

Subject: Addressing Hate Crimes in Brighton & Hove

Date of Meeting: 21 January 2019

Report of: Executive Director of Neighbourhoods,
Communities and Housing

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Ward(s) affected: All

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

At the October Neighbourhoods Inclusion Communities and Equalities (NICE) Committee the Racial Harassment Forum (RHF) presented a survey undertaken by it into racially motivated hate crimes in the City and the reporting of those crimes. The survey was carried out between January and March 2018 and over 250 people responded.

- 1.1 Councillors requested that a report was prepared exploring wider hate crime incidents in the City and how the local authority and partners could support the recommendations of the RHF survey.

2. RECOMMENDATIONS:

- 2.1 The committee is invited to note and comment on the information contained in the report which provides an update on work being undertaken by the Community Safety Team and the Communities, Equalities and Third Sector team in relation to addressing hate crime reporting in the City and to support the work of organisations such as the Racial Harassment Forum (RHF).

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The Racial Harassment Forum, Brighton & Hove (RHF) is an independent, community led organisation set up to support victims of hate crimes and incidents. Representatives from Brighton & Hove's culturally and ethnically diverse communities are members, Directors and Executive Committee members of the RHF. The aims of the RHF are to ensure those who believe they are victims of a hate crime or incident, have an accessible, recognised and culturally sensitive organisation they can approach to seek support to address the incident(s). The RHF works with statutory bodies and other agencies to support

their policies in ensuring there is zero tolerance of hate crimes or incidents across the city.

3.2 The key objectives of the RHF's survey were:

- To obtain a snap shot of experiences of hate crime in the city
- To assess the extent to which respondents to the survey believe hate crime is being adequately addressed by relevant organisations in the city
- To gain an insight (perception amongst people from ethnic and culturally diverse communities in Brighton & Hove) into the relevance of the RHF in addressing hate crime
- To ascertain perceptions of the priorities for work that could be undertaken by the RHF
- To establish the nature and extent of support there is for the RHF amongst its membership

3.3 A series of short and long term recommendations were produced from the analysis of the survey. These are:

Short Term Recommendations

- a) Plan a public-focused campaign that will encourage and highlight the need to report hate crime incidents. The campaign would be launched to coincide with adequate resources to deliver support and services.
- b) Build and develop networks across the city with organisations and groups to support people affected by hate crime incident. Peer to peer learning and best practice skills will be a focus of the networks to learn best practice from each other.
- c) Set up and promote regular advice, drop in sessions at appropriate venues across the city e.g. BMECP Centre, community and faith venues.
- d) Set up and provide a service and support for people who are required to complete a hate incident form. This work will be taken in partnership with the Police and Community Safety Team of BHCC.
- e) Ensure interpretation and translation services are informed of the services to be provided by the RHF and provisions are in place to use them as required

Long term Recommendations:

- a) Recruit two advocacy workers, to deliver an advocacy service for victims of hate crime. The aim is to recruit one Muslim female advocate and one young male of colour advocate, as support for these communities was identified as a priority in the consultation

- b) Develop and deliver project work which tackles the key issues identified in the consultation such as racism in schools. These may be delivered solely by RHF or as collaborative projects with other services.
- c) Train a group of 10 volunteers who will undertake a pilot project to go out and speak to community groups from marginalised communities to develop relations of trust and confidence, give information about reporting mechanisms and encourage reporting of hate crime. To include recruitment of volunteers with language skills in priority languages, to build links with those communities.
- d) Provide training for a wide range of community organisations across the city so that those organisations are equipped to support and advise their members if they become victims of racially or religiously motivated hate incidents.
- e) Develop an RHF website which will include reporting forms, signposting information, and film clips in plain English and different languages with community members speaking out to encourage reporting.

3.4 Action taken by Brighton and Hove City Council to support the aims of the RHF:

- Provided funding of £1,999 from BHCC Communities Fund – part funding for a volunteer programme to deliver on the recommendations of their survey (RHF is currently applying for match funding to be able to start the project)
- A commitment from BHCC officers to deliver training sessions for the volunteers once recruited
- Support (signposting, advice, proof-reading) for additional funding applications to other funders. A bid to Comic Relief was successful; RHF is currently waiting the result of Aziz Foundation bid and currently applying to Home Office hate crime funding stream.
- Support to the RHF to be able to develop a website (domain name will be paid for by the Safer Communities team and RHF has formed a subgroup to develop the content)
- The RHF have been supported to find a free venue for their committee meetings, outside of council premises, to continue to grow their independence
- Officers have supported and facilitated the RHF to present the survey findings at strategic boards e.g. Community Safety Partnership, NICE committee as well as to other community group partners such as Sanctuary on Sea, LGBT Community Safety Forum.
- Additional support via the Trust for Developing Communities with their funding bids and to develop a long-term financial plan.

3.5 Other work being undertaken to combat racially and religiously motivated hate crime:

- BHCC Partnership Advisor for Health and Wellbeing is working with the RHF on issues raised re racism in schools
- Funding bids and projects for other groups working on tackling racist and religiously motivated hate crime were supported and have been successful. For

example Brighton Table Tennis Club Building a Stronger Britain Together project to deliver sessions tackling racism in schools, and Brighton and Hove Faith In Action led a collaboration project 'Combatting Faith Hate Partnership' (funded via the BHCC Communities Fund), these projects are ongoing

- Officers have facilitated links between RHF and Brighton and Hove Bus Company so that the company can hear and respond to concerns about hate incidents on buses and to build trust and confidence directly in reporting, and to consult with the RHF on their resources in relation to hate crime.
- The Community Safety Team has an ongoing project to build trust and confidence with faith communities to report hate incidents.
- Officers are working with the LGBT Switchboard on their project to reach out to people of faith within LGBT communities to understand and seek to address particular barriers there may be around reporting hate incidents, this work is ongoing.
- Following a Notice of Motion to Full Council on 18th October 2018 officers will be working on production of a glossary of terms or definitions to help those either directly or indirectly affected by, or working to combat, hate crime. This will be discussed at the March Community Safety Partnership meeting.

3.6 Other work across the hate crime strands:

- BHCC partnership campaign with Brighton & Hove Buses and Sussex Police has been launched, to encourage hate crime reporting and raise awareness of all hate incidents being serious enough to report including verbal abuse, the campaign is ongoing. A poster that is being displayed in buses is attached at Appendix 1.
- A hate crime vigil was held during hate crime awareness week at the Rainbow Hub, hosted by the LGBT Community Safety Forum and supported by BHCC at which RHF and the bus company were both invited to speak – to raise awareness around hate crime and encourage reporting, the event also brought diverse groups together to build momentum for standing together against hate
- Transgender Day of Remembrance was facilitated by BHCC LGBT Workers Forum working in partnership with Clare Project and funded by Sussex Police PPAF.
- A piece of partnership work is currently under development to create a cross-service leaflet (BHCC, Sussex Police, with the Crown Prosecution Service and B&H Bus company). This will put information and options of who to report hate crime to in one place and more clearly set out the reasons to report. This will be developed in consultation with community groups.
- The Joint Networks Forum chaired by the Communities Co-ordinator brings together citywide groups working with communities of identity including LGBT, disability, inter-faith, women and refugee groups to discuss issues relating to hate and to explore new projects. A themed lunchtime discussion group was held during hate crime week with the bus company, police, and BHCC to inform residents about the process following a report being made of a hate incident and gave groups the opportunity to ask for the information they need and to explore

the reasons for reporting, so that groups could take this information back to their communities.

- We are developing the Upstanders project which will focus on advice for those witnessing hate abuse. It will advise how to report incidents, and how to safely support the victim and signpost them to reporting (if appropriate). A similar project in Nottingham -Communities Inc will be working with us so that we are able to take any positive learning from their experiences. The aim will be to increase reporting of the crime and support to victims.
- We regularly put out messaging on social media to encourage hate crime reporting and have filmed 10 short films relating to standing up against hate with thousands of hits. The people featured in the films came from across the city involved in groups who regularly challenge hate narratives or support victims of hate crime, including Possibility People, LGBT Community Safety Forum, Inter Faith Contact Group and the RHF. Officers are attending events and running hate crime stalls for example at the interfaith week to raise awareness and encourage reporting.
- Community Groups are being signposted to funding opportunities, and supported to bid for hate crime funding, on an ongoing basis. This includes disability and LGBT groups as well as though tackling racially and religiously motivated hate crime
- Work will be developed to raise awareness of hate crime amongst the deaf community and to ensure that relevant resources are accessible
- The Communities Coordinator continues to develop partnership links with Disability groups e.g. Possibility People and SpeakOut to understand the nature of Disability hate crime in our communities and to include these groups in joint projects to tackle hate crime.
- The city celebrated the excellent work done around inclusions and profiling Trans and Non-Binary communities with a reception hosted by the Mayor. Attendees from Both Universities, Trans Pride, organisers of the Trans and Non-binary conference and local and national activists were celebrated.
- Planning for new groups within universities to support LGBT staff and build resilience.
- BHCC, with major partners issued 'statement of unity' on Trans Day of Remembrance 20th December.
- Working within the LGBT community to promote inclusion and challenge anti trans elements by building new networks and training groups in ways to produce effective counter narrative strategies.
- Working, including training, with Sussex Police to build working relationships with Trans Pride and local LGBT groups to enable further trust and confidence to develop and also to assist Sussex police in understanding the 'new' rhetoric of hate.
- LGBT Community Safety Forum currently undertaking their 4th annual 'Trust and Confidence' survey. Results to be analysed with support from Public Health Data team and Equalities team.

- Meetings with CPS, Probation, Prisons and Sussex Police to look at current work undertaken around gender identity.
- LGBT Community Safety Forum to will begin a 'scrutiny project': contacting and looking at experiences, and outcomes of all clients of the Community Safety Case Work Team with the aim of providing constructive critical feedback to inform improvements to the service.
- World Aids Day delivered by BHCC/Community Safety Partnership with a focus on tackling stigma and HIV in the city.
- LGBT officer working with Royal Pavilion and Museums to ensure curators are trained in recognising transphobic targeting of curated objects or exhibitions.
- Continued challenging of extremist & hate crime narratives online and on twitter with effective factual counter narratives, supporting local groups who have been targeted online by hate groups.
- Working with volunteers of the new community LGBT centre The Rainbow Hub and the BHCC LGBT Community Safety Forum to ensure they are trained in third party reporting, monitoring and treating people harmed by hate incidents or victims of hate crime in an appropriate and sensitive way.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 This report is intended to provide an update on current progress on the work carried out to address hate crime in the City and to encourage reporting of such incidents, this section is not applicable.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 The survey undertaken by the RHF between 2nd January and 8th March 2018 and included involvement from many individuals and 17 community groups/ associations.
- 5.2 LGBT Community Safety Forum currently undertaking their 4th annual 'Trust and Confidence' survey. Results to be analysed with support from Public Health Data team and Equalities team.

6. CONCLUSION

- 6.1 This report is to provide an update of progress on work BHCC is undertaking to address hate crime and to support communities to feel confident in reporting such incidents and to invite any comment.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 There are no direct financial implications arising from this report, however, any work undertaken by the council as a result of this report will need to be met from current budget resources.

Finance Officer Consulted: Michael Bentley

Date: 12/12/18

Legal Implications:

There are no direct legal implications in this report

Lawyer Consulted: Simon Court

Date: 12/12/18

Equalities Implications:

- 7.2 The Community Safety and Crime Reduction Strategy is subject to an ongoing and embedded equality impact assessment where specific actions and activities are identified and assessed for equality impact.

Sustainability Implications:

- 7.3 None

