methods for recording hate incidents, including: a

Table 2.1 : Hate Incident Monitoring Project Reporting Centres (joined before launch)

Leicestershire County Council	South Leicestershire Council for Voluntary Services
Blaby District Council	Leicester Lesbian, Gay & Bisexual Centre
Oadby and Wigston Borough Council	Trade Sexual Health Project
Charnwood Borough Council	MENCAP Leicestershire
Harborough District Council	Mosaic: shaping disability services
Hinckley and Bosworth Borough Council	Vista – Society for the Blind
Melton Mowbray Borough Council	North West Leicestershire Council for Voluntary Services
Leicestershire Constabulary	Voluntary Action Charnwood
Victim Support (Leicestershire branches only)	Charnwood Racial Equality Council
North West Leicestershire District Council	Voluntary Action Oadby & Wigston
Connexions Leicester Shire	LAMP Leicestershire

Table 2.2 : Hate Incident Monitoring Project Reporting Centres (joined since launch)

East Midlands Housing
Widening Participation Project
Orbit Housing Association
Loughborough College
North West Leicestershire Citizens Advice Bureau
Hinckley Citizens Advice Bureau
South Leicestershire Citizens Advice Bureau
Melton Borough Citizens Advice Bureau
Charnwood Citizens Advice Bureau
Loughborough University

¹ The Stephen Lawrence Inquiry
Report of an Inquiry by Sir William MacPherson of Cluny, February 1999

paper form, an electronic form (these two forms are already in use) and an easy to understand form, which is due to be published in summer 2008. The project also has a dedicated reporting telephone number (0116 3058263) where incidents can be reported.

'Vista works with vulnerable people from all different backgrounds and cultures it is very important to us that the organisation has a mechanism for reporting incidents of discrimination.'

'The Council is a member of the Hinckley and Bosworth Community and Race Relations Forum that, within its mission statement aims to increase the reporting of hate crime. The Council subscribed to this and as part of the mission statement became a reporting centre.'

'Connexions Leicester Shire became a reporting centre to ensure that young people who have been the subject of a hate incident can have an opportunity to share this and know that in the future something positive may happen as a result of their actions. People will listen and be able to see where there are problems and set about tackling them.'

'Mosaic: shaping disability services became a reporting centre because we felt it important for disabled people to be aware of hate crime where people are victimised because they have some kind of 'difference' and are targeted because of it. Disabled people need to be aware that they can do something about this and report it to ourselves, which in turn will be reported to the project, they should no longer feel that they 'just have to put up with it' because they have a disability. They now have a voice and will be heard.'

One year on and the project has established good links with agencies in setting up reporting centres across the county. It is now in its second year and continues to operate within a partnership approach to enhance this area of work. A number of quotes have been provided in this section by reporting centres that are supporting the project.

'Historically the council has always been a reporting centre for racist incidents due to its landlord function and strong focus on customer services; this was changed last year to include all Hate Incidents, which was communicated to members of staff through the training event held at the council offices. Community cohesion is essential and the hate incident monitoring project provides a more accurate picture of what is happening in Charnwood and backs up the anecdotal evidence.'

'As the only organisation providing general advice, information and support to the Lesbian Gay and Bisexual community of Leicester, Leicestershire and Rutland, it's important that we can report hate incidents whenever we learn of them. The Centre has been a third party reporting centre for some time; we have welcomed the opportunity to include differently motivated hate incident/crime in this reporting.'

'Market Harborough District Council does not tolerate inappropriate behaviour and will endeavour to do all it can to assist people in reporting behaviour they find unacceptable. The Customer Services Department within the authority is a front line contact for service users, so an obvious choice for becoming a reporting centre.'

Who is actually reporting?

A total of 76 incidents were reported to the Hate Incident Monitoring Project in 2007/08. This report brings together data from three separate reporting processes which include incidents reported directly to the police, incidents reported to the HIMP and incidents reported within Leicestershire Schools. The data captured in table 2.3 shows that the number of incidents reported to the HIMP is relatively low in comparison to the incidents reported to the Leicestershire Constabulary and Leicestershire Schools. The HIMP provides another route for reporting hate incidents other than to the police, but it does direct hate crimes to the police.

Over the next few years the HIMP will continue to work to increase reporting to the project and police by raising awareness across partner agencies in Leicestershire and will continue to provide an alternative option for individuals who do not wish to report hate incidents directly to the police. A range of agencies and service areas have engaged in reporting back incidents to the project including: youth services, community services, local authorities, and range of voluntary agencies including housing associations across the county.

Table 2.3 illustrates that a number of local authority districts across the county have low levels of reported incidents, which would suggest there is underreporting. As part of the process of collating hate incidents the project aims to capture the details of the reporting centre to help determine the source of reporting. Out of the 76 incidents reported to the project during 2007/08 only 14 have details of the agency to which the incident was reported. Although individuals are able to report incidents independently and anonymously it is surprising that other than four of the local authority reporting centres only one other agency has submitted details of their organisation as part of the incident information. If the project is to provide a clear indication of the

Table 2.3 : Number of Reported Hate Incidents 2007/08 by reporting process and local authority district

	Police	HIMP	Schools	TOTAL
Charnwood	219	18	155	392
Hinckley & Bosworth	86	14	82	182
NW Leicestershire	57	11	87	155
Blaby	55	15	73	143
Oadby & Wigston	43	5	86	134
Harborough	26	3	30	59
Melton	9	3	10	22
Leicestershire	495	76*	523	1094*

* includes 7 incidents that have been reported but do not have sufficient information provided to determine which district/borough the incident occurred within.

source agency for reporting it is important that this information is provided when incidents are submitted (see Person Reporting Section, on the incident reporting form).

Local authorities are responsible for providing a wide range of services across all communities. This includes the emergence of new communities settling across Leicestershire, the prominent settlement of Gypsies and Travellers, and other diverse communities that live and work across the county. Local authorities have a responsibility to ensure all communities have equal access to services and to be treated with dignity and respect and to live without fear of hatred. A low level of reporting by district councils has been identified, highlighting an issue that needs to be addressed.

What are the gaps?

The project has been collating hate incidents on its database for over a year. Findings from the data indicate that not all reporting centres are reporting incidents to the project. This should not be seen as a negative, as some reporting centres may only report one incident in a year. What it does highlight is the need for the project to undertake further promotional work, raising awareness and providing appropriate training programmes to suite the needs of reporting centres in order to support them in their role.

How will future action be taken forward?

In order to increase reporting to existing reporting centres and agencies that come on board as reporting centres the following actions should be taken:

- Continue to raise awareness amongst partner agencies in close partnership with them.
- Promote the work of the project by linking into appropriate publicity campaigns or promotional events across the county.
- All agencies to be reminded two weeks prior to the end of the reporting period (each quarter) to help ensure all incidents received by reporting centres have been reported to the project.
- The project to produce quarterly update reports.
- Continue to expand reporting centres across a broad range of statutory, voluntary and private sector organisations including schools and further education establishments.

Hate Incident Monitoring Project Reporting Update



The Hate Incident Monitoring Project (HIMP) is a multi-agency initiative, its purpose is to develop effective reporting of incidents and inform work undertaken across Leicestershire County in tackling hate incidents.

'A hate incident is any incident where you or someone else has been targeted because they or you are believed to be different, or any incident you believe was motivated by age, disability, gender identity, race, religion / belief or sexual orientation'

Over 20 agencies have agreed to become reporting centres across the county to enable people to report hate incidents at a range of locations within the community. These agencies are shown in figure 1 (below).

Figure 1 : HIMP report centres and partner agencies

Charnwood Racial Equality Council	Mosaic: shaping disability services
Leicestershire County Council	North West Leicestershire – Council for Voluntary Services
All 7 District Council	South Leicestershire Council for Voluntary Services
LAMP Leicestershire	Trade Sexual Health Project
Leicester Lesbian, Gay & Bisexual Centre	Victim Support Leicestershire & Rutland (Leicestershire Branches)
Leicestershire Connexions	Vista – Society for the Blind
Leicestershire Constabulary	Voluntary Action Charnwood
MENCAP Leicestershire	Voluntary Action Oadby & Wigston

The police estimate that most racist and religious hate crime, and as much as 90% of homophobic crime, goes unreported because victims are too frightened or embarrassed to let someone know¹.

This under-reporting prevents us from being able to take effective action. We need to know the number, type and range of hate incidents in Leicestershire. This will show us where the problem areas are and help us to improve services to deal with hate incidents.

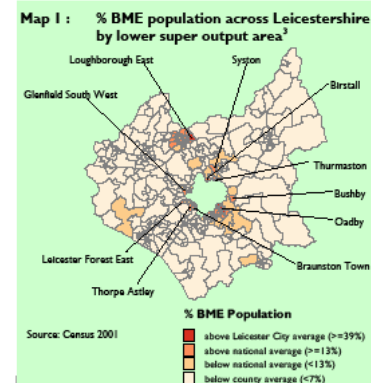
background

According to the 2001 census the BME² population account for 13% of the total population of England. The corresponding figures for Leicestershire and Leicester City are 7% and 39% respectively.

Though the overall proportion of BME residents in Leicestershire is below the national average there are communities across the county where the proportion is considerably higher.

Map 1 (right) shows the proportion of BME residents across Leicestershire, by lower super output area³.

- The map highlights those areas where the proportion of BME residents is above the national average. It also shows those areas where the proportion of BME residents is comparable or above the average figure for Leicester City.



1 source: Hate Crime: Delivering a Quality Service, March 2005, Home Office Police Standards Unit
2 BME is defined as all ethnic groups other than White British as defined by the ONS census of population 2001
3 lower super output areas are geographical areas containing approximately 1,500 residents.

For further information refer to Ethnicity in Leicestershire, R. Radburn, Leicestershire County Council, 2006
http://www.leics.gov.uk/ethnicity_in_leicestershire_web.pdf

3 : Reported Incidents

Information about reported hate incidents within Leicestershire is captured through three separate reporting processes, incidents reported directly to the police, incidents reported to the Hate Incident Monitoring Project and incidents reported within Leicestershire schools.

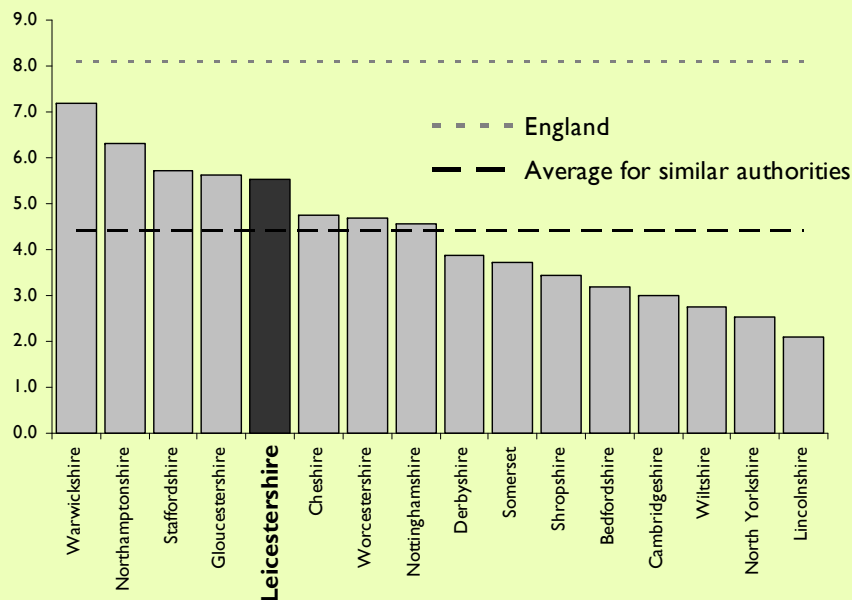
The purpose of this section of the report is to collate the information captured through these different reporting mechanisms to provide a better understanding of reported hate incidents across the county.

Not only does this section aim to provide a profile of hate incident reporting within the county, it also provides a comparison of reporting within Leicestershire compared to similar county councils¹.

Chart 3.1 shows the number of racist and religious incidents, as a rate per 10,000 reported to the police within Leicestershire compared to fifteen similar county councils across England¹.

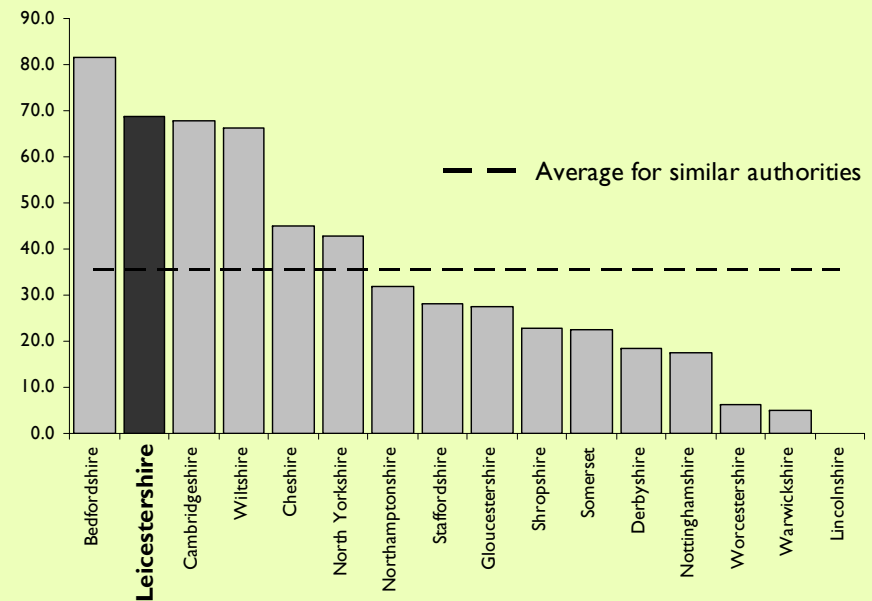
Chart 3.2 shows the number of racial incidents reported to local authorities within Leicestershire compared to fifteen similar county councils across England¹.

Chart 3.1 : Racist and Religious offences recorded by the police as a rate per 10,000 population in most similar local authorities to Leicestershire in 2006/07



¹ using the CIPFA nearest neighbour model : England

Chart 3.2 : Racial incidents recorded by the local authority as rate per 100,000 population in most similar local authorities to Leicestershire 2006/07



Source: Recorded Crime Section, Home Office

The data in these charts is from 2006/07 as this is the most up-to-date data available for comparable county councils at the time of writing this report. Also, the charts only include racist and religious incidents as data is not currently available for other hate incident types for other local authority areas.

Chart 3.1 shows that the rate of religious and racist offences reported to the police, per 10,000 population, in Leicestershire (5.5) is below the rate for England (8.1). However, the rate of recorded racist and religious offences for Leicestershire (5.5) is above the average rate for other similar county council areas within England (4.1). Leicestershire is ranked fifth out the group of sixteen county councils within England when comparing the rate of racist and religious offences recorded by the police.

in summary....

The rate of racist and religious incident recording within Leicestershire, both by the police and the Local Authority, is above average compared to other similar County Councils within 2006/07. This is the case for only two of the sixteen authorities, the other being Cheshire.

The rate of racial and religious incident recording by the local authority within Leicestershire, has increased between 2006/07 and 2007/08.

This highlights that the targeted work to increase the reporting of incidents is having a positive effect on the number of reports and relative increase in the level of hate incident reporting across Leicestershire compared to other similar local authorities.

Chart 3.2 shows that the rate of racial incidents recorded by the local authority, per 100,000 population, in Leicestershire (68.7) is above the average rate for other similar county council areas within England (35.6). Leicestershire is ranked second out of the sixteen similar authorities in 2006/07.

Local figures for Leicestershire are available for the current financial year 2007/08. The rate of racist and religious incidents reported to the police in Leicestershire in 2007/08 decreased to 4.9 from 5.5 in 2006/07. However, the rate of racial incidents reported to the Leicestershire County Council through the HIMP increased to 87.1 per 100,000 in 2007/08 from 68.7 in 2006/07.

The HIMP has broadened the scope of reporting from racist and religiously motivated incidents to include other forms of hate, including homophobic, disability, age and gender motivated incidents.

Data is not currently available nationally or for other local authority areas which means that comparisons of the relative levels of all hate incident reporting within Leicestershire cannot currently be made.

recommendation....

As four of the most similar local authorities to Leicestershire are neighbouring authorities there is an opportunity for the HIMP to approach Warwickshire, Derbyshire, Nottinghamshire and Northamptonshire County Councils to develop links with other similar projects across the region.

This would provide the chance to share best practice and potentially open up avenues to create a wider picture of hate incident reporting amongst similar authorities and across a broader area.

The first Local Area Agreement (LAA) for Leicestershire included a target to increase hate incident reporting within the county by 2.5% in 2007/08 compared to the previous year. This includes a combination of incidents recorded by the police and also incidents recorded by the local authority, including schools. Further targets will be included within the Leicestershire Sustainable Community Strategy 2008/13, under the Stronger Communities theme.

Figure 3.3 below shows the actual number of recorded hate incidents in 2007/08 compared to the LAA target.

Figure 3.3 : Local Area Agreement target to increase hate incident reporting within Leicestershire by 2.5% in 2007/08 compared to the previous year

		no. of hate incidents reported	
2006/07	actual	1,022	
2007/08	target	1,048	increase reporting by 2.5%
2007/08	actual	1,094	target exceeded, reporting increased by 7%

Source: Leicestershire County Council

In 2006/07 the total number of hate incidents reported in Leicestershire was 1,022. Figure 3.3 shows that the target to increase reporting by 2.5% to 1,048 incidents in 2007/08 has been exceeded. A total of 1,094 incidents were recorded in this year, representing an increase of 7% compared to the previous year. This overall increase in reporting is largely attributable to the increase in incidents reported within Leicestershire schools during this period (up from 414 in 2006/07 to 523 in 2007/08, an increase of 26%).

recommendation....

The HIMP's longer term objective is to reduce levels of hate incidents across Leicestershire, which is a local target within the Stronger Communities theme of Leicestershire's Sustainable Communities Strategy. Hate Incidents are under-reported across Leicestershire. In order to effectively reduce hate incidents a clearer picture of the problem is needed. It is therefore recommended that the HIMP sets a local target to increase the number of reported hate incidents during 2008/09 in order to gain a better understanding across Leicestershire.

Table 3.4 shows a breakdown of the 1,094 of hate incidents reported within Leicestershire through the three separate reporting processes, by the type of incident. The majority of hate incidents reported within Leicestershire within 2007/08 were perceived to be racially motivated. However, the proportion of racially motivated incidents reported to the HIMP (76%) is considerably lower than the comparable proportion reported to the police (86%). This suggests that individuals are more likely

Table 3.4 : Hate incidents reported in Leicestershire during 2007/08 by incident type¹

Incident Type	Police	HIMP	Schools ¹
Racial	86%	76%	100%
Religious	4%	4%	n/a
Homophobic	8%	12%	n/a
Age	2%	0%	n/a
Disability	1%	8%	n/a
Gender	1%	4%	n/a
Other	n/a	4%	n/a
Base	495	76	523

¹ the schools data is recorded by academic year and the deadline for collating returns is the end of autumn term (December). The data for the academic year 2006/07 has therefore been used to calculate the total hate incident figure for 2007/08.

to report incidents of a different type to the project, in particular, incidents perceived to be homophobic or disability motivated. Table 3.4 also emphasises that current reporting within Leicestershire schools only captures details of racially motivated incidents. The number of disability motivated incidents reported to the HIMP during 2007/08 is greater than the number reported to the police.

Table 3.5 shows a breakdown of the 1,094 hate incidents reported within Leicestershire during 2007/08 through the three separate reporting processes, by the incident nature. Half of all incidents reported to the police were categorised as harassment, compared to nearly all of the incidents reported to the HIMP and Leicestershire schools.

The table highlights the effectiveness of the hate incident reporting mechanisms through the HIMP and schools to capture details of those incidents which do not necessarily constitute a criminal offence. This is particularly evident for low level harassment incidents, but also for

criminal damage and common assault, which may not always be considered to be a criminal offence by the victim. An awareness of these incidents in conjunction with recorded crime is fundamental to effectively tackle all hate related issues.

Table 3.6 shows the number of hate incidents reported within Leicestershire during 2007/08 through the three separate reporting processes broken down by the location at which the incident took place.

The table shows similarities between the locations of incidents reported to the police and the HIMP. It also highlights that only a small proportion of incidents reported to the police (3%) and HIMP (11%) are recorded at an educational establishment. This emphasises the role of schools to capture details of the school based incidents. Does this role therefore need to be broadened to provide young people with the mechanism to report all hate incidents both on and off school premises.

Table 3.5 : Hate incidents reported in Leicestershire during 2007/08 by incident nature

Offence Nature	Police	HIMP	Schools
Harassment	49%	86%	81%
Other Wounding	13%	0%	0%
Criminal Damage	12%	8%	0%
Common Assault	11%	5%	2%
Non Rec	11%	0%	0%
Other	4%	0%	10%
Not Specified	1%	1%	8%
Base	495	76	523

Table 3.6 : Hate incidents reported in Leicestershire during 2007/08 by incident location

incident location	Police	HIMP	Schools
educational establishment	3%	11%	100%
public place	47%	41%	n/a
dwelling	26%	28%	n/a
shop	7%	0%	n/a
commercial	6%	14%	n/a
licensed premises	5%	1%	n/a
other	6%	5%	n/a
Base	495	76	523

Hate Incident Victims

When reporting details of hate incidents, the individual reporting is asked to provide details about the victim. One objective of the project is to obtain a comprehensive picture of hate incident reporting across Leicestershire. However, the main focus is about encouraging individuals to have confidence in the reporting system. Therefore individuals are under no obligation to provide details about themselves as an individual when reporting a hate incident. Although this may encourage the reporting of incidents, when it comes to analysing and profiling who the victims of reported hate incidents are it can limit any analysis carried out and therefore any conclusions drawn from the data.

Two thirds of the 495 incidents reported to the police had victim details disclosed. From these 331 incidents there were details available for a total of 380 victims. Out of the 76 reported HIMP incidents, details were disclosed for 43 victims.

Table 3.7 shows the number of incidents reported through the three reporting mechanisms. As the proportion of incidents with victim details reported to the police is higher (67%) compared to the proportion reported to the HIMP (57%), it appears that either

individuals are more likely to provide personal details to the police or that the police are more effective at capturing this information. Schools do not currently report details of the victim.

The remaining analysis within this section aims to highlight sub-populations within the overall hate incident victim population. The aim is to further understand who is most affected by the different aspects of reported hate incidents across Leicestershire.

However, the extent of the analysis in this section is limited by the data available due to the amount of disclosed victim information. One quarter of victims reporting to the HIMP did not disclose their gender, and almost half did not disclose their age. Also, Leicestershire Constabulary does not collate details specific to a victims religion or disability.

It has therefore only been possible to segment the hate incident victim population by the source of reporting (Police or HIMP), victim gender, victim ethnicity, type of incident (racial, religious, homophobic, etc.), offence nature (harassment, criminal damage, etc.), offence location (educational establishment, public place, dwelling, etc.) and district / borough.

The most significant factor to affect whether an individual reported to the police or to the HIMP was the nature of the offence. For the 423 hate incident victims, approximately half of these reported the offence nature as harassment. Individuals reporting to the HIMP were significantly more likely to report harassment than any other offence nature. Conversely individuals reporting to the police were more likely to report offences of a nature other than harassment. This again emphasises how the HIMP provides an alternative mechanism for reporting low level incidents which are not necessarily classed as a criminal offence.

Table 3.7 : Proportion of hate incidents with victim details disclosed

source of reporting	number of reported incidents	% of incidents with victim details disclosed
Police	495	67%
HIMP	76	57%
Schools	523	not collected

For those individuals reporting harassment, the second most significant factor to affect whether an individual reported to the police or to the HIMP was the district in which the incident was recorded. Table 3.8 shows the number of hate incident victims by the district in which the incident was reported.

Of the 222 (53%) of hate incident victims reporting harassment those victims reporting within Blaby, Hinckley and Bosworth, Melton and North West Leicestershire are three times more likely to report their harassment incident to the HIMP compared to harassment victims reporting to the HIMP within Charnwood, Harborough and Oadby & Wigston.

As it has been highlighted that the HIMP addresses the need for reporting low level offences and incidents, such as harassment, it appears that the project has been more successful in capturing these incidents within Blaby, Hinckley and Bosworth, Melton and North West Leicestershire. Work should be focused in the remaining districts to better understand why the level of reporting in these areas has not been as proportionately high.

Table 3.8 : Number of victims of hate incidents reported in Leicestershire during 2007/08 by district / borough

District	HIMP	Police	Total
Blaby	10	48	58
Charnwood	9	145	154
Harborough	0	30	30
Hinckley and Bosworth	8	60	68
Melton	3	6	9
North West Leicestershire	8	38	46
Oadby and Wigston	2	53	55
Unspecified	3	0	3
Total Victims	43	380	423

Table 3.9 shows the hate incident victims by gender, highlighting that over one quarter of victims did not disclose their gender. However, of those victims who did disclose their gender, the evidence suggests that men are more likely than women to report incidents to the police and women are more likely than men to report to the HIMP.

Table 3.9 : Number of victims of hate incidents reported in Leicestershire during 2007/08 by gender

Gender	HIMP	Police	Total
female	17	133	150
male	14	247	261
not specified / unknown	12	0	12
Total Victims	43	380	423

Though table 3.10 shows that approximately half of all victims reporting to the HIMP were BME and two-thirds of all victims reporting to the police were BME, there is no statistical evidence to suggest that individuals from any specific ethnic group are more or less likely to report to the police or the HIMP.

Table 3.10 : Number of victims of hate incidents reported in Leicestershire during 2007/08 by ethnicity

Ethnicity	HIMP	Police	Total
BME	21	238	259
White: British	10	109	119
declined	1	12	13
not specified / unknown	11	21	32
Total Victims	43	380	423

Recorded Hate Incidents across Leicestershire

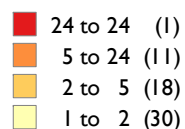
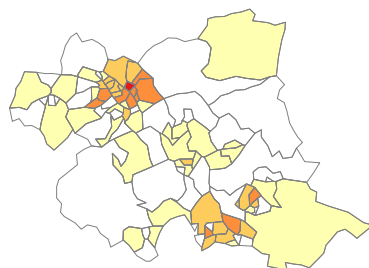
This section of the report looks at the location at which hate incidents have been recorded across Leicestershire during 2007/08. The purpose is to identify any geographical areas within Leicestershire where there is an identifiable concentration of reported hate incidents.

The information is provided for each of the seven districts of Leicestershire and provides an indication of the concentration of offences within the context of the individual district. The maps only include those incidents reported to the police. This is because the location information captured by the HIMP is not detailed enough to map at this level.

Charnwood Borough

354 hate incidents reported in 2007/08

- 181 incidents reported to the Police
- 18 incidents reported to HIMP
- 155 incidents reported to schools



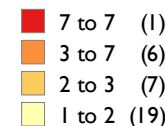
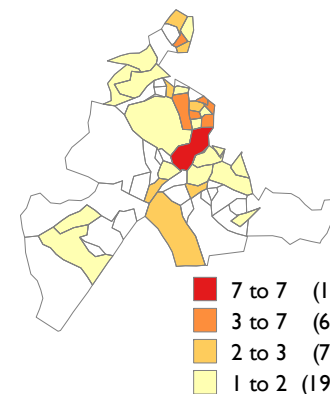
Lower Super Output Areas with the highest number of hate incidents reported to the police in 2007/08 within Charnwood Borough.

- Loughborough Toothill Road (24 incidents)
- Loughborough Bell Foundry (10 incidents)
- Loughborough Centre West (10 incidents)

Blaby District

146 hate incidents reported in 2007/08

- 58 incidents reported to the Police
- 15 incidents reported to HIMP
- 73 incidents reported to schools



Lower Super Output Areas with the highest number of hate incidents reported to the police in 2007/08 within Blaby District.

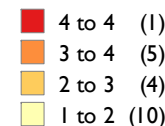
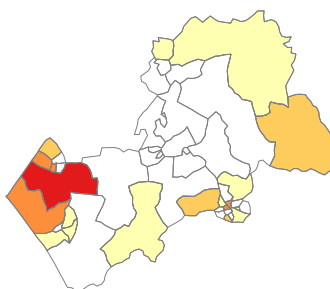
- Fosse Park (7 incidents)

There are no other areas within Blaby District with 5 or more hate incidents reported during 2007/08.

Harborough District

70 hate incidents reported in 2007/08

- 37 incidents reported to the Police
- 3 incidents reported to HIMP
- 30 incidents reported to schools

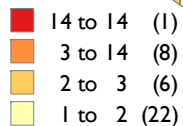
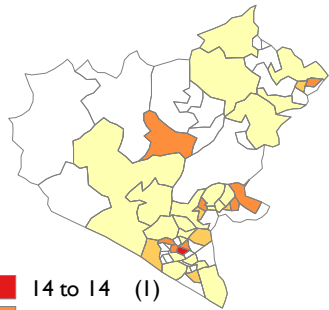


Lower Super Output Areas with the highest number of hate incidents reported to the police in 2007/08 within Harborough District.

There are no areas within Harborough District with 4 or more hate incidents reported during 2007/08.

Hinckley and Bosworth Borough 174 hate incidents reported in 2007/08

- 78 incidents reported to the Police
- 14 incidents reported to HIMP
- 82 incidents reported to schools



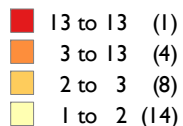
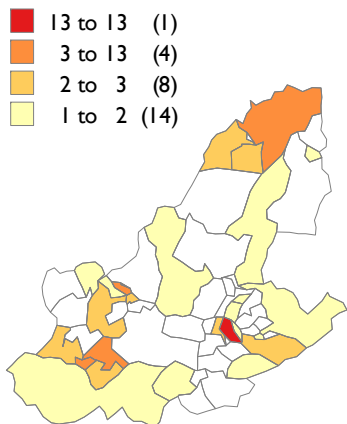
Lower Super Output Areas with the highest number of hate incidents reported to the police in 2007/08 within Hinckley and Bosworth Borough.

- Hinckley Town Centre (14 incidents)
- Hinckley Trinity West (5 incidents)

There are no other areas within Hinckley and Bosworth Borough with 5 or more hate incidents reported during 2007/08.

North West Leicestershire District 156 hate incidents reported in 2007/08

- 58 incidents reported to the Police
- 11 incidents reported to HIMP
- 87 incidents reported to schools



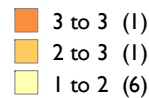
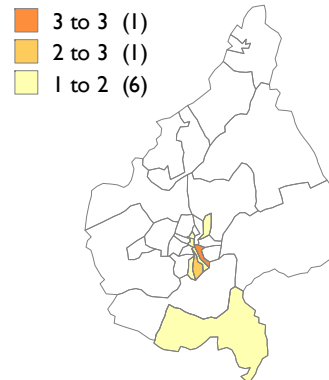
Lower Super Output Areas with the highest number of hate incidents reported to the police in 2007/08 within North West Leicestershire District.

- Coalville Centre (13 incidents)

There are no other areas within North West Leicestershire with 5 or more hate incidents reported during 2007/08.

Melton Borough 24 hate incidents reported in 2007/08

- 11 incidents reported to the Police
- 3 incidents reported to HIMP
- 10 incidents reported to schools

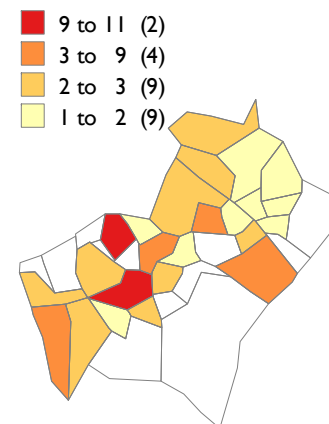


Lower Super Output Areas with the highest number of hate incidents reported to the police in 2007/08 within Melton Borough.

There are no areas within Melton Borough with 4 or more hate incidents reported during 2007/08.

Oadby and Wigston Borough 154 hate incidents reported in 2007/08

- 63 incidents reported to the Police
- 5 incidents reported to HIMP
- 86 incidents reported to schools



Lower Super Output Areas with the highest number of hate incidents reported to the police in 2007/08 within Oadby and Wigston Borough

- Guthlaxton College & Wigston Police Station (11 incidents)
- South Wigston Burleigh Avenue (5 incidents)

There are no other areas within Oadby and Wigston Borough with 5 or more hate incidents reported during 2007/08.

Schools Reporting

In total there are 285 local authority controlled schools within Leicestershire, 225 primary (79%), 54 secondary and colleges (19%) and 6 special schools (2%). A total of 523 racist incidents were recorded within Leicestershire schools in the last academic year.

Currently schools only have a statutory duty to record racist incidents. Considering that racist incidents account for 86% of incidents reported to the police and only 76% of incidents reported to the HIMP, it is likely that there are other types of hate incident that are currently not reported within Leicestershire schools (e.g. disability, homophobic).

Table 3.11 shows a summary of the racist incidents reported within Leicestershire schools during 2006/07 academic year by district. Overall less than half of Leicestershire schools recorded any racist incidents during the year (44%). This figure varies across the different districts across the county, with two-thirds of schools within Oadby and

Table 3.11 : Racist incident reporting in Leicestershire Schools during 2006/07 academic year by district / borough

District	Reporting schools	% BME pupils	Incident Rate per 1,000 pupils
Oadby and Wigston	68%	29%	9
Blaby	60%	11%	8
Charnwood	55%	14%	9
Hinckley and Bosworth	52%	7%	7
NWL	31%	5%	4
Harborough	26%	8%	2
Melton	17%	4%	1
Total	44%	10%	6

Wigston recording at least one incident compared to 17% of schools within Melton Borough. It is assumed that those schools who did not provide a 'nil return' did not have any reported racist incidents.

Table 3.11 also shows the proportion of BME pupils on the roll at Leicestershire schools within each district. The proportion of BME pupils is approximately one-third in Oadby and Wigston, 14% in Charnwood and 11% in Blaby. However, the incident rate per 1,000 pupils across these three districts is very similar. There was found to be no correlation between the rate of racist incidents and the size of the BME pupil population at individual school level across the whole of Leicestershire or within any of the seven districts.

Table 3.12 shows a summary of the racist incidents reported within Leicestershire schools during 2006/07 by school type. The table shows that three-quarters of secondary schools and colleges within Leicestershire reported at least one incident, compared to approximately one-third of primary schools and special schools. However, this difference may simply reflect the difference in school size. i.e. secondary schools, the larger pupil population, the more likely a school will have at least one reported incident.

Table 3.12 : Racist incident reporting in Leicestershire Schools during 2006/07 academic year by school type

School Type	Reporting schools	% BME pupils	Incident Rate per 1,000 pupils
Secondary Schools & Colleges	74%	11%	7
Primary Schools	36%	10%	5
Special Schools	33%	9%	25
Total	44%	10%	6

Special schools have a racist incident rate per 1,000 pupils of 25, well above the average rate for Leicestershire (6). However, this rate is biased by the rate of one particular school with a rate of 147 per 1,000 pupils. If this one particular school is excluded from the analysis the racist incident rate per 1,000 pupils falls to 2 for special schools within Leicestershire.

The racist incident rate per 1,000 pupils for the vast majority (95%) of Leicestershire school falls within the range 0 to 24. However, there were 15 out of the 285 schools within Leicestershire that had a significantly¹ higher rate of racist incident reporting.

further work....

The Children and Young People's Service at Leicestershire County Council is currently reviewing the incident reporting process within schools.

It is recommended that the scope of incident reporting within schools is broadened to incorporate all hate incident types.

There is a sub-set of schools within the county which have a significantly higher level of racist incident reporting compared to other county schools. Further analysis of the reporting processes in place within these schools will help to improve the reporting process within schools.

Racist incidents recorded within schools account for a similar number of incidents recorded by the police and the HIMP combined during 2007/08, even though less than half of Leicestershire schools reported any incidents. This emphasises the importance of improving the information about incidents reported within schools in obtaining a comprehensive overview of hate incidents across Leicestershire.

¹ statistically significant at the 1% level of significance

recommendation....

The information provided within this section for each Community Safety Partnership should be considered as follows.

- Does the collective information about hate incidents reported to the police, the HIMP and within schools reflect the current issues within the district?
- If not, what and where are there currently known unreported issues within the districts?

It is proposed to capture this information by providing each Community Safety Partnership with a summary of the information provided within this section along with the above questions. The information regarding known areas of under-reporting will then be collated across the county to help focus the future programme of the HIMP.

4 : Training

Why is it important?

Raising awareness on issues related to hate incidents and hate crime through a training programme is an integral part of the projects work. Training opportunities for staff within partner agencies enables them to gain a better understanding about what is meant by a hate incident and hate crime and also gives them the confidence in reporting these incidents. It also helps staff to consider the effects of hate incidents and hate crime on its victims and question their actions towards others.

'The Hate Incident Monitoring Project has proven to be an invaluable tool for the Borough Council. Hate incidents are under-reported and it gives people the opportunity and confidence to report incidents to the Council that they may be reluctant to report to the Police. The Scheme has also enabled the Community Safety Partnership and the Council to have a better understanding of hate incidents and hate crime in the borough and help us to inform action plans and initiatives to tackle such incidents and prevent re-victimisation.'

Ron Grantham
Community Safety Manager
Hinckley and Bosworth Borough Council

What has been done?

General awareness sessions on the work of the project have been delivered by the Project Co-ordinator to a number of reporting centres following the launch of the project. These agencies include: Victim Support, disability organisations, Library Service Managers, Adult Social Care Services, Youth Services within Children and Young People's Service. To progress from this, a separate training programme has been developed by the project in joint partnership with Leicestershire Police. This programme is being delivered to reporting centres across Leicestershire, to raise awareness about what a hate incident and hate crime is. The training is interactive, enabling staff from across reporting centres to take part in group exercises and wider group discussion, in order to gain a better understanding about the principles for reporting and why it is important to report hate incidents.

'The benefits of reporting centres can not be over emphasised. They are a trusted mechanism in the heart of an organisation where individuals can come and feel comfortable in reporting incidents they have been victims of or have witnessed. Charnwood Racial Equality Council is confident to know that there is an effective centralised system now in place to co-ordinate the reports of hate incidents not solely from Charnwood but from Leicestershire as a whole. Effective reporting will allow organisations such as the Race Equality Councils to utilise their resources more effectively to give maximum benefit for the community.'

Amar Bashir
Racial Harassment Officer
Charnwood Race Equality Council

The training and awareness programme on hate incidents and crimes is a half day session. The training consists of a presentation outlining what is meant by the terms, group exercises which include a language definition exercise and case study scenarios and an overview on legislation, policies and procedures related to this area of work.

All seven District Councils within the county have received the first round of training and have requested more training. This training has been co-ordinated in close collaboration with the Community Safety Managers and Officers within each of these authorities. The audience were from a cross range of services including front line staff within customer services centres, housing staff, support workers, development officers, policy officers.

To promote the work of the project across Leicestershire County Council Departments the Project Co-ordinator has met with all Departmental Equality Groups and Departmental Management Teams to raise the profile of the project and to discuss how to take forward the training programme. The project has promoted the work through departmental newsletters and other agreed actions specific to departments. A number of training sessions have been successfully delivered across the following services:

- Youth Offending Service
- Leicestershire Library Services front line staff
- Leicestershire Adult Social Care front line staff
- Senior Managers within the Children Young People's Service

Anecdotal observations and information gathered through the training evaluation forms indicates that delegates have found the training session very informative and enjoyed the interaction. It allowed them to engage in dialogue with the group, share experiences and challenged their thinking on the subject matter. Highlighted on the next page are some quotes taken from the evaluation forms:

Report Hate

What is a hate incident?

A hate incident is any incident where you or someone else has been targeted because they or you are seen to be different... you can be a victim of hate because of prejudice against your age, disability, gender identity, race, religion / belief or sexual orientation.

You don't have to be from a minority group to be a victim of hate, reporting it makes a difference ...to you, your family and your life...nobody should have to tolerate it!

Leicestershire working together to make a difference

- Reporting makes a difference
- If we don't know about it we can't change it
- Help us to help you!

If you know of any incident you think is hate related report it to a member of staff!

You can also report incidents by calling **0116 305 8263** or on-line at www.leics.gov.uk/rephate.

Which element of the awareness session did you enjoy the most and why?

'It was a fun way of learning this complex issue'

'Well balanced training found all useful and enjoyable more than expected'

'Language definition exercise and case studies really make you think'

'Examples of incidents and how the law was applied to them'

'Interactions with group, experience, opinions and views on the subject'

'Bringing the subject to life with real incidents'

'Better understanding for reporting incidents'

Which elements of the session challenged your perception of hate incidents and hate crime?

'I was not aware of so many hate incidents / crime targeted towards disabled people it has made me much more aware'

'Issues surrounding gypsies and travellers'

'How people's perception came to be the underlining factor'

'The discussion helped to clear my mind about the different people in our society'

'All information has made me understand how it relates to me in my day to day role'

What gaps are there?

Raising awareness through training is an important element of the project's work. However, there are capacity issues for both the project and Leicestershire Constabulary in delivering this training programme across all reporting centres. It is anticipated that in the long term this arrangement will be difficult to sustain, especially as new partner agencies come on board. Therefore, training opportunities within larger partner organisations need to be channelled through a range of different training methods that are available through their in-house training.

How it will be taken forward?

To bridge this gap the Project Co-ordinator has been in discussion with the Training Co-ordinators within Leicestershire County Council to look at the best approach for incorporating hate incidents and hate crime training and awareness raising within corporate and departmental learning and development plans. This work will be followed up in the coming year by the project with departmental training co-ordinators. A number of suggestions have been made in how training opportunities could be utilised to raise the profile of the project, suggested methods are listed below:

- Induction programmes
- HR induction packs
- Create a managers toolkit to cascade to staff
- Run scheduled courses throughout the year managed within the nominations process advertised by HR
- Guidance on Corporate Information System (CIS)
- Incorporate into existing training such as Introduction to Equality and Diversity

The Hate Incident Reduction and Monitoring Steering Group have proposed that the that the project should meet with Training Co-ordinators within District Councils to discuss how best to embed training opportunities through their training schemes. It was also suggested that a Train the Trainer programme should be considered, similar to the programme adopted in Domestic Violence work across Leicestershire. This programme would enable organisations to use this method in delivering the hate incident and hate crime training programme mentioned above within their own organisations.

Section 5 : Partnership working

The Hate Incident Monitoring Project is led by Leicestershire County Council. The project is based within the Community Safety team in the Chief Executive's Department. Partnership working is an integral part of the projects work in developing policy and taking forward initiatives. To achieve a co-ordinated approach and increase reporting of hate incidents across the county it is essential for the project to work in partnership with a broad range of statutory, voluntary and private sector organisations.

Valuing people agenda

The project has been working in partnership with a sub group of the Leicestershire Learning and Disabilities Partnership Board led by the Valuing People team to develop an easy to understand form. The easy to understand hate incident monitoring form has been designed primarily to help people with learning difficulties, however, it will also be helpful for people whose first language is not English and those that are unable to read or write.

The easy to understand form is a paper form and is based on the existing HIMP form to ensure that incident reported can be easily recorded onto the project's database. In the coming year this form will be promoted through a publicity campaign amongst targeted services that work with people with learning difficulties across the county. Dedicated training and awareness sessions for care workers within these agencies will promote the use of this form accompanied by a guidance document that explains why and how to complete the form.

The aim is to host launch sessions across the county. The campaign will promote the easy to understand poster and leaflet amongst a wide range of organisations including all reporting centres to raise the profile of this area of work. Articles to promote this campaign will be

published within Leicestershire Matters, Leicestershire County Council departments, across all District Councils, and all other partner agencies, to raise awareness and promote the use of the new easy to understand form amongst service users and staff.

Children and Young People's Service (CYPS)

The project is working closely with the Leicestershire County Council Anti-Bullying team as part of a multi-agency review of the 'Bullying in the Community' Booklet'. Information about the HIMP will be included in the new edition of the booklet. The theme for Anti-Bullying week this year is 'Difference and Diversity', and we will be looking at ways to promote the HIMP alongside anti-bullying activities that week.

All governing bodies have a statutory duty to inform Local Authorities annually of the pattern and frequency of racist incidents within their schools. The CYPS is undertaking an audit of how effectively schools

'We are working with the Project to develop a young person friendly explanation of what hate is. Developing this understanding will encourage young people to report incidents thus ensuring that the project is informed across the age spectrum. We are raising awareness among our staff of the necessity to report incidents and support young people to take this step. As professionals working with young people we are very aware of the 5 Every Child Matters outcomes and know that by supporting this project we are making a positive contribution to many of these outcomes.'

*Una Meenan, Deputy Head of Service (County)
Connexions Leicester Shire*

are reporting racist incidents and associated support issues. The project co-ordinator has been liaising with colleagues in CYPS to discuss how and when schools report hate incidents as oppose to just reporting racist incidents. In the coming year the project will continue its dialogue with the department with the aim of broadening the scope of reporting from schools to include all forms of hate incidents.

Good links have been established with the CYCLE (County Youth Council for Leicestershire) and the Jitty, Leicestershire's young people's forum. The Project has met with both groups to discuss how these forums could work with the project in promoting and raising awareness amongst young people to report hate incidents. Further links with these two groups will continue to be developed by the project.

'With a high student population from different ethnic backgrounds Loughborough College potentially could have high numbers of incidents. Few incidents are reported. The project has encouraged Loughborough College to be more pro-active in encouraging reporting of hate incidents. The system for reporting that we have developed has also encouraged us to work more closely with other Community Organisations such as Charnwood Racial Equality Council and The Hate Incident Action Group. With separate procedures within the college students in focus groups consistently highlight that the College is a friendly place to be and that it is free from discrimination. Through pro-actively seeking reporting of incidents this is helping us to maintain that reputation.'

Anne Williams
Equality and Diversity Co-ordinator, Community Liaison Officer
Loughborough College

Good practice at a Strategic level

Leicestershire Together has established 27 Local Community Forums across the county. These forums give the opportunity to discuss local services with County, District and Parish Councillors and representatives from other agencies such as the Health Service and the Police. They enable the local community to play an important role in ensuring that services provided in local areas match the needs of the local community. The Hate Incident Monitoring Project plans to engage with these forums across the county in the coming year.

Good practice at a District level

The Community Relations Forum in Hinckley & Bosworth and the Hate Action Group in Charnwood are two forums currently running in the county, which meet quarterly. Both groups have the support from the local authority and are community based groups that bring together local organisations and community representatives. The groups come together to discuss community relations, and have a focus on hate incidents and hate crime affecting the local community.

'The Hate Incident Action Group supported by the council ran an awareness raising week within Loughborough Town Centre to promote the work of the group and the new reporting system to members of the public. Membership on this group is from different agencies that come together to promote the reporting of all hate incidents to the relevant bodies. A workshop event advertised the work of the group and how it links into the Hate Incident Monitoring Project. The day was also to expand the membership of the group to include other agencies that had an interest in promoting the scheme and raising awareness around the issues.'

Allison Fadesco
Policy Officer - Community Safety
Charnwood Borough Council

New communities across the county

With the emergence of new communities across Leicestershire, community relations continue to be an important issue. All partner agencies have a stakeholder role to play in ensuring services are delivered appropriately to all community groups.

The demography of Leicestershire is changing. For example, Melton Mowbray not only has an established Polish community, but an emerging new Polish community. The new Polish community attend the Polish centre in Melton and the Melton Community Voluntary Services are working with them on a regular basis. A considerable number of Polish nationals travel into Hinckley on a daily basis to work at the large Tesco distribution centre. These Polish workers commute from Rugby or Coventry including a smaller number of Albanians. Anecdotal evidence from Hinckley and Bosworth Borough Council suggests that many of these workers suffer verbal abuse when they are identified as foreign nationals within Hinckley Town Centre.

National Grid in Hinckley is one of the largest employers in Hinckley. They actively recruits Indian workers directly from India because of their IT skills, which are specific to the needs of National Grid. There have been a number of serious incidents affecting the safety of these workers. To address these concerns Hinckley and Bosworth Borough Council and National Grid are working together in partnership at a local level to ensure measures are in place to support these workers whilst living and working in Hinckley. Incidents reported by these workers are reported to the HIMP via Hinckley & Bosworth Borough Council.

Stronger connections between partnerships working across the county would enable a better understanding of how many and where these new communities are living and working across the county.

'We are actively involved with the Lesbian Gay Bisexual Trans (LGBT) Community Safety Forum, a group which brings together the Police the HIMP, the Crown Prosecution Service, LGBT organisations and the LGBT community to discuss and plan better policing for the LGBT community. We have recently set up Prism, the LGBT Forum for Leicester, Leicestershire and Rutland. Prism and the Community Safety Forum worked together to deliver Stamp It Out! in March, a well-attended awareness raising event about tackling homophobic hate crime. Our helpline volunteers are all briefed about tackling homophobic hate crime and encouraging members of the community to report incidents.'

*Sian Lambert
Policy and Development Officer
Leicester Lesbian Gay and Bisexual Centre*

What gaps are there in partnership working and how could action be taken forward?

There are gaps within some local authority areas across the county, in bringing together local agencies and community representatives to discuss community relations issues that have a focus on hate incidents and hate crime. Such a group within a local area would enhance community relations, enable stronger partnership working at a local level and agencies would be able to deal with issues more effectively especially those affecting hate related incidents. It would be good practice to have a Community Relations Forum or a Hate Action Group in every area, similar to the Domestic Violence Forums that are in operation across all the districts. Alternatively to build in the issue of hate incidents hate crime as a standard item within existing structures such as the Joint Action Groups (where appropriate) across local authorities in the county.

Within Leicestershire there is a significant population of the travelling community with numbers estimated to be approximately 5000 across the whole county. Blaby, Hinckley and Bosworth and North West Leicestershire have the largest population of Gypsies and Travellers. These figures are broken down into 220 residential family pitches on authorised sites with the rest living on unauthorised sites or in 'bricks and mortar'. The police and the local authorities both have liaison officers who have dialogue with the travelling community, and in general sites are regulated and well catered for. The NHS also provides specialist Health Visitors that visit the sites around the county. However, there are emerging issues within the travelling community with the influx of Romany Gypsies from Eastern Europe. Many of these only speak Roma, so interpreters may be an issue in the future.

Although there are established networks amongst the travelling community and statutory bodies, there are nevertheless community cohesion issues within the wider community that need to be addressed by partner agencies when working with this group. This is especially so in relation to prejudices and tensions that arise between the travelling community and the settled community in districts across the county. Partnership working at a local level should look to address these issues to maintain good community relations within their area.

In 2006 there was a Gypsy and Traveller Accommodation Needs Assessment carried out in the whole of Leicestershire including the City and Rutland, this identified a shortfall of 203 family pitches and 100 caravan spaces for families in transit. Over the next 2-3 years all the district planning authorities are going to have to address this shortfall as part of the Local Development Framework and include locations that are suitable for Gypsy and Travellers sites in site allocation documents.

If the number of pitches provided meets the need identified there will not be the need to park caravans on unauthorised sites which is the issue that causes so much community tension.

recommendation....

The Hate Crime Officer , Leicestershire Constabulary, is currently in the process of collating information about the changing demographics and emerging communities across the County and City.

The HIMP Steering group should contribute to the development of this work ensuring engagement from all partner agencies.

Section 6 : Way Forward

Strategy Development

The Multi-Agency Hate Incident Reduction Strategy 2008/- 2011 sets out the partnership approach to tackling hate incidents across the county. Due to the nature of hate incidents no one agency alone is able to deal with them and therefore partnership working is central to the approach of this strategy. The strategy will be led by the county wide Hate Incident Reduction and Monitoring Steering Group, which has been established to bring together key agencies to evaluate and measure good practice in order to improve the overall response to hate incidents.

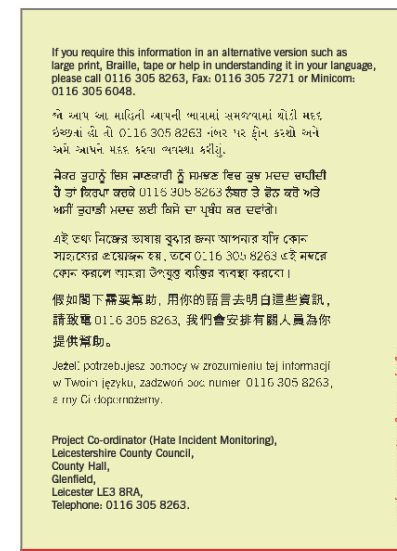
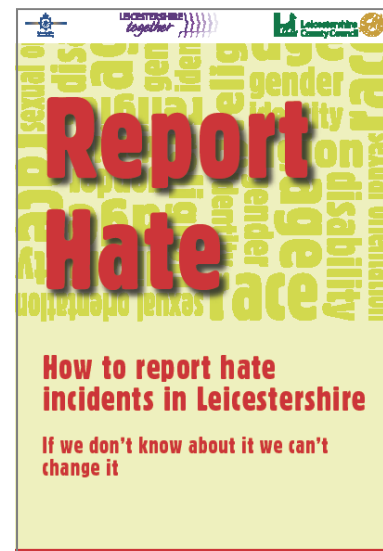
The longer term vision for the strategy is to reduce hate incidents across the county. The aim of the strategy is to increase reporting of hate incidents to inform work to achieve this overall vision. The project will progress the work on this strategy and will work with agencies to raise confidence amongst service users, community groups and employees to come forward and report hate incidents.

The Multi-Agency Hate Incident Reduction Strategy Action Plan will set out clear areas of work with measurable outputs to monitor the progress and success of the strategy and will outline how partners will deliver against the following three priorities:

Priority 1

Raising awareness of hate incidents in order to increase reporting is priority one within this strategy. The main objectives are:

- To increase awareness of what a hate incident is and how to respond to it amongst staff in agencies
- To increase awareness of hate incidents amongst the wider community and young people
- To promote and publicise the work of the Hate Incident Monitoring Project to all appropriate statutory, voluntary and private sector organisations across Leicestershire
- To increase reporting of hate incidents from schools and colleges



Priority 2

Engaging with agencies is essential to developing effective reporting of incidents. Partnership working is priority two it will inform work undertaken across Leicestershire County in tackling hate incidents. The main objectives are:

- To establish reporting centres that are accessible within local areas including appropriate agencies to enable reporting of hate incidents across the county
- To achieve a high quality, consistent response and improved access to services through the way service providers identify, respond to and tackle hate incidents across Leicestershire
- Increase training capacity amongst partner agencies by identifying and applying different methods
- Work across borders to share information and good practice

Priority 3

Priority three is about re-assuring and strengthening communities. A hate incident can take many forms and contributes to the fear of crime. By keeping communities informed of what we are doing to tackle hate incidents in their area, the main objectives are:

- To inform communities of how we are working to tackle hate incidents
- To ensure communities are aware of how to report hate incidents
- Develop a Communication Plan

Monitoring Performance

The Hate Incident Monitoring Project will produce an annual report at the end of each financial year. In addition to this, during the year quarterly monitoring reports will be produced by the project and shared with agencies.

The Hate Incident Reduction and Monitoring Steering Group will review the Multi-Agency Strategy annually once it has been implemented.

The work of the Hate Incident Monitoring Project including the Hate Incident Reduction and Monitoring Steering Group will be managed within the Chief Executives department and will be accountable to the Leicestershire Stronger Communities Board.

The Multi-Agency Hate Incident Reduction Strategy Action Plan will build in the actions identified in this report, in order to take forward particular issues that have been highlighted.

Report Hate

Hate Incident Monitoring Project
Annual Report 2007/08

An easy words summary of this report is available, contact the project co-ordinator on 0116 3058263 or download a copy form www.leics.gov.uk/reporthate

**Hate Incident Monitoring Project
Leicestershire County Council
June 2008**