



# hate incidents

## Partnership Strategic Assessment 2009

Evidence for a Safer and Stronger Leicestershire

## Reader Information

<b>Document Title</b>	Hate Incidents Partnership Strategic Assessment 2009
<b>Document Context</b>	This report forms part of a suite of reports which constitute the Partnership Strategic Assessment 2009 for the county of Leicestershire.  The full Partnership Strategic Assessment Evidence Base 2009 is made up of seven theme based reports <ul style="list-style-type: none"> <li>• Crime &amp; Disorder</li> <li>• Domestic Abuse</li> <li>• Hate Incidents</li> <li>• Offender Management</li> <li>• Victimisation</li> <li>• Drugs and Alcohol</li> <li>• Community Safety Perceptions</li> </ul> <p>And a place based report</p> <ul style="list-style-type: none"> <li>• Places Summary</li> </ul> <p>This place based report summarises</p> <ul style="list-style-type: none"> <li>• community safety issues in the Community/Area Forums of Leicestershire</li> <li>• community safety issues in the Town Centres of Leicestershire</li> <li>• Community safety issues in the Priority Neighbourhoods of Leicestershire</li> </ul> <p>Findings from these reports are summarised for the County and each District</p>

<b>Document Description</b>	The document presents current information about hate incidents reported across Leicestershire	
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## Foreword

Over the last two years the Hate Incident Monitoring Project has developed more effective partnership working through the Hate Incident Reduction and Monitoring Steering Group. This group brings together a more co-ordinated approach to the way we tackle hate crime and incidents across the county. From a strategic perspective, I am especially encouraged that the Steering Group has developed a Multi-Agency Hate Incident Reduction Strategy for Leicestershire. The strategic focus outlined within its Action Plan enables the Project and its partnership to deliver against its priority themes through a co-ordinated approach.

This report brings together information with regard to progress that has been made by the Project through its partnerships. It provides data analysis about reported hate incidents across the County and highlights individual pieces of work that have been achieved and those areas that are under working progress.

I am also pleased to note that this year 's report is to be incorporated within the Strategic Assessment both at the County and District Level and will bring together both quantitative and qualitative information about hate incidents that have been reported to the common monitoring database.

The report and the work of the Project is a valuable resource for informing policies and procedures across all partnerships, and helps our overall aim of working towards safer and stronger communities across Leicestershire and improving the quality of life for all.

### **Byron Rhodes**

Deputy Leader  
Leicestershire County Council





## Foreword

In my capacity as the Chair of the Hate Incident Reduction Monitoring Steering Group and the Stronger Communities Board, I welcome this report and value the analysis it brings together at a county level. It is a very useful resource in providing a better understanding across partner agencies about the issues that need to be considered and addressed within this field of work.

The Hate Incident Monitoring Project operates within a multi-agency approach bringing together key agencies to work together at a strategic level. As the Chair of the County wide Hate Incident Reduction and Monitoring Steering Group, I welcome the links that have been established in this area of work with the Stronger Communities Board, where I also sit as the Chair.

This Stronger Communities Board, last year endorsed the Multi-Agency Hate Incident Reduction Strategy and action plan 2008-2011. The vision of this strategy is to reduce hate incidents across the county and it aims to increase reporting of hate incidents by working with partners to provide a better response to individual cases, to inform the strategies overall vision. The strategy has three key priority themes focusing on raising awareness, improving our response and re-assuring and strengthening communities. These key themes and objectives set within the strategy action plan link very closely to the 'stronger communities' agenda and in working towards creating safer communities.

### Neil Lambert

Chair of the Leicestershire County wide Hate Incident Reduction and Monitoring Steering Group  
Chair of the Stronger Communities Board, Leicestershire Together



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## Executive Summary

This is the second annual report which brings together information about the work of the Hate Incident Monitoring Project (HIMP) and its partnerships. This year, the HIMP annual report has been incorporated in the Partnership Strategic Assessment 2009. Over the last two years the Project has established appropriate structures and mechanisms to ensure the work within this field is co-ordinated through a multi-agency approach. The County wide Hate Incident Reduction and Monitoring Steering Group (HIRM SG) developed the Multi-Agency Hate Incident Reduction Strategy and action plan 2008-2011, which was endorsed by the Stronger Communities Board in 2008.

The vision of this strategy is to reduce hate incidents across the county through increased reporting of hate incidents and by working with partners to provide a better response to individual cases. The HIRM SG has set a target for increasing reporting of hate incidents in Leicestershire by 10% by 2011. Raising awareness, improving our response and re-assuring and strengthening communities are key priorities within this strategy. The objectives set in the strategy action plan will deliver against these priorities.

This report brings together key information on work that has been achieved including work that is in progress. The strategy's action plan is an evolving document, enabling new actions to be incorporated as the work of the Project and as its Steering Group and partnerships continue to develop. A total of 33 reporting centres are on board supporting the work of the Project. These agencies are listed in Appendix 10. A number of different organisations have been approached to support the work of the project with a view to bringing them on board as a reporting centre. Initial dialogue has taken place with other public sector agencies to consider the best approach for working together.

This report looks at hate incidents reported from April 2008 to March 2009 by the common monitoring process that brings together data collated by the HIMP, Leicestershire Constabulary and racist incidents reported by Leicestershire schools. A total of 960 hate incidents were reported via the common monitoring process in 2008/09, a decrease compared to the previous two years. Evidence highlights the continued issue of underreporting of hate incidents by reporting centres, schools and the gypsy traveller community.

Through joint partnership working the Project has progressed and achieved positive outcomes on a number of different actions. For example:

Developed an easy word Hate Incident Monitoring Form with the Valuing People team from Adult Social Care. To support this form, guidance notes and publicity material have also been produced. All this information will be made available at four locality launches that have been scheduled across the County for September 2009.

Since September 2008 schools have been monitoring against wider hate incidents. These figures will be included in next year's report, as schools data is collected on an aggregate basis by academic year. This information will be available to the Children Young Peoples Service (CYPS) and the Project in December 2009. Also two new questions have been added to the pupil attitude survey in order to gain information on this area of work.

Posters have been developed in consultation with young people from a county primary and secondary school. These posters have been developed specifically for young people and have been publicised within all schools across the County to help raise awareness and to inform

young people that it is ok to report from September 2009. The Youth Service will also be displaying the secondary school poster within all youth centres across the County.

Awareness sessions on hate incidents and hate crime have been delivered to a number of different audiences in joint partnership with the Leicestershire Constabulary; these are listed in section 4 of this report.

The Project is working towards gaining commitment to ensure training is sustained as an integral part of all partnership agencies. Progress has been made by the Project in securing training opportunities for staff within Leicestershire County Council through its Learning and Development Plans with agreement by the Equality and Diversity Board. Similar approaches are being progressed by the Project with all district councils.

This report also highlights various other joint initiatives that are currently in progress. These include dialogue with Leicester City Council to develop a shared approach to monitoring hate incidents and the recruitment of a caseworker to provide an enhanced response to hate incidents in Leicestershire County. With additional funding from the Regional Improvement and Efficiency programme.

A Stop and Tell Campaign will be running for a week at the end of January 2010. The aim of this campaign is to encourage people to stop and report hate incidents by hosting different activities during the campaign week across a number of partnerships within the County. The activities selected will be agreed and developed by the Campaign Delivery Group. A full report on this campaign will be provided in next year's annual report.

## I Introduction

### I.1 Background to HIMP Project

The Leicestershire Hate Incident Monitoring Project (HIMP) was established over two years ago. Although led by the County Council, the work of the Project is a multi-agency initiative and continues to build positive partnership arrangements with a broad range of services and agencies through its multi-agency approach.

At a strategic level the work of the Project is co-ordinated via the Leicestershire Hate Incident Reduction and Monitoring Steering Group (HIRM SG), which meets on a quarterly basis. It consists of representatives from a wide range of agencies and reports to the Leicestershire Stronger Communities Board.

The Steering Group plays an important role in supporting the Project in developing effective reporting of incidents and informing work undertaken across Leicestershire County in tackling hate incidents. The approach taken to achieve this is via the Hate Incident Reduction Monitoring Strategy 2008-2011 and its action plan. The Strategy has three key priority themes which focus on raising awareness, improving our response and re-assuring and strengthening communities. The vision and strategic goal set for the Project by this strategy in the longer term is to reduce hate incidents across the County and to increase reporting of hate incidents with a target to increase reporting of hate incidents by 10% in Leicestershire by 2011.

#### **Definition:**

*'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 common monitoring database collates incidents that are reported; all incidents 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 signpost the case to the appropriate agency. In cases of hate crime the police would be involved in dealing with the incident.

Reported incidents include the number of hate incidents reported to the HIMP, Leicestershire Constabulary and Leicestershire Schools (schools data only includes reported racist incidents; however from December 2009 figures will be available for reporting against wider hate incidents, which will feature in next year's annual report).

## 1.2 HIMP Project Progress

Over the last year under the Projects multi-agency remit, it has achieved and made progress against the following:

- The Hate Incident Monitoring and Reduction Strategy and action plan has been adopted across all partnerships
  - HIRM SG agreed to increase reporting by 10% by 2011
  - Established an agreed template with HIRM SG for producing quarterly updates
  - Partnership established with Voluntary Action Blaby, as a new reporting centre
  - An initial approach has been made with Age Concern Leicestershire, Leicestershire and Rutland Probation, NHS Leicestershire County & Rutland and Leicestershire Partnership NHS Trust to come on board to support the work of the project, as a reporting centre.
  - Developed hate incident posters for primary and secondary schools within the County (see Section 6.4)
  - Article on reporting hate incidents and publicity of the secondary schools posters included on the Jitty website
  - Easy words publicity material been produced ready for the locality launches summer 2009 (see Section 6.3)
  - Started to develop sustainable training and awareness programmes
- within all partnerships by identifying and applying different methods of training.
- Programmed five scheduled awareness session on hate incidents and hate crime for staff within county council
  - Secured funding for a part-time case worker via the RIEP funding
  - Dialogue continues with Leicester City Council in relation to developing a shared services approach.

## 2 Reporting Centres

Reporting centres and partnerships that have come on board to support the Project will have a strong influencing role in determining how successful we shall be in achieving the target of increasing reporting by 10% by 2011.

Reporting centres provide an alternative location other than police stations for reporting hate incidents within local areas. In total there are 33 reporting centres across the County, with Voluntary Action Blaby recently coming on board. (See Appendix 10)

The Project has approached a number of other key organisations, who have all indicated an interest in supporting the work of the Project and becoming reporting centres. However, being larger agencies further discussions are required, in order to ensure the best method are applied for establishing partnership working. Agencies approached include: Age Concern Leicestershire, Leicestershire and Rutland Probation, NHS Leicestershire County & Rutland and Leicestershire Partnership NHS Trust .

**Table 2.1 : Number of incidents reported to the Police, HIMP and Leicestershire Schools during 2007/08 and 2008/09**

source agency	2006/07	2007/08	2008/09
Police	591	485	517
HIMP		76	59
Leicestershire Schools	414	523	384
<b>Total Incidents</b>	<b>1,005</b>	<b>1,084</b>	<b>960</b>

Source: Leicestershire Constabulary  
Leicestershire County Council

## 2.1 Where are reported incidents coming from?

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. Table 2.1 summarises the number of hate incidents reported through the three reporting processes in Leicestershire in the last three years.

A total of 960 incidents has been reported through the three separate reporting processes during 2008/09. Compared to the previous year this represents a 11% decrease. It is difficult to determine the exact reasons why this decrease has occurred. However, the number of reported incidents from schools has decreased by more than a quarter in 2008/09 compared to the previous year. The number of incidents reported by the Project currently constitutes less than 10% of all hate incidents reported in Leicestershire and has decreased by a quarter in

**Table 2.2 : Incidents reported to the HIMP by a third party agency during 2007/08 and 2008/09**

reporting agency	number of reports
Leicestershire County Council	13
Police	11
Charnwood Racial Equality Council	8
Blaby District Council	3
North West Leicestershire District Council	3
Harborough District Council	2
Charnwood Borough Council	1
<b>total</b>	<b>41</b>

Source: Leicestershire County Council

2008/09 compared to 2007/08. The number of incidents reported to the police has increased by 7% in 2008/09 compared to 2007/08 but is below the level of reporting in 2006/07.

Some of the incidents reported to HIMP are reported by third party representatives from the reporting centres, mentioned in Section 2.

Table 2.2 shows those incidents reported to the HIMP in the last two years where the individual reporting provided the details of the agency they represent.

It is difficult to ascertain from the data whether a third party reporting an incident is representing an agency or not. However, considering the number and diversity of the 33 hate incident reporting centres the actual number of incidents that are recorded on the database that are sourced from a named organisation/agency is disappointing. Table 1.3 shows a total of 41 incidents reported by a third party from one of the reporting centres. These incidents were all reported from County/ District Councils, the Police or Human Rights and Equalities Charnwood. This could be a result of several factors:

- No incidents are being reported to the majority of reporting centres
- Reporting centres are receiving incidents but are not inputting them onto the HIMP system
- Reporting centres are receiving incidents and are inputting them on the system but are not inputting details into the 'Agency Details' in the Person Reporting Section of the reporting form

The Project is currently in the process of revisiting the reporting centres to identify what the cause might be and determine the best way to ensure that all future incidents are collated and complete details are captured.

## 2.2 How will future actions be taken forward?

- The Steering Group to take forward appropriate actions within local areas to encourage reporting.
- A key approach for maintaining and sustaining awareness amongst these agencies is by building in hate incident and hate crime awareness session for staff within a sustained approach via internal training opportunities.
- Develop a planned programme of ongoing awareness raising, including a Stop and Tell Campaign.
- Continue to produce the quarterly HIMP updates and circulate to all relevant partnerships
- Continue to establish and expand partnership working across a broad range of agencies.

### 3 Reported Hate Incidents

#### 3.1 Background

This section of the report provides an overview of hate incident reporting across Leicestershire. It aims to provide evidence to help steer strategic policy to tackle the issues and effects of hate incidents within Leicestershire.

The Leicestershire Sustainable Community Strategy 2008 has priority outcomes in both the safer and stronger themes that are relevant to dealing with the issue of hate incidents.

#### **Stronger more Cohesive communities**

The 'Stronger more Cohesive communities' theme priority outcome is to ensure that Leicestershire is integrated, cohesive and inclusive.

#### **Safe and Attractive place to live and work'**

The 'Safe and Attractive place to live and work' theme priority outcome states that people in Leicestershire feel (and are) safer from violence.

The information presented within this section of the report aims to support these priority outcomes and is designed to answer the following key questions:

- What is the level of hate incident reporting in Leicestershire?
- Is the issue of hate incidents deteriorating in Leicestershire?
- How does the issue of hate incidents in Leicestershire compare to other similar areas?
- What type of hate incident are being reported?
- Which communities are most affected by hate incidents?

#### 3.2 Agency Reporting in Leicestershire

Table 3.1 shows the total number of hate incidents reported within each of the seven districts of Leicestershire during the last three years. The table shows a total of 960 hate incidents were reported in Leicestershire during 2008/09 a reduction of 11% compared to the previous year. The reasons for this decrease is discussed previously, in Section 1.4 of the report. A similar decrease was experienced across all the districts within the county over the same period, with the exception of Melton. The number of hate incidents reported within Melton has more than doubled in 2008/09 compared to the previous year, this is contrary to the County decrease in reporting during the same time period.

**Table 3.1 : Total number of incidents reported to the Police, HIMP and Leicestershire schools during the last three years**

District	2006/07 <sup>1</sup>	2007/08	2008/09
Charnwood	366	353	303
NW Leicestershire	124	156	144
Hinckley & Bosworth	172	174	138
Blaby	113	146	130
Oadby & Wigston	138	154	113
Harborough	66	72	75
Melton	26	24	57
County		2	
(blank)		3	
<b>Leicestershire</b>	<b>1,005</b>	<b>1,084</b>	<b>960</b>

Source: Leicestershire Constabulary  
Leicestershire County Council

Table 3.2 shows the number of incidents reported to the three different reporting processes. The last two years of data are shown in the table to provide the complete count of incidents across the districts since the Project was launched in 2007/08. The following significant differences in the hate incident reporting were found at a district level:

- The proportion of incidents **reported to the HIMP**, via the web based form and the paper based forms, and to schools is **significantly lower in Charnwood** compared to the rest of the County. Of the 24 incidents reported to the HIMP in Charnwood, only 6 incidents were reported to the HIMP in 2008/09.
- A total of 30 incidents were **reported to the HIMP in Hinckley and Bosworth** during 2008/09. This represents 10% of all hate incidents reported in the borough during the year, a **significantly higher** proportion compared to other districts in the County.
- A **significantly higher proportion** of hate incidents are **recorded in schools (52%) in NW Leicestershire** compared to the whole county (44%). This is reflected in a **significantly lower proportion** incidents reported to the **Police in NW Leicestershire** compared to the rest of the County.
- Out of all hate incidents reported in **Oadby and Wigston**, the proportion of incidents **reported to schools (54%) is significantly higher** compared to the rest of the county (44%).

In summary, these differences in reporting across the three process highlights both the differences in the way that organisations within each Community Safety Partnership encourage reporting of hate incidents and also the potential differences in the type and nature of incidents reported and dealt with in each area. This is examined in Section 3.5.

**Table 3.2 : Number of incidents reported to the Police, HIMP and Leicestershire schools since the launch of the HIMP (2007/08 and 2008/09)**

District	Police	HIMP	Schools	Total
Charnwood	384 (59%)	24 (4%)	248 (38%)	<b>656</b>
Hinckley & Bosworth	146 (47%)	30 (10%)	136 (44%)	<b>312</b>
NW Leicestershire	123 (41%)	20 (7%)	157 (52%)	<b>300</b>
Blaby	127 (46%)	22 (8%)	127 (46%)	<b>276</b>
Oadby & Wigston	114 (43%)	10 (4%)	143 (54%)	<b>267</b>
Harborough	60 (41%)	19 (13%)	68 (46%)	<b>147</b>
Melton	48 (59%)	5 (6%)	28 (35%)	<b>81</b>
other		5		<b>5</b>
<b>Leicestershire</b>	<b>1,002 (49%)</b>	<b>135 (7%)</b>	<b>907 (44%)</b>	<b>2,044</b>

Source: Leicestershire Constabulary  
Leicestershire County Council

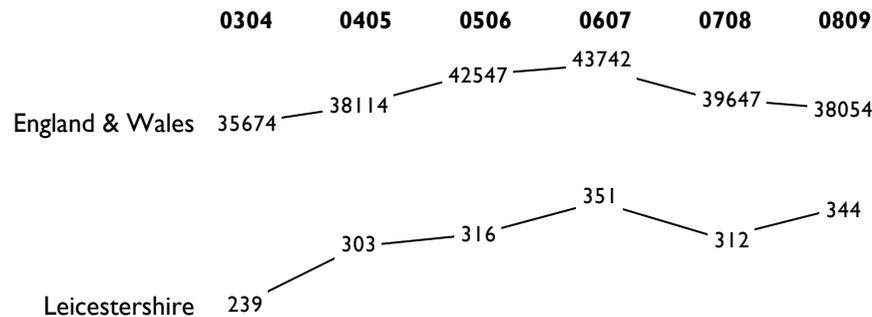
### 3.3 National Trends

Information about hate incidents is not collated in a uniform way by different agencies across the Country. This means that it is not possible to provide a comparison of the level of hate incident reporting in Leicestershire compared to other areas. However, there are specific Home Office crime codes for racially and religiously aggravated offences recorded by the Police. This section provides a summary of racially and religiously aggravated offences recorded in Leicestershire, comparing the local trend with the national trend and a comparison of the rate of recorded offences in similar areas.

Chart 3.3 shows the trend in racially and religiously aggravated offences in Leicestershire compared to the trend in England and Wales over the last six years.

Both locally and nationally there was a peak in recorded offences in 2006/07.

**Chart 3.3 : Trend in racially aggravated offences 2003/04 to 2008/09, comparing Leicestershire to the national trend.**



Source: Crime in England and Wales 2008/09(RDS)  
Leicestershire Constabulary

Since 2003/04 there has been a 7% increase in recorded racially and religiously aggravated offences nationally. In Leicestershire the increase is 44% over the same time period.

The increase in recorded offences in Leicestershire is a positive reflection of the work carried out locally to increase reporting, driven by the Leicestershire Multi-Agency Hate Incident Reduction Strategy 2008-11. There is currently no national strategy for hate incidents.

### 3.4 Hate Incidents in Similar Areas

Examining the rate of hate incident reporting in other similar areas provides a useful comparison and enables a benchmark of the level of hate incident reporting at both a county and district level.

As with the trend information in Section 2.3, there is no national data available to compare hate incident rates nationally. For the purposes of this report the number of racially and religiously aggravated offences recorded by the police have been used as a proxy for hate incident reporting. Using this data, a comparison of offences has been made between Leicestershire and ten other similar county council areas<sup>1</sup> and each of the seven CDRPs compared to their fourteen most similar CDRPs<sup>2</sup>.

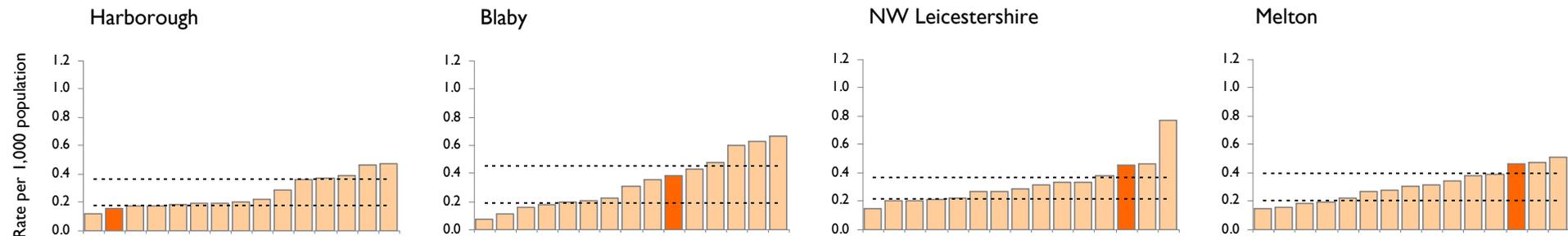
Usually, when examining crime rates, a lower rate compared to similar areas denotes good performance. For the purposes of this report a higher offence rate indicates better performance compared to similar areas, based on the principle that more reporting of hate crimes is a positive outcome.

Chart 3.4 shows the rate of recorded racially and religiously aggravated offences in Leicestershire compared to ten other similar local authority areas. The dotted lines on the chart show the upper and lower quartile for offence rates.

Out of the eleven similar local authority areas Leicestershire has the second highest rate of recorded racially and religiously aggravated offences in 2008/09 and is within the upper quartile.

Chart 3.5 shows the rate of recorded racially and religiously aggravated offences in each Leicestershire CDRP area compared to their most similar CDRP areas nationally. These charts are ordered lowest to highest, left to right, according to the crime rates.

**Chart 3.5 : Rate of recorded racially and religiously aggravated offences in each Leicestershire CDRP compared to other similar CDRPs, 2008/09**



Source: Iquanta

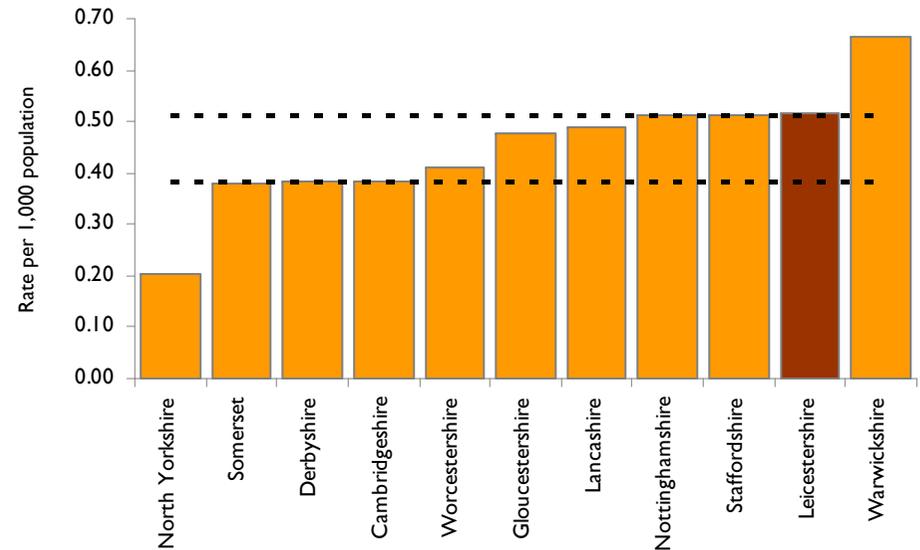
<sup>1</sup> similar local authorities identified using CIPFA model (audit commission)  
<sup>2</sup> most similar CDRP family group sourced from Iquanta

It is positive that four of the seven CDRPs within Leicestershire have a racially and religiously aggravated offence rate within the upper quartile compared to other similar CDRPs, NW Leicestershire, Melton, Hinckley & Bosworth and Charnwood.

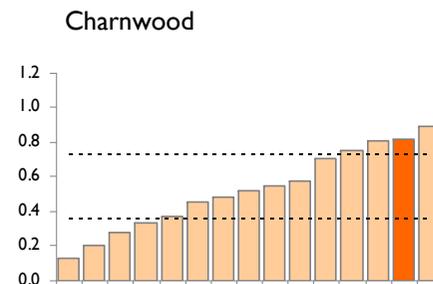
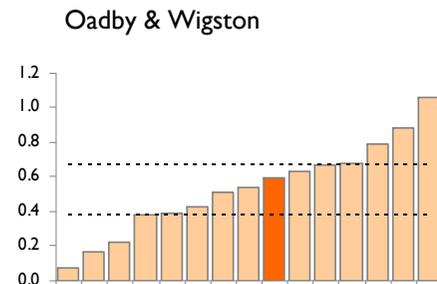
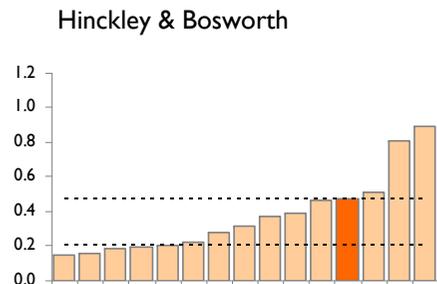
The rates of reporting in Oadby and Wigston and in Blaby are within the middle 50% of rates for similar CDRPs. The rate of reporting in Harborough is within the lowest 25% of rates for similar CDRPs.

Considering the overall rate of reporting in Leicestershire compares favourably with other similar local authorities the variation in rates of reporting across the districts could be more of a reflection of overall levels of crime and also the ethnic composition of each district population.

**Chart 3.5 : Rate of racially and religiously aggravated offences recorded in Leicestershire compared to other similar local authorities, 2008/09**



Source: Iquanta



Each chart shows the rate per 1,000 population for racially and religiously aggravated offences.

There is one chart for each of the CDRPs within Leicestershire, the dark orange bar shows the rate for the Leicestershire CDRP, the other 14 light orange bars show the rates for the most similar CDRPs.

The dotted lines show the top quartile (best performing 25% and bottom quartile (worst performing 25%) similar local authorities

### 3.5 What is being reported?

This section examines the profile of hate incidents reported in Leicestershire since the launch of the HIMP. The analysis includes incidents reported to the Project and to the Police in 2007/08 and 2008/09, a total of 1,137 incidents.

Chart 3.6a shows that the majority of incidents reported in Leicestershire are racially motivated (83%), with a further 9% being homophobic motivated. Only a very small proportion, less than 5% of hate incidents are reported for age, gender or disability reasons. The profile of hate incident types across the districts of Leicestershire does not significantly differ to the County profile.

Chart 3.6b shows that the majority of hate incidents are reported for intimidation or verbal abuse (60%), followed by physical assault (19%) and damage to property (14%).

In Leicestershire, only 3% of hate incidents were reported for offensive material. This proportion was significantly lower in Charnwood (1%) but significantly higher in Hinckley and Bosworth (8%).

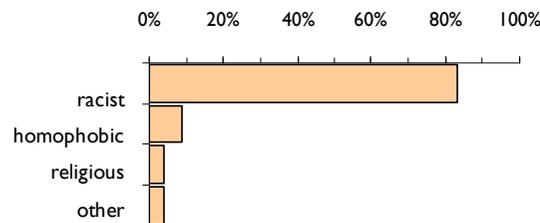
### 3.6 Who is reporting?

Chart 3.6c shows the gender profile of hate incident victims in Leicestershire. Two thirds of hate victims in Leicestershire are male. This suggests that women may be less likely to report hate incidents.

Approximately half of hate incident victims are aged between 25 and 44 years. There were no victims of hate incidents reported to the Police or HIMP in Harborough aged under 18 years. This differs significantly compared to the County proportion of victims in this age group (13%). The converse is true in Hinckley and Bosworth where a significantly high proportion of victims under the age of 18 (20%) report incidents to the Police and HIMP.

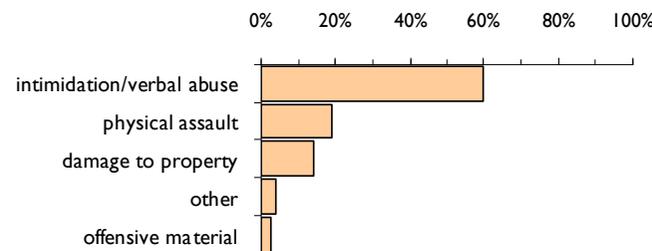
Almost half of all hate incident victims reporting to the Police and HIMP are Asian (45%). This proportion is similar across the seven districts, though several ethnic groups were identified as reporting a significantly higher proportion of hate incidents in some districts, including the Indian community in Oadby, the Bangladeshi community in Charnwood and residents describing their ethnicity as mixed in Hinckley and Bosworth.

**Chart 3.6a: Hate incident type**

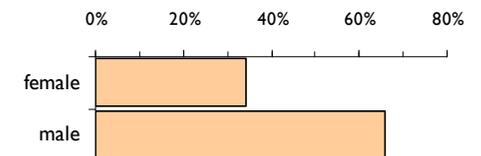


Source: Leicestershire Constabulary

**Chart 3.6b: Hate incident nature**



**Chart 3.6c: Gender of hate incident victims**

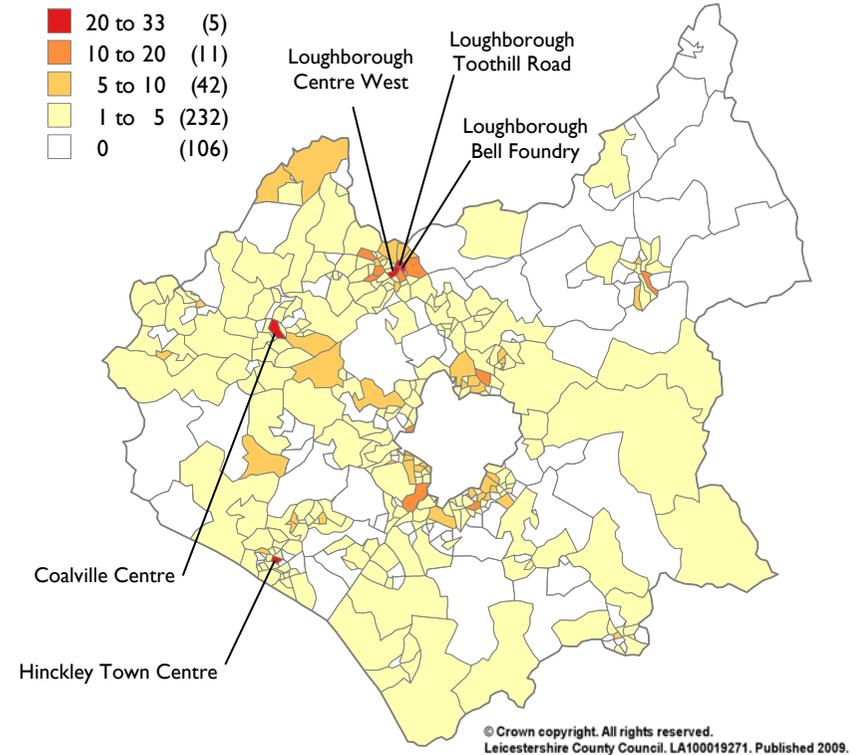


### 3.7 Where are incidents happening?

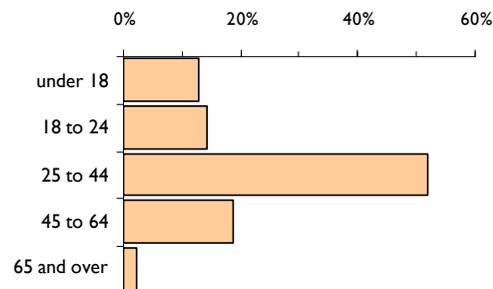
Chart 3.7f shows the profile of the location at which hate incidents were reported to have taken place. The profile of the location of hate incidents varied considerably across the seven districts. Almost half of all hate incidents were reported in a public place (47%), rising to 54% in Charnwood. Both Hinckley and Bosworth and Melton had a significantly higher proportion of incidents reported in educational establishments compared to other areas. Melton had a higher proportion of incidents reported in licensed premises and shops compared to other areas.

It is not appropriate to identify particular hotspots of hate incidents due to the low volume of incidents reported across the County. Map 3.8 show the number of hate incidents reported to the police within each Lower Super Output Area (LSOAs) during 2007/08 and 2008/09. There are five LSOAs with 20 or more incidents reported in the last two years. Three of these are town centre areas (Loughborough, Hinckley and Coalville). There were 27 hate incidents reported to the Police in Loughborough Bell Foundry LSOA in the last two years. This LSOA is predominantly residential and forms part of the Loughborough East Priority Neighbourhood in the Local Area Agreement 2. It is also identified as the most deprived area of Leicestershire<sup>1</sup>. This area should be considered a priority if targeted work to reduce hate and potential contributing factors is to be carried within a geographical area of the County.

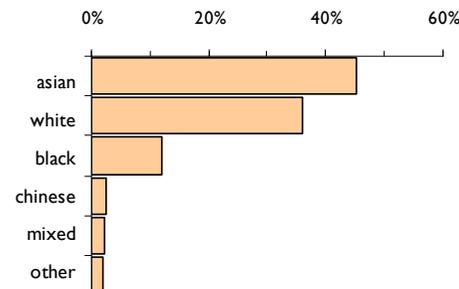
**Map 3.8: Number of hate incidents reported to the Police in each LSOA in the last two years**



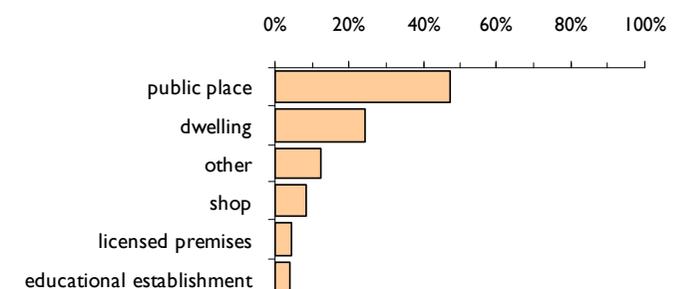
**Chart 3.6d: Age profile of hate incident victims**



**Chart 3.6e: Ethnicity of hate incident victims**



**Chart 3.7f: Hate incident location**

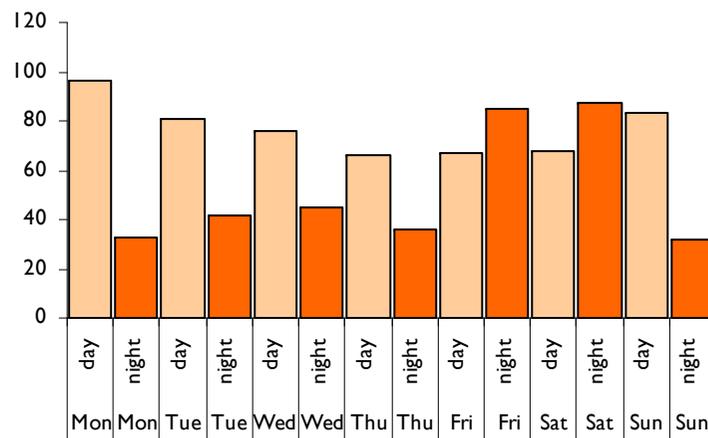


<sup>1</sup> Indices of Multiple Deprivation 2007

### 3.8 When are incidents happening?

Based on the incidents reported to Police during 2008/09 there is no clear seasonal trend in the occurrence of hate incidents. This is potentially a reflection of the diversity of the different situations and timings of events surrounding the occurrence of a hate incident. It will also reflect the influence of any awareness raising work carried out to help encourage individuals to report incidents. This work is ongoing and it would be difficult to determine exactly how it affects the level of reporting over time.

**Chart 3.7: Time of day and day of week when hate incidents are reported in Leicestershire**



Source: Leicestershire Constabulary

Chart 3.7 shows the profile of hate incidents reported by day of week and time of day in Leicestershire. The chart shows that generally, during the week, a higher proportion of incidents are reported in the day (8am to 8pm). However, the number of incidents reported on a Friday and Saturday night increases dramatically compared to other nights during the week.

This temporal profile identifies that although predominately violent in nature, the nature of hate incidents is different to other violence against the person incidents. Generally, violence against the person offences are known to peak on Friday and Saturday nights. Although there is a peak of hate incidents during the night time hours at the weekend, there are equal peaks during the day time hours throughout the week.

### 3.9 Hate and alcohol

The difference between the nature of hate incidents and other violence against the person offences is also emphasised by the influence of alcohol on the occurrence of incidents. One quarter of all violence against the person offences are committed under the influence of alcohol. This is based on both recorded offences and incidents reported to the Police in 2007/08 and 2008/09.

Evidence suggests that alcohol is less likely to be a contributing factor in violent hate incidents compared to all other violent incidents. This is based on proportion of violence against the person hate incidents committed under the influence of alcohol (19%) being significantly lower than the proportion of all other violence against the person offences committed under the influence of alcohol (25%).

### 3.10 Who is most likely to be affected by hate incidents?

For agencies to effectively tackle hate incidents it is important to understand who is most likely to be affected by the issue. This section aims to identify characteristics to describe those individuals who are most likely to be affected by hate incidents. The term 'affected' has been used to assimilate those individuals who are likely to be a victim of hate incidents and those individuals who are most likely to report hate incidents.

Using CHAID<sup>1</sup>, the most significant factor identified as a characteristic of hate victims is unsurprisingly their ethnicity. However, the likelihood of being a victim reporting a hate incident compared to non-hate related incidents in Leicestershire varies significantly for different ethnic groups.

Compared to the proportion of victims of all recorded crime who report a hate crime:

- victims from the Pakistani community are twenty times more likely to report a hate crime.
- Victims from Indian, Caribbean, Bangladeshi, African, White and Black Caribbean, Any Other Asian, White and Black African, Any other Mixed backgrounds are ten times more likely to report a hate crime.
- Victims from Other Black, Other White, White & Asian, Chinese or Other background are five times more likely to report a hate crime.

- Victims from an Irish background twice are twice as likely to report a hate crime.
- White British victims are a third less likely to report a hate crime.

<sup>1</sup> CHAID is a type of decision-tree technique which can be used to detect the interaction between variables. It stands for CHI-square Automatic Interaction Detector.

### **3.11 Hate Incidents reported in Leicestershire Schools**

School governing bodies have a statutory duty to inform Local Authorities annually of the pattern and frequency of any racist incidents at their school. This data is collected on an annual basis by the Performance Team within the Children and Young People Service at the County Council.

Currently schools collated details of reported racially motivated incidents. In 2008/09 recording of incidents will include all incidents of a discriminatory nature, in line with the Police and HIMP reporting systems.

#### **Summary of incidents reported in schools**

A total of 384 racist incidents were recorded in Leicestershire schools during 2008/09 (academic year 2007/08). This represents a reduction in reporting of almost 25% compared to the previous year. This is partly a reflection of the number of schools reporting no incidents; 171 schools, 35 more schools than the previous year.

The vast majority of the incidents reported (85%) were verbal abuse, with a further 10% involved a racist view being expressed.

Most of the incidents (38%) occurred during lunchtime, reflected by the location of reported incidents, with 56% outside in the school grounds.

#### **Issues with under reporting**

The significant reduction in the number of recorded racist incidents may indicate an issue with the recording practice in some schools or a misunderstanding of what constitutes a racist incident. The CYPS has issued guidance on recording practice and guidance around dealing with racism.

The number of schools reporting a nil return is concerning. The message need to be continually reinforced to schools that an increasing number of recorded incidents signifies that robust processes and procedures, as well as a shared understanding, are in place. Schools also need to appreciate that racist incidents, (such as racist views being expressed), occur in all school regardless of whether a school has any BME pupils.

The CYPS also recommends that schools who subscribe to the Pupil Attitude Survey and Student Attitude Survey consider their responses in the context of reported incidents.

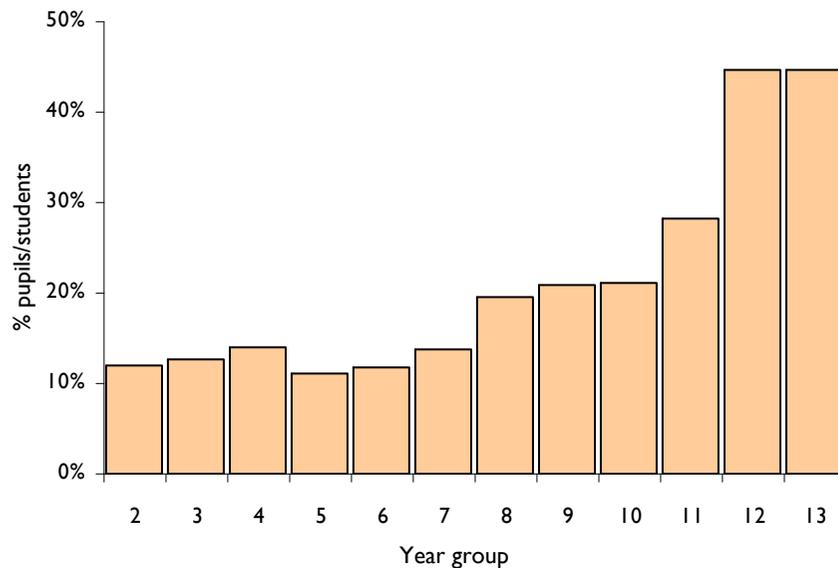
### 3.12 Pupil and Student Attitudes to hate

Approximately one-third of hate incidents reported in Leicestershire last year were reported in schools. Considering this proportion and in the light of the potential under-reporting of incidents in schools last year this section looks at young peoples attitudes to racism and how it is dealt with in schools.

In the 2008/09 survey pupils/students were asked whether they agreed or disagreed with the following statement, ‘ I think there is very little racial abuse/racism in our/my school’.

Chart 3.8 shows the profile of pupils/students responses for each year group. It is evident that the proportion of students who disagree that there is little racial abuse in their school increases as the age group of

**Chart 3.8 Percentage of respondents who disagree that ‘there is little racism in my school’ by year group of pupil/student**



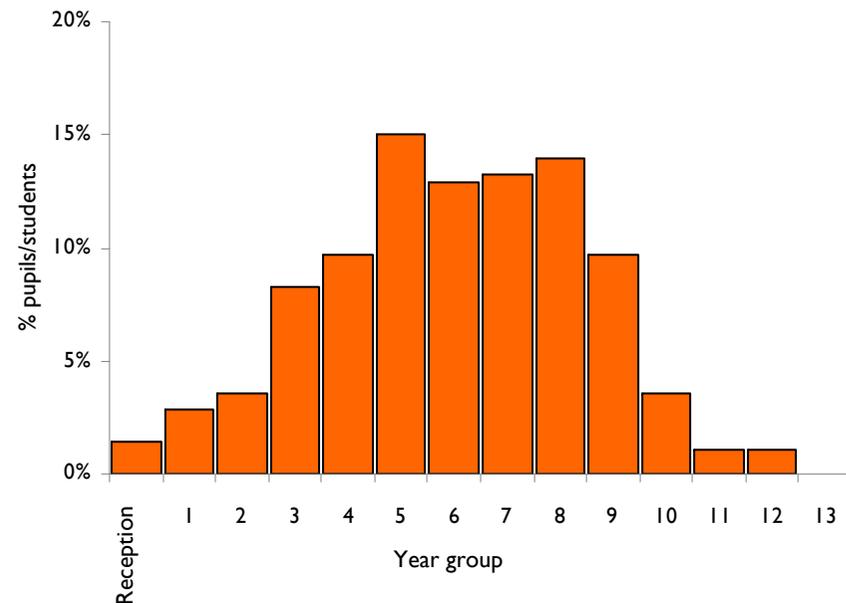
Source: Leicestershire County Council Pupil/Student Attitude Survey 2008/09

the respondents increase. Nearly half of all respondents in years twelve and thirteen disagree.

Chart 3.9 shows the proportion racist incident victims in Leicestershire schools based on the year group of the victim. There is a peak in the proportion of victims between years five and eight. Approximately five percent of victims of reported incidents are in years eleven, twelve and thirteen.

In summary, it is likely that the number of racist incidents reported by older students is an underrepresentation of the true volume. Pupils in older year groups do not report incidents but acknowledge that racism does occur in their school.

**Chart 3.9 Percentage of racist incident victims in Leicestershire schools based on the year group of the pupil/student**

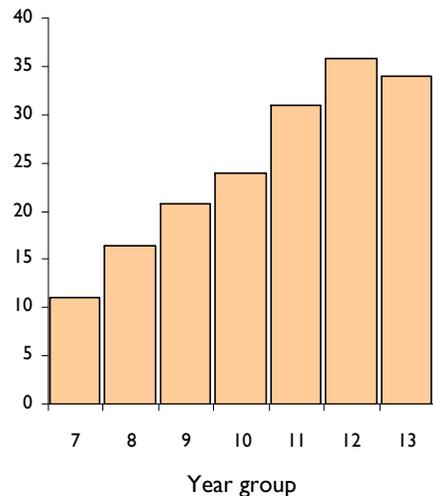


In 2008/09, two new questions were introduced to Student Attitudes Survey. Students in years seven were first asked whether they agreed or disagreed with the following statement:

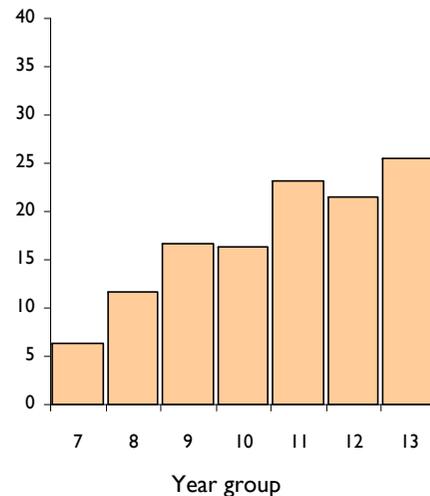
“I think people who are ‘different’ feel safe in our school”

The aim of this question was to broaden the previous question about racism, to include the other aspects of hate incident reporting, including disability and sexual orientation. Chart 3.10 highlights that the proportion of students who disagree with statement increases considerably as the year group of the respondents gets older, increasing from 11% who disagree in year seven to a peak of 36% in year 12.

**Chart 3.10: % disagree ‘I think that people who are ‘different’ feel safe in our school’**



**Chart 3.11: % disagree ‘I think adults in our school deal well with problems faced by pupils who are different’**



Students were subsequently asked whether they agreed or disagreed with the following statement:

“I think that adults in our school deal well with the problems faced by pupils who are different”

Chart 3.11 shows an increase in the proportion of students who disagree with the above statement as the year group of the respondents gets older.

In summary, as the year group of the students increases they are more likely to disagree that people who are ‘different’ feel safe within their school and also more likely to disagree that adults in their school deal well with the problem.

Targeted work should continue to encourage young people to report hate incidents within Leicestershire schools, particularly amongst the older year groups. Based on the evidence that young people do not feel that adults in their school deal well with problems, although incidents are dealt with through the official/appropriate channels the view that these channels are appropriate may not be shared by young people.

In order to encourage young people to report hate incidents, work needs to be targeted to change their perception of how incidents are dealt with. It would be appropriate to review the process through which reporting currently takes place and obtain an insight of young peoples views towards these processes.

#### 4 Identified gaps in reporting

Prior to producing this report each Community Safety Partnership was provided with a summary of hate incidents that have been reported to the Project since its launch two years ago. Attached to this information was a brief questionnaire. The aim of the process was designed to capture partnership views for two specific reasons.

- To gain feedback on the information presented, and how useful it is to the partnership.
- To evaluate the information collated about reported hate incidents and determine how well it describes the issues that are known to partnership and identify any reporting gaps.

Where not captured in the current reporting process, Partnerships have provided details of locations and communities where hate issues have been or are currently a problem. The majority of issues identified by the partnerships focused on the potential non-reporting or under-reporting from the gypsy traveller community.

From the feedback from the Community Safety Partnerships the geographical areas highlighted within districts (see Map 3.8, page 11) where hate incidents have been reported coincide with some of the areas where Gypsies and Travellers live.

However it has been outlined by the Gypsy Traveller Liaison Officer (Leicestershire County Council) that there may be a gap in reporting within the Sapcote area of Blaby District, as there are approximately 150 families living in the area. The Project has worked in close collaboration with the Gypsy Traveller Liaison Officer and established Aston Firs site as a reporting centre. The Project has identified a priority to address the potential gap in reporting and the HIMP coordinator is to work with the colleagues based at the site to raise the

profile as a reporting centre within the Gypsy Traveller community .

Within the district of Hinckley and Bosworth there have been a number of incidents relating to Travellers especially to the north of the Borough. It is evident that the travelling community are unlikely to report incidents to the borough or the local police.

Incidents that have been reported to the borough have been from the static community. These reports have been made in response to disquiet and concern about offensive comments and literature circulated as part of a public campaign to appose a possible traveller site. This generated a feeling of unrest for the majority of the Gypsy Traveller community in the area at that time and the fear that these type of incidents could easily be replicated in other areas when similar proposals are presented in the future.

This clearly identifies that more work needs to be done to generate confidence within the travelling community to report incidents. A way to bridge this gap could be to work in partnership with local agencies within the boroughs with support from the Project and the Gypsy Traveller Liaison Officer by tapping into the new project that is being funded by the department for Communities and Local Government.

Market Harborough and North West Leicestershire are other areas in the County where there are tensions due to lack of interaction between the Gypsy / Traveller community and other residents. Partnerships have identified that within these areas members of the wider community will make comments about people from the travelling community which are racist in content, which very often is seen as acceptable and so incidents of this nature go unreported.

#### 4.1 Recording Gypsy Traveller Hate Incidents

As a result of the gaps identified in the previous section there is an apparent issue with incidents not being reported or being under-reported by victims of the Gypsy Traveller community. This warrants further investigation.

Within the ethnic origin question on the both the paper based and web based Hate Incident Monitoring Forms 'Gypsies' and 'Irish Travellers' are both separately selectable ethnic origin categories. However, there are no reported incidents since the launch of the Project where the victim has selected either of these ethnic origins. Also, according to the profile of the ethnicity of hate incidents victims, shown in Chart 3.7e, there are no victims from the Gypsy Traveller community. This is misleading as a closer inspection of the source data reveals that the victims of 13 of the 135 incidents reported to the Project in the past two years were from the Gypsy Traveller community. This was established by searching through the description of the incidents.

Based on the ethnicity profile of victims reporting hate incidents to the Police there were no hate incident victims from the Gypsy/Traveller community. Within the Police based system that collates victim details there are not currently any specific ethnicity codes to represent the Gypsy Traveller community. It is not therefore clear how to identify Gypsy Traveller victims within the Police data.

Leicestershire schools do have a specific ethnicity code to represent victims from the Gypsy Traveller community. However, only 1% of incidents were reported using this code.

In the long term, victims and third party reporting centres need to be reminded of the importance, where possible, of providing correct personal details, including ethnic origin. This will ensure that a true representation of incidents is presented to the Project so that issues are recognised and dealt with appropriately.

## 5 Positive Outcomes

### Leicestershire Libraries

There have been several incidents within various local libraries across the county that have been resolved with a positive outcome. Examples include:

A group of boys picked on an Afro-Caribbean boy who was also using the library. The group of boys had used racially abusive language which was heard by another customer within the library, who made a complaint to staff. However, by this time the group of boys had left. The boys returned later that same day and continued using racially abusive language. This situation was dealt with by staff at the library promptly by banning the boys from using the library for three months and spoke to the mother of the young boy that was picked on about their actions. The young boy's mother had informed the staff that she had spoken to the group of boys and told them that if this happened again, she would report it to the Police.

At another library some youths were very abusive to a member of staff with a disability. This incident was reported to senior management and a Police statement was taken. The youth in question was known to the Police and the case was taken to court where the youth in question pleaded guilty and received 40 hours community service and has been banned from the libraries for life.

### Leicestershire County Council and Leicestershire Constabulary

Over the past 2 to 3 years there have been some genuine incidents involving some of the local travellers which had caused concerns amongst the leisure and business sector on the Meridian Retail Park. A number of these incidents were reported to the Project, who then sign posted to appropriate partners. Some businesses at the retail park placed a blanket ban on all travellers from using their premises. The

Gypsy Traveller Liaison team at Leicestershire County Council and the Leicestershire Community Safety Bureau worked together to tackle this issue. It was explained it was wrong to place a blanket ban excluding a large number of people who had never caused any problems. The outcome agreed with business at the retail park was to lift the blanket ban and only exclude individuals known to have caused trouble and not all Travellers.

### Hinckley & Bosworth Borough Council in partnership with National Grid

National Grid is a major employer in Hinckley and during 2006 the Indian High Commissioner had expressed severe concerns that Hinckley had a reputation amongst its specialist overseas staff from India as being unsafe and unwelcoming place for them and their families. The Commission were considering withdrawing overseas staff in Hinckley due to the racism they were experiencing. The Borough took a partnership approach with the Project the Police and National Grid to overcome these negative perceptions. A National Grid Working Group was formed with the aim of seeking the views and concerns of overseas staff and to provide partnership solutions aimed at providing reassurance in order to tackle negative perceptions, increase reporting of hate incidents, reduce hate incidents and increase participation in day and night time economies. A number of other actions included:

Formal and informal 'get to know sessions aimed at breaking down the cultural barriers over how the Police and Councils function in this country and to raise awareness of local services available to them

Community safety events took place to raise awareness of how to report hate incidents and providing information on personal safety and crime prevention

These and many more positive actions have resulted in the overseas staff and their families openly seen in the Town Centre enjoying day

and night-time events. They have also undertaken voluntary work in the community which would not have been the case two years ago. A survey of overseas staff has shown dramatic improvements in confidence and reassurance that Hinckley is a safe place. Ninety four percent of overseas staff now felt that they would be comfortable in approaching the Police if there was an incident and 84% felt that positive action would be taken.

### **Melton Borough Council**

Last year a group of disabled people that meet on a Friday arranged to meet with their support workers in their local pub. However, on arrival bar staff informed the group they would have to leave. The pub was not busy and when challenged by the support worker they were informed that a disco was on. When challenged again that there was no notice on the door regarding a disco, the bar staff explained that the landlord did not want other customers to walk by, upon seeing disabled people in the pub, as this had happened earlier in the week. The support worker and members of her group left the pub and informed them this was discriminatory behaviour towards disabled people and reported it to the Project. The Project sign posted this incident to the local council and the outcome of this incident resulted in the landlord calling the support worker to apologise and had suggested he would like help the group by running fundraising events. However, since then the landlord has moved on.

### **Loughborough Local Policing Unit (LPU) and Charnwood Borough Council**

Because of the level of crime and disorder in the Peel Drive area the Loughborough LPU made the business case for increased resources to police the area. The BCU Senior Management Team supported the case and made Beat 15 a Police Priority Beat. This means that the Beat Team has doubled in size to 8 officers. It is anticipated that the team will be fully operational by the end of October 2009.

This move has been welcomed by all Crime and Disorder Reduction Partnerships partners and particularly by residents of the area, especially those that live on the Peel Drive Estate. The initiative by the police ties into a wider initiative that they have also been supporting, the development of a community facility in the heart of the Peel Drive Estate.

The Community Facility, 91 Russell Street will be officially opened on Saturday 19<sup>th</sup> September. A local resident, had campaigned for two years for such a facility and in partnership with Charnwood Borough Council; Charnwood Neighbourhood Housing and Loughborough LPU finally succeeded earlier this year. Unfortunately this local resident died some two weeks before the facility was made available, in recognition of his work and commitment to improving the area the community facility has been named: 91 Russell Street, The Marios Tinenti Centre.

Given that race incidents account for about 80% of all recorded hate incidents and that Peel Drive (with its ethnic and cultural mix) is the highest area for reported incidents in Charnwood it is intended that police visibility (the Beat Team will use the Centre as a local base while out on patrol) will counter this situation.

## 6 Hate Incident reporting and Community Cohesion

Community cohesion has strong links with the Equalities agenda, providing a strong and vital strand in delivering 'place shaping' and citizenship. Partner organisations have a responsibility to lead work on creating more cohesive communities, which includes tackling racism and hate.

The department for Communities and Local Government recognise that hate incident reporting provides a limited insight into the cohesiveness of a community. They state that "residents' satisfaction surveys within the local areas are therefore likely to become another important strand in cohesion monitoring".

There are two national indicators relating to community cohesion and both of these NIs have targets set for 2010/11 under the Leicestershire Performance Framework.

**NI 1** % of people who believe people from different backgrounds get on well together in their local area

**NI 2** % of people who feel they belong to their neighbourhood

For the purposes of the report these two national indicators have been analysed to identify particular areas and groups within the county that do not agree with the two NI statements (above). Also, in line with the department for Communities and Local Government advice the report examines the relationship between hate incident reporting and public perception of community cohesion.

### 6.1 Place Survey Results

The PLACE Survey<sup>2</sup> 2008 asked respondents the following questions:

**To what extent do you agree that your local area is a place where people from different backgrounds get on well together?**

**How strongly do you feel you belong to your immediate neighbourhood?**

The analysis within this report focuses on those individuals who tend to disagree or definitely disagree with the above statements. The negative attitudes of these individuals is more likely to identify those communities where there are potential issues between different communities.

In Leicestershire 13% of respondents disagree that their local area is a place where people from different backgrounds get on well together. Also, 38% of county respondents felt that they did not feel strongly about belonging to their neighbourhood.

The maps on the following page show the distribution of the responses to these two questions across the county. They also show how the responses to these questions correspond to the locations where hate incidents are reported to have happened.

<sup>1</sup> PLACE survey 2008 was commissioned by the District Councils and County Council in Leicestershire

Using the three maps it is possible to identify areas where there are issues relating to the perceptions of community cohesion and relatively high levels of hate incident reporting.

The areas identified include; Loughborough East, Loughborough North West, Coalville, Hinckley and South Wigston. All of these areas have hate incident rates above the county average (1.6 per 1,000 population)

The next section helps to identify who across Leicestershire is more likely to disagree that people from different backgrounds get on well together or feel less strongly that they belong to their neighbourhood.

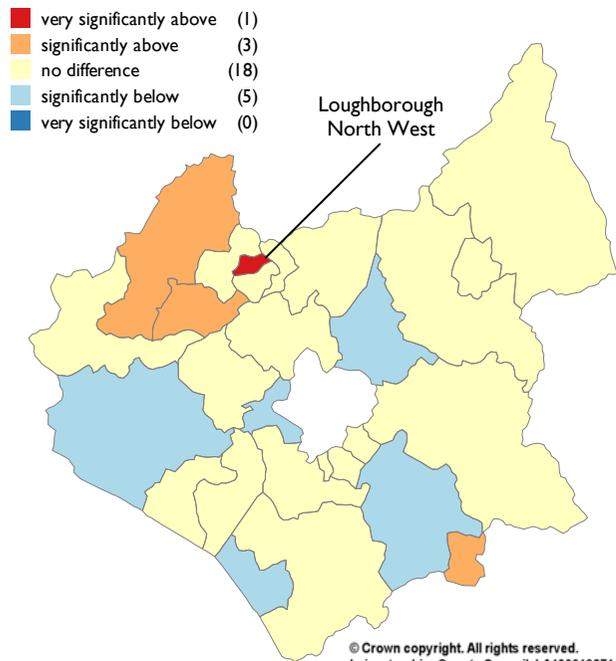
Map 6.1a shows the proportion of respondents who 'tend to disagree' or 'definitely disagree' that their local area is a place where people from different backgrounds get on well together.

Map 6.1b shows the proportion of respondents who 'not very strongly' or 'not at all strongly' feel that they belong to their immediate neighbourhood

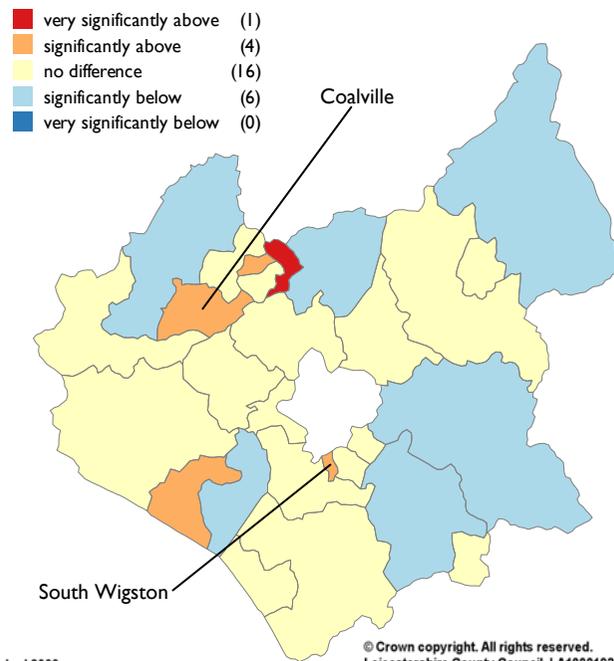
Very significant means statistically significant compared to the rest of the county to the 99% level of confidence

Significant means statistically significant compared to the rest of the county to the 95% level of confidence

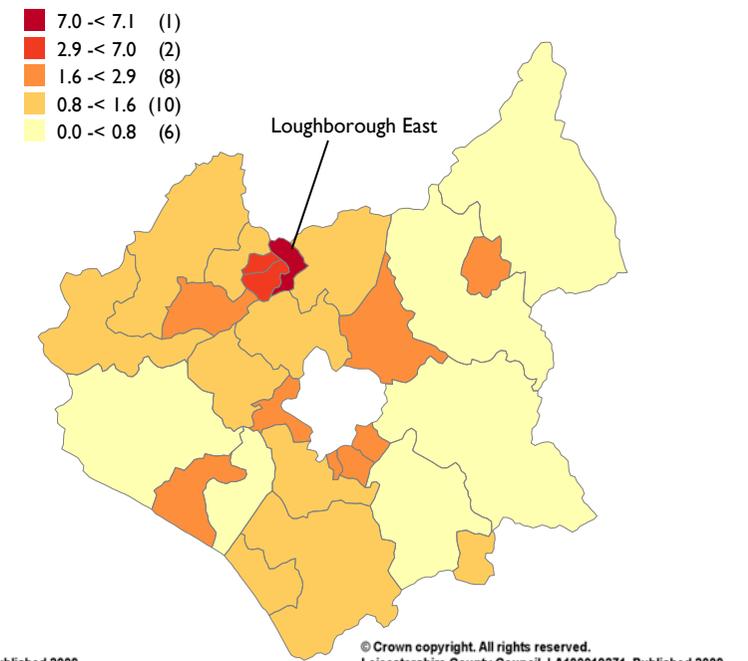
**Map 6.1a: % of people who disagree that people from different backgrounds get on well together in their local area by community/area forum**



**Map 6.1b: % of people who feel less strongly that they belong to their neighbourhood by community/area forum**



**Map 6.1c: Hate incident rate per 1,000 population by community/area forum, based on incidents reported to the police in 2007/08 and 2008/09**



Source: Leicestershire County Council PLACE Survey 2008

Source: Leicestershire Constabulary

### **Who is most likely to disagree that people from different backgrounds get on well together**

Having previously identified geographical areas where respondents are more most likely to disagree that their local area is a place where people from different backgrounds get on well together. The purpose of this section is to identify specific groups of respondents who feel the same.

Using CHAID<sup>1</sup>, the most significant factor identified as a characteristic of respondents who disagree that their local area is a place where people from different backgrounds get on well together is their age. Based on the survey responses, the likelihood of a respondent disagreeing that their local area is a place where people from different backgrounds get on well together reduces in line with respondents age.

Respondents aged under 38 years are more than one and half times more likely to disagree that their local area is a place where people from different backgrounds get on well together, compared to other respondents across the County.

### **Who is most likely to feel less strongly that they belong to their neighbourhood.**

Having previously identified geographical areas where respondents are more likely to feel less strongly that they belong to their neighbourhood , the purpose of this section is to identify specific groups of respondents who feel the same.

Using CHAID<sup>1</sup>, the most significant factor identified as a characteristic of respondents who feel less strongly that they belong to their neighbourhood is their age. Based on the survey responses, the likelihood of a respondent feeling less strongly that they belong to their neighbourhood reduces in line with respondents age.

Respondents under the age of 27 years were one and a half times more likely to feel less strongly that they belong to their neighbourhood compared to all other respondents. Within this age group this likelihood varies significantly. Males aged 27 years and under from a White, Chinese or Other ethnic group were nearly twice as likely to feel less strongly that they belong to their neighbourhood. However, respondents from an Asian or Mixed background were half as likely to feel less strongly that they belong to their neighbourhood.

Males aged between 27 years and 38 years from BME background, excluding White Irish and Asian - Indian, are more than twice as likely to feel less strongly that they belong to their neighbourhood.

These groups identified are similar to the profile of hate incident victims shown in Section 3.6.

<sup>1</sup> CHAID is a type of decision-tree technique which can be used to detect the interaction between variables. It stands for CHI-square Automatic Interaction Detector.

## 7 Training & awareness

During 2008/09 the Project in joint partnership with Leicestershire Constabulary delivered a number of awareness sessions on hate incidents and hate crime. The list below identifies the sessions delivered from April 2008 up until end of August 2009:

- Headteachers and Chairs of Governors for all Leicestershire primary and secondary schools
- CYPS Strategic Initiatives Branch
- CYPS Equalities Champions Group
- Management team at Loughborough University
- Champions event for Community Support Officers
- Oadby & Wigston Corporate Management Team
- Stronger Communities – Neighbourhood Officers

Under the second priority theme of ‘Improving our Responses’ one of the objectives is to; increase training capacity amongst partner agencies by identifying and applying different methods of training. This strategy has undergone an Equality Impact Assessment and its Equality Improvement Plan also identified an action of embedding training within training programmes in Leicestershire County Council departments and across all Districts Councils.

Raising awareness through sustainable training opportunities is a fundamental requirement that should be established within all in house training opportunities amongst all partner agencies. Such sessions enable staff to gain a better understanding as to why it is important to report hate incidents and hate crimes and to whom they can be reported to.

The Equalities Board at the Leicestershire County Council agreed to incorporate hate incident and hate crime training and awareness programme within the Learning and Development Programme for

2009/10. Since this endorsement five scheduled half day training courses have been programmed to be delivered and have been advertised through the Equality and Diversity Plans. Delivery of this training will be by the Project in joint partnership with the Police. The first session scheduled in July 2009 and then on a bi monthly basis until March 2010. In terms of utilising other routes to publicise and raise awareness about the work of the Project, it was agreed that it should be published through in-house communication processes and training materials via;

- Induction packs
- Equality and Diversity Induction Checklist
- Internal communication process such as departmental newsletter, news for all, appropriate internal campaigns / events
- e-learning solutions learning

This training is mainstreamed for 2009/10 through the County Council Diversity and Equality Budget. The Project aims to secure a similar training and awareness programme for staff within Leicestershire County for 2010/2011. At a District level the Project is working with Borough Councils to set up sustainable training and awareness opportunities appropriate for their staff by linking into their Learning and Development and Equality and Diversity Plans.

## 8 Partnership working

The Hate Incident Monitoring Project has been working within a partnership approach with agencies across the County for over two years. During this time its partnership approach has grown from strength to strength, outlined within this section are some of the key things that have been taken forward during 2008/09.

Leicestershire County wide Hate Incident Reduction and Monitoring Steering Group has been running for nearly two years, it brings together key partnerships from across the County to support and develop the work across the County. The work of the Project, including Steering Group is managed within the Chief Executive department and is accountable to the Leicestershire Stronger Communities Board.

### 8.1 The Multi-Agency Hate Incident Reduction Strategy

A year into the Multi-Agency Hate Incident Reduction Strategy 2008-2011 and work is progressing well, the Steering Group oversee the progress being made against this strategy and continue to work together to evolve the strategy action plan further. This strategy and its action plan has also undergone an Equality Impact Assessment, and sets out an equality improvement plan that is being delivered against along side the strategy action plan.

The focus of the strategy is to increase reporting of hate incidents and to work with partners to provide a co-ordinated partnership approach in tackling hate incidents with the aim of reducing hate incidents across the County by providing a better response to individual cases to inform

the overall vision. The Steering Group set a target for increasing reporting of hate incidents in Leicestershire by 10% by 2011. Raising awareness, improving our response and re-assuring and strengthening communities are key priorities for this strategy. In order to deliver these priorities the action plan is divided into two sections:

**Section One** looks at those actions led by the Hate Incident Monitoring Project focused on raising awareness and increasing reporting with partnership involvement.

**Section Two** looks at those actions led by key partnerships (that present those agencies involved on the Steering Group) with a focus on reducing hate incidents across the County.

This strategy also links to the following outcomes within the Sustainable Community Strategy

Stronger Communities where people are involved engaged and play a role in decision making

Leicestershire is integrated, cohesive and inclusive (this incorporates the objective to reduce hate incidents

Tackling hate incidents has also been identified as a priority in six out of seven District Council's Community Safety Plans. However all Districts have a representative on the Steering Group and have a key stakeholder role to play in implementing the Multi-Agency Hate Incident Reduction Strategy.

## 8.2 Leicester Lesbian, Gay & Bisexual Centre

The Project is a member of the LGBT Community Safety Forum that meets quarterly at the LGBT Centre. The forum is chaired by the Director of the Centre and administered by Leicestershire Constabulary.

The Leicester Lesbian, Gay & Bisexual (LGBT) Centre members have set up a project to challenge, tackle and stamp out homophobic and transphobic hate within Leicester, Leicestershire and Rutland. Stamp It Out! is a partnership between Prisim (the LGBT Forum for Leicester, Leicestershire and Rutland), LGBT Centre, Trade, Leicestershire Constabulary, the Crown Prosecution Service, Leicester City Council and Leicestershire County Council.

Stamp It Out! is run by volunteers from the Lesbian, gay, Bisexual and Transgender community. In September 2009 will see the launch of the 'Stamp It Out' campaign when a myth busting leaflet will be launched, which dispels some of the misinformation about hate incidents, the Police and the Crown Prosecution Service. It also contains details of the different options when reporting hate incidents including the Hate Incident Monitoring Project.

The Stamp It Out website at [www.stamp-it-out.uk](http://www.stamp-it-out.uk) reinforces the messages within the myth busting leaflet. The section on keeping safe and advise covering issues on cruising, domestic abuse, sexual violence and also includes information on the County Hate Incident Monitoring Project along with LGBT Community Safety Forum.

## 7.3 Valuing People Agenda

The easy words hate incident monitoring form and its guidance notes have been developed in partnership with the Leicestershire Valuing People team. In order to ensure that the staff working within the field of learning disabilities are informed of these resources, including the input that would be required from them in supporting people with learning difficulties, the Valuing People team, Hate Incident Monitoring Project and the Leicestershire Constabulary hosted a Champions event in July 2009. This was a dedicated training and awareness session for Community Opportunities representatives from Adult Social Care, plus a number of colleagues from independent and voluntary sector services that work with people with learning disabilities.

The event was attended by nominated officers that have taken on board the Champions role within their services, so that they are able to support and advise their colleagues to use the form confidently. It is important for all staff in these services to be aware of the form and be confident to support people in using it.

National research shows that as many as 9 out of 10 people with learning disabilities are victims of such incidents. The Project works towards developing effective monitoring of all hate incidents and inform the work to tackle hate

**Figure 7.1: Easy Words Hate Incident Promotional Postcard**

**Have you been bullied ?**

**tell someone**

This could be a hate incident. A hate incident is when something bad happens to a person because they are different.

**If it happens to you, tell someone.....**

**What can you do next ?**

- Tell someone that you trust, like your family carer, friend or staff.
- Ask for help to fill in the easy to use form.
- You can get a form by phoning **0116 305 8263**
- Or by going to these websites  
[www.leics.gov.uk/reporthat](http://www.leics.gov.uk/reporthat)  
[www.betterlives.org.uk](http://www.betterlives.org.uk)

LEICESTERSHIRE together  
Leicestershire Learning Disabilities Partnership Board  
Leicestershire County Council

incidents across Leicestershire. The easy to understand report form enables people with learning disabilities to have access to reporting hate incidents to the Project. Together with the form we have developed promotional materials in the format of a postcard (Figure 7.1), poster (Figure 7.2), fridge magnets and mouse mats.

In September 2009 across the County four area locality launches are programmed. These are drop in sessions providing the opportunity to people with learning disabilities, families and staff to have access to information including direct engagement with different agencies that work within the field of creating safer and stronger communities from across Leicestershire, including those that work specifically within the field of learning disabilities. To enable access to people from all parts of the County the local areas chosen are: Charnwood, North West Leicestershire, Oadby & Wigston and Melton.

The project is also a member on the Keeping Safe Group which has been set up by the Leicestershire Learning Disabilities Partnership Board. The purpose for the Keeping Safe Group is to help people with learning disabilities be safer in the community. This will be achieved by:

- Making sure people understand what is a hate crime
- Ensuring people know how, when and where to make a report
- Helping the Police to be able to communicate with people with learning disabilities
- Working with all other appropriate organisations that work with people with learning disabilities i.e. Adult Social Care, Health, the Police, the Independent sector

**Figure 7.2 :** Easy Words Hate Incident Promotional Poster



The poster features logos at the top for Leicestershire County Council, Leicestershire Learning Disabilities Partnership Board, and Leicestershire County Council. The main text is in large, bold, red letters: "Have you been bullied ?" and "tell someone". Below this is a photograph of a young boy and a man in a police uniform talking on mobile phones. The text "This could be a hate incident" is followed by a definition and a list of reasons. Below that is "What can you do next ?" with a list of actions. At the bottom, there are icons for a telephone and a laptop, with contact information for phone and websites. A small "CHANGE" logo is in the bottom right corner.

**Have you been bullied ?**

**tell someone**

**This could be a hate incident**

A hate incident is when something bad happens to a person because they are different. It could be,

- because of your age
- because of your disability
- because of the colour of your skin
- because you come from a different country
- because you are different in another way

**What can you do next ?**

- tell someone that you trust, like your family carer, friend or staff
- ask for help to fill in the easy to use form

You can get a form by phoning **0116 305 8263**  
Or by going to these websites  
**[www.leics.gov.uk/reporthate](http://www.leics.gov.uk/reporthate)**  
**[www.betterlives.org.uk](http://www.betterlives.org.uk)**

CHANGE

## 8.4 Children and Young People's Service (CYPS)

Schools are required by the Race Relations (Amendment) Act 2000 to record racist incidents in school and to report these annually to the Local Authority.

The Education and Inspections Act 2006 requires schools to promote community cohesion and there is a duty on OFSTED to report on community cohesion in schools from September 2008. It was decided, with schools, that monitoring all hate incidents in addition to the statutory requirement to report racist incidents would help in fulfilling the new duty.

The CYPS and the Project held discussion in 2008/09 academic year with Headteachers and Chairs of Governors to discuss the issue of widening reporting from schools to include hate incidents and to determine a way forward. Both Headteachers and Chairs of Governors were positive about extending the recording of hate incidents to schools and it was agreed that this would assist schools in monitoring their progress in promoting community cohesion by comparing their progress with a Local Authority baseline.

The schools on-line form that records racist incidents has been amended to include hate incidents by adding one new question and an amendment to an existing question within their existing Racist Incident Monitoring form to collect and collate hate incidents. This form is now titled 'Racist and Hate Incident Monitoring Form'.

The first results of the take up of reporting and recording hate incidents will be available to the CYPS in December 2009 together with the racist incident results.

In addition to this two new questions have been added to the pupil attitude survey from 2008, these are:

- "I think people who are different feel safe in our school"
- "I think adults in our school deal well with the problems faced by pupils who are different"

The 2008 response from this survey indicated that the majority of students felt confident that adults deal well with problems faced by pupils who are different. Whilst the majority of students were largely positive that pupils who are different felt safe it is still an area that requires improvement.

In the Spring Term 2009 a primary school and a secondary school with particularly strong practice in this area of work were approached by officers in CYPS to take part in designing two posters to promote hate incident monitoring in primary and secondary schools. Both schools were very positive. Members of the Hate Incident Project and the County Council's Design team have had two workshops with both groups of pupils to discuss the issue and develop images for two posters (Figures 7.3 and 7.4). Of the two posters that have been designed by each school one has been printed and both posters have been made available electronically to all schools across Leicestershire.

**Figure 7.3: Awareness Poster for Leicestershire Primary Schools**

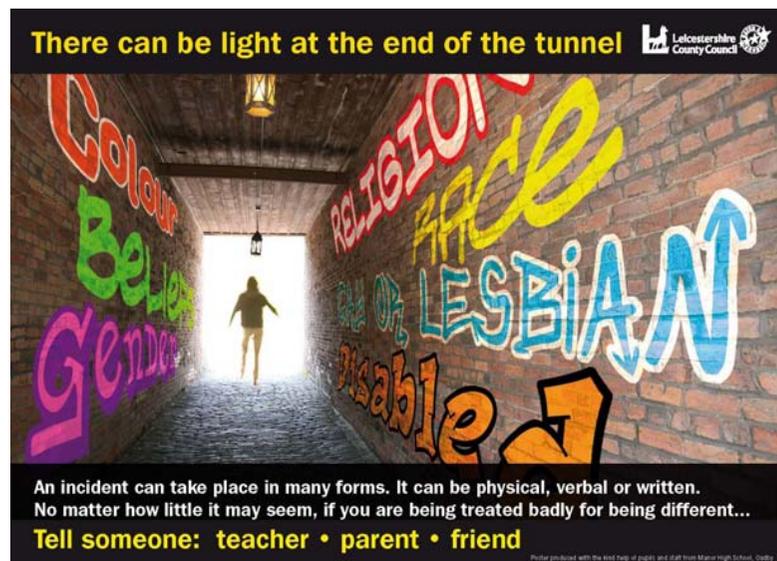


### Why is it important to have posters for young people?

It's important that people realise it's necessary to report hate incidents, and that they can speak to teachers, parents, carers, youth workers or friends about things that have happened to them. Pupils from a Leicestershire primary and secondary school designed two posters to promote this message.

The young people that took part from the secondary school met with youth workers from across Leicestershire to explain their involvement and enable those workers to carry on the message to the young people they work with. These secondary schools posters will also be in youth centres across the County from September 2009. The posters have also been included on the Jitty the young people's website site run by young people for young people.

Figure 8.4: Awareness Poster for Leicestershire Secondary Schools



Views expressed by young people involved from the secondary school on this poster project:

#### Did you feel it was an important issue to get young people involved with?

'Yes very, only young people know how young people think and how such a poster would affect them'. Calandra (13)

#### Have you ever needed to overcome experiences mentioned in the Hate Incident projects in the past?

'Yes – racism' Calandra (13)

#### What do you think needs to be done to stop these kinds of incidents in the future?

'More discussion on the subject at school from an early age.' Jessica (14)

'I don't think bullying can ever be completely stopped but may be by having better ways of dealing with bullying than what schools are doing now'.

Ben (15)

'Primary schools should talk to the children about it so as they grow up, they realise it is wrong'. Devina (14)

#### What advice would you give to other young people suffering from the same problems?

'Tell someone so you can get the problem solved'. Devina (14)

'Talk to somebody e.g. parents, teachers, responsible adult'. Jessica (14)

'Stand up to the bully. Just tell them to shove off' Ben (15)

## 8.5 Leicestershire Partnership NHS Trust

A presentation has been given to key officer's from Leicestershire Partnership Trust (LPT) by the Project in joint collaboration with the Service Development Officer (Mental Health) from the Strategic Commissioning & Service Development Team of Adult Social Services. Officers from LPT have expressed an interest in supporting the work of the Project and for their offices across the County to become reporting centres for their service user's including their staff. The LPT have sent the County Council Research and Information team sample data from their monitoring to explore how the information can be incorporated within the HIMP database. Once the Research team have considered the sample data, further discussions will commence to in order to take forward partnership arrangements.

## 8.6 Community Safety Partnerships

Below are some examples of initiatives and projects employed by Districts to reduce the impact of hate incidents

### **Melton**

Melton Borough Council is looking to expand reporting centres within their local area to support the work of the Project. The centres being considered include the Edge, Cove and Fairmede. The Borough will work with the Project in setting these up as reporting centres.

### **Harborough**

Harborough District Council have made links with the local day centre for people with learning difficulties to ensure that both staff and clients are aware that hate incidents should not and will not be tolerated within the District. A working group has been set up and an awareness raising road show was held in March.

As well as Police action, Council ASB warning letters have been sent to those believed to have been perpetrators in hate incidents. Also links have been made with the local Pub Watch scheme and they have agreed to ban perpetrators of racist incidents.

### **Charnwood**

Charnwood Borough Council has run various awareness days / weeks during the year and have a local hate Incident Review Panel. The local Borough Command Unit co-ordinates these meetings and includes representatives from the local community, statutory and voluntary agencies including Loughborough College and University.

### **Hinckley & Bosworth**

Increasing the reporting of Hate Incidents and reducing re-victimisation is a priority for the Partnership within its Reducing Violent Crime priority theme and action plans.

The Borough's Beacon Award "After Dark" a safe and welcoming night time economy for ALL is a key action identified as a model of best practise aimed at engaging with hard to reach and often disadvantaged groups who may be open to hate incidents e.g. older, disabled, young people and those from minority backgrounds especially overseas workers at National Grid.

The Borough has also undertaken reassurance workshops with staff at National Grid aimed at improving their confidence and reassurance in the Police, Council and Partnership as well as promoting hate incident reporting, personal safety, involvement in the local community life etc.

The Council has achieved level 3 of Equalities Standard and is currently extending its work to improve engagement with hard to reach and vulnerable people.

The Partnership has recently undertaken an Equality Impact Assessment on its priority themes, outcomes and action plans to ensure the partnership works towards providing a safe and welcoming background for ALL especially the most vulnerable to hate incidents. This has now been reflected in a change to the Partnership's constitution mission statement.

### **Oadby and Wigston**

In autumn 2008 the Oadby & Wigston Muslim Association purchased the former Sandhurst Street Library, for conversion into a Mosque. This caused some local tensions due to the perceived lack of consultation and resulted in incidents of graffiti. It became a local neighbourhood priority to address issues of social cohesion and petty damage. The conversion is still ongoing and the Mosque is not yet fully open. Work by partners in the locality however has reduced tensions and this issue continues to be closely monitored.

The Borough is working with the project to incorporate a more sustained approach for training and awareness on hate incidents and hate crime for all staff across the authority.

### **North West Leicestershire**

Hate crime is one of the refreshed priorities for the North West Leicestershire Partnership In Safer Communities. It links in with the violent crime agenda. Key actions have been listed for hate crime for 2009/10. There are a number of reporting centres in North West Leicestershire. However, some of these work more effectively than others so work needs to be undertaken to improve this.

Training for front line staff has taken place in the past provided by the Project and Leicestershire Constabulary. Future sessions are being considered together with a plan to integrate awareness session within a sustained approach through the Councils' Learning and Development / Equality and Diversity Plans.

### **Blaby**

Blaby has featured articles in numerous publications regarding hate incidents and hate crime. Front line staff within the district has received training on this hate incident and hate crime. The district however, does recognise the need for this to be ongoing and are planning to take this forward through our Equalities Monitoring Board with support from the Project.

The Borough has also run awareness campaigns previously and is planning to run a further campaign in 2009/10. We have asked each Parish Council to display posters and feature information on their websites.

### **Gypsies and Traveller Liaison**

The County Council has received £19k from the Communities in Local Government to fund a hate crime project working specifically with Gypsies and Travellers. The main goal of the project is to get a wider understanding of Gypsy and Traveller culture to the general public and services across the whole County by employing Gypsies and Travellers to run sessions/workshops and attend community/area forums and community/parish meetings. This should give a better understanding of the fears and prejudice that causes the hate crime and will enable the Project to produce better myth busting literature and provide much more targeted training.

## 9 The Way Forward

### 9.1 Extending partnerships

Priority two of the strategy action plan is about improving our response. In which one of its objectives is to establish reporting centres that are accessible within local areas including appropriate agencies to enable reporting of hate incidents across the County. To achieve this, the Project continues to progress work to bring on board new partnerships. As mentioned in section 2 of this report, the agencies approached include Age Concern Leicestershire, Leicestershire and Rutland Probation, NHS Leicestershire County & Rutland and Leicestershire Partnership NHS Trust . Over the course of the coming year the Project will continue dialogue with these agencies to ensure that the best approach is agreed in taking forward partnership arrangements to enable monitoring of hate incidents.

The Rural Community Council, Voluntary Action Melton have also expressed an interest in becoming a reporting centre to support the work of the Project.

### 9.2 Joining up services

Leicester City Council is also in the process of developing a Hate Incident Monitoring Project and has expressed interest in establishing a partnership with the County Hate Incident Monitoring Project to provide a joint monitoring service.

The Regional Improvement Efficiency Programme (REIP) has allocated funds to enable Leicester City Council to employ a part-time Project Co-ordinator, and Leicestershire County Council to employ a part-time Hate Incident Case Worker until March 2011. The case worker will enable individual cases to be followed up by the Project for the first time.

### 9.3 'Stop and Tell Campaign'

The three priority themes within the Multi-Agency Strategy have a strong link to the Stop and Tell Campaign. The aim of this Campaign is to provide opportunities through different activities run at District level with local partners to encourage people to stop and report hate incidents. The Campaign will help inform agencies of the types of hate incidents experienced by different groups of people within local areas. Although raising awareness is important the primary focus will be a week of key actions to increase reporting. During this week partner agencies will run activities with the aim to increase confidence amongst targeted audiences under each of the strands that come under hate. The Project will be setting up a delivery group who will be charged with the responsibility for developing the format and activities that need to be part of this week. It's proposed that this campaign will take place late January 2010, in partnership with Community Safety Partnerships that have expressed an interest in taking part.

The funds will be allocated from interested Community Safety Partnerships and used to produce publicity material for their local area. A delivery group for this Campaign will be co-ordinated by the Hate Incident Monitoring Project. Although the publicity of the campaign will be county wide the activities will have a local perspective, with a corporate thread that runs throughout the campaign to ensure a co-ordinated approach is delivered.

## 10 Appendix : HIMP Reporting Centres

- Blaby District Council
- Charnwood Borough Council
- Charnwood Citizen Advice Bureau
- Connexions Leicestershire
- East Midlands Housing
- Harborough District Council
- Hinckley Citizen Advice Bureau
- Hinckley and Bosworth Borough Council
- Human Rights & Equalities Charnwood
- LAMP Leicestershire
- Leicester LGB Centre
- Leicestershire Constabulary
- Leicestershire County Council
- Loughborough College
- Loughborough University
- Melton Borough Citizen Advice Bureau
- Melton Mowbray Borough Council
- MENCAP Leicestershire
- Mosaic: shaping disability services
- North West Leicestershire Citizen Advice Bureau
- North West Leicestershire District Council
- Oadby and Wigston Borough Council
- Orbit Housing Association
- South Leicestershire Citizen Advice Bureau
- Trade Sexual Health Project
- Victim Support (Leicestershire Branches only)
- Vista – Society for the Blind
- Voluntary Action Charnwood
- Voluntary Action Blaby
- Voluntary Action North West Leicestershire
- Voluntary Action Oadby & Wigston
- Voluntary Action South Leicestershire
- Widening Participation Project





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छंथनां छी नी 0116 305 7342 नंअर पर फ़ोन करथी अने  
अमे आपने मदद करवा अवस्था करीथुं.

नेवर बुवातुं इस जाहकारी नुं समझत विच ब्रुष मदद चाहीछी  
है तं विरपा करके 0116 305 7342 नंअर उे फ़ोन करे अउे  
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