

# Community Feedback Report





# Contents

|   |    |
|---|----|
| Introduction  | 2  |
| Background  | 2  |
| Presentations   | 2  |
| Questions from the floor  | 3  |
| Question 1 - What type of hate crime / incidents are happening in your area?                                    | 4  |
| Question 2 - Are there reasons why people will not report hate crime?   | 5  |
| Question 3 - What type of support would you require if you were a victim or a witness of a hate crime/incident? | 8  |
| Question 4 - What type of support / activities are required to address hate crime?                              | 10 |
| Additional points were raised   | 14 |
| Conclusions   | 15 |
| Recommendations   | 17 |
| Acknowledgements  | 19 |
| Appendix 1- Case Study  | 20 |

## INTRODUCTION

Between April and May 2023, a series of 4 events under the banner ‘We Stand Together’ were organised, involving Warwickshire Police, Crown Prosecution Service and were chaired and managed by the Equality and Inclusion Partnership (EQuIP). Members of the Warwickshire Hate Crime Partnership were invited.

The key aim was to engage with community members, understand the processes currently followed in Warwickshire, and use lived experiences to highlight hate crime, what works and what needs improvement. Colleagues from Victim Support, Neighbourhood Watch and Warwickshire Fire & Rescue also attended.



## BACKGROUND

The key focus was to engage with community members in a variety of formats, both online and in-person engagement sessions across the county, highlight the Hate Crime Partnership work across its partners, engage with those who have experienced hate crime and develop a joined-up approach to tackle hate crime over the next year.

The four events were held:

|                |          |
|----------------|----------|
| Online         | 18 April |
| Rugby          | 25 April |
| Nuneaton       | 10 May   |
| Leamington Spa | 17 May   |

## Presentations

Presentations were delivered at each session on the Warwickshire Police commitment to improving trust and confidence in policing in Warwickshire, particularly at a time when policing generally is at a key time. Officers at the highest level accept that there is a need to maintain and improve trust and address head-on community concerns. The new policing model launched in Warwickshire in April 2023 sets out empower people, neighbourhood delivery and local communities.

Each event included a detailed exploration of Hate Crime, the victim’s journey in reporting to the police and how that is assessed and dealt with at a local level, and the work of the Harm

Hub (soon to be called the Prevention Hub) in tackling hate crime county-wide in a more focused way, that acknowledges the harm that hate crime and hate incidents has on community members, and the need for strong investigation and enforcement.

Calista Priddey is the Deputy Chief Prosecutor at the West Midlands Crown Prosecution Service and is a Hate Crime Coordinator for the region. She explored the work they do to tackle hate crime once a case gets to prosecution and the steps they take in ensuring a successful prosecution. The presentation included two case studies on the process of a successful prosecution, and the increased sentence as a result of the aggravation of Hate Crime.



### Questions from the floor

A number of questions were asked of the speakers at every event.

Highlights were:

Colour codes show each session.

- Red                      Nuneaton
- Green                      Leamington Spa
- Orange                      Rugby
- Blue                      online

New organisation of policing – will it work?

Gap between charge and bail and come to trial – huge delays impacting on people reporting crime

Hate crime is evolving – may cases of verbal and drink related cases, but hate crime is becoming more physical and online too

Had 3 years of hate crime and didn't get these levels of support. Felt police ending up victim blaming, online harassment isn't taken seriously. Our perception is that was let down and being let down.



Information on community mediators mentioned – can we get more information?

Rely on victim to report crime – Victim may not be comfortable but can a witness report? – yes anyone can report

Parent Governor at a Secondary School. Several parents with Muslim background called about discrimination in school around Qatar World Cup. Staff didn't understand impact of comments or that they were racist. Reporting mechanisms at school not satisfactory

12/13-year-old walking home from school, other kids abuse them for race, school refused to get involved because off-school site.

Data from schools is pretty much zero, but we know its not being reported. Need to challenge schools and pressure them to see change.

Every school should have a process. Young people can go to NSPCC if they have a concern at school, whereas discrimination and hate there's nothing. Every school should have a process for young people AND staff and to take Hate Crime seriously.

Breakout Sessions were held at each session where participants were able to break into smaller groups and explore 4 key questions.

Highlighted themes raised are explored below

## Q1 What type of hate crime / incidents are happening in your area?

*Summary:*

Hate crimes/incidents across most of the recognised hate crime strands were reported at every session, some with successful engagement with police and agencies, others less so. Some shared experiences that were never reported, others that experiences had been reported, but that the expected outcomes did not happen, or the process that the Police should follow hadn't been followed by the local SNT team. All experiences have been logged and will be followed up.

A common theme was experiences of hate crimes/incidents in schools and this forms a significant part of the recommendations.

In addition, it is clear that all hate crimes have a disproportionate impact on individuals and communities, but hate based on perception of religion or race attract higher prosecution penalties. Disability hate crimes and hate crime based on sexual orientation or gender reassignment should have similar penalties. In addition, concern was raised that misogyny is not a hate crime and whilst some forces measure incidents, Warwickshire Police does not.

### Race discrimination

Saying 'P' word to her in the street or having it shouted out of a car as someone is passing.

An Asian couple's house was burgled by a youth who threatened them. They reported this to the Police and had an alarm fitted. Unfortunately, they still do not feel safe in their home and wish to move.



Racial slurs being used towards local shop owner (using the N word)

2 lads attacked me, police called, asked to identify them, but not 100% so not able to pursue.

Name calling – everyday thing

Road rage – against women

There have been issues of intimidation, the use of bad language and anti-social behaviour

Street harassment in the town centre on a LGBTQ+ because the person was 'different'.

Even young children will 'talk funny', put on an accent, when they see her, and this is encouraged by parents.

Schools not taking hate crimes seriously, turning the tables from the victim to perpetrator. For example, in a recent case the victim was made to feel bad for reporting, the teacher said to the victim that the girl who was the perpetrator has a hard life and is in care.

Small children (primary school) saying to children from Muslim backgrounds that "you are dirty". The parents feel that this has come from the parents and home environment.

Disability hate crime was reported. It was reported to the Police because the person felt that she should because other people don't. She had a positive experience with the Police.

Person with learning disability was spat at when riding her bicycle.

Far right stickers were put up near Hotel against refugees. This was reported to the Police and the stickers were taken down.

Learnt behaviour. The living environment fuels hate crime. Asylum seekers are portrayed as having an easy life and being kept in posh hotels. There are many preconceptions.

Language, terminology and inappropriate language in primary schools. Children using language they don't understand and possibly heard from parents.

Racism in schools remains unchallenged. It was felt that schools don't know how to challenge. They use the 'bury the head in the sand' approach.

Very hard to find direct racist. Many aware of consequences.

Often about employment-type issues. Never direct and suspect people use issues at work to mask discriminatory behaviour.

Covert – individual targeting certain individuals

Online – spoofing messages



Victim was arrested for confronting someone that had been perpetrator of bullying, intimidation and harassment.

## Q2 Are there reasons why people will not report hate crime?

### Summary

There was a great degree of overlap between all the sessions on this question. Some barriers to reporting are based on previous experiences/family/community experiences impacting on an individual's decision whether to report or not. Lack of digital skills or access to report online was raised. Language barriers, use of jargon featured alongside lack of understanding of the process which meant for many the process of reporting was not easy or straight forward. Managing expectations of what next after reporting. The vulnerability of victims, and often repetition of the trauma experienced was mentioned regularly.

Fear of reporting was also mentioned, not only about sharing with family / community members / peers, but neighbours and perpetrators too.

In addition, comments were made about lack of confidence/trust of the police based on a perception that they are not representative of the wider community and this acts as a barrier to reporting. Some mentioned lack of support from other agencies too. Another barrier was 'what difference does it make', nothing changes, have come to accept it as a regular occurrence.

Schools settings again were highlighted as a place where reporting is not encouraged and appropriate outcomes are often not secured.

Process when statement taken. The person who experiences the hate crime should be the lead. Reporting to the Police doesn't put the victim first. This is process lead by the Police who are doing a tick box exercise.

Vulnerability – Repercussions of reporting. The vulnerable being targeted and those with learning differences being taken advantage of.

Trauma / emotions. Being traumatised and having to report the incident.

Limited support from Victim Support.

No 'safety net' – there needs to be meaningful support from initial contact with the Police. The Police should follow through the process in a timely manner.

Communication / language – English may not be their first language. Also, there is too much Police jargon, which is not understood.

Language barrier, wouldn't be able to communicate over the phone or face to face.

The (Police) force is not representative of the communities they lead.

(Police) Force does not even understand their communities.



Don't know where to go as police stations are closed.

Not wish to get in trouble or called a troublemaker.

In some communities they feel they are not taken seriously by the Police and the response time frame is too long.

Reported to the Police 4 years ago but did not receive an update from the Police. They still don't know what the outcome was.

Previous bad experience after reporting a hate crime to the Police. There was no support / psychological safety given.

Big focus on race hate crime rather than other hate crime such as disability.

Lack of trust of the Police as other family members reported previously and did not have a good outcome. Have also been told not to trust the Police.

Neighbour disputes and fear of repercussions. When they do report to the Police, they do not wish the Police to come around to their home. They feel that if they do the neighbours would know and keep harassing them.

Nothing changes.

Neurodivergent – A struggle with emotions from the trauma.

Some people want to stay under the radar and keep a low profile, when they have a Home Office application going through. Even if they have experienced a hate crime.

Won't want to get involved with police – specific groups don't want to get into trouble with uniformed services so won't report if no evidence so what's the point.

Digital barriers – because it is online, they don't report.

People have reported a hate crime to the police, who felt it was not a hate crime.

People fear reporting because they feel the situation will escalate.

Some people experience hate crime all the time so don't see the point of reporting it.

Language - they don't have the words to explain what happened, so stay quiet.

School's not recognising that a hate crime has taken place.

Child called name on the way home. He asked his mum what he can do when he is on his own walking home. That is why he did not report it.

Adults in schools not equipped to get past their bias.

An incident occurred at a school where a young boy was called Scrooge because he doesn't celebrate Christmas because of his culture. He reported it to the dinner ladies, but they did not help. His mother wrote to the Chief Executive of WCC Education who offered help since the school did not.

Parents values / impact. Parents don't care about the community, so this impacts all around.

Peer pressure. Being a snitch if you report.

Housing Association landlords believe that issues are low level and not a hate crime, when it is. They need to recognise it and see that these hate crimes are disruptive and upsetting.



### Q3 What type of support would you require if you were a victim or a witness of a hate crime/incident?

#### Summary

The process of support for victims or witnesses of hate crime were focused around police and agencies being available, using appropriate language, to be supportive and keep victims aware of the process throughout. Wider awareness raising by agencies at community and local settings was reinforced, alongside use of community champions on hate crime so that the whole community is aware of what hate crime is, what the process of reporting is and what to do next.

Anonymity when reporting.

Being informed on the outcome of the case.

Officers/champions – eg a pillar in the community – Trust Factor



Officers making an effort to learn a few words of another language, to put the person reporting at ease.

Officers being prepared to listen and take things slowly while things are explained, due to language difficulties.

Police to be supportive, to keep in touch and update along the way.

To have an interpreter available and know that one would be available.

To feel reassured that we won't be targeted, by the offender, if we do report.

To be listened to and heard, and something being done about the situation.

Support on how to prove a hate crime incidence i.e. evidence.

More awareness on what a hate crime is and more options on who to report to, if you do not wish to report to the Police.

Unaware of the reporting procedure. There needs to be a clear understanding of the reporting mechanisms with less jargon and a named officer dealing with their case.

People know that there is not going to be a positive outcome, so why report.

Mechanisms in place at schools to support those who have experienced hate crime.

Assemblies in schools to give solutions to young people who are facing abuse.

Community groups need E & D training as well as Privilege and Micro Aggressions training from external organisations.

Communication – Wishes to not feel alone and that something is happening.  
Trained officers able to deal with any element of hate crime.

The Police being educated on the different communities.

Officers being visible and also advising and talking to people.

Knowing how to express yourself.

Narrowing the gap between the community and Police.

Being able to report at good old community settings such as community centres. Where you can speak to a trusted adult about an incident, and they can report on your behalf.

A landlord or letting agency passing on information to a tenant on how to report a hate crime.

Perhaps a Hate Crime pack could be put together for community members etc., on what one should do when the experience a hate crime.

Be part of the Hate Crime Partnership – are there community voices and members of public in the Partnership?

Need to hear from real voices.

Posters in different languages in community centres on hate crime, how to report, that a report can be confidential and not go further if they report the hate crime.

#### Q4 What type of support / activities are required to address hate crime?

##### Summary

Schools and youth work were mentioned again – both in terms of education of students on hate crime, but of staff too.

Access to different materials such as videos, or translated materials is key, and lack of jargon.

The Hate Crime Partnership needs to be more visible, more community-led initiatives and feedback from lived-experiences to feed into their work.

In addition, there were a number of comments about previous initiatives in recent years and whether they had an impact and a sense that it has all been reported / discussed before and nothing ever changed. They reinforced the perspective that collected comments and concerns is just one stage of community-led approach to tackling hate crime, and more regular, less formal, more local community awareness and engagement work needs to be organised.



Police being visible not just attending a crime but out in the community.

Recognition of the ever-changing communities.

Face to face support.

Education on what hate crime is and who to go to when you wish to report it.



Police officers speaking a few words of other languages. Translated information in different languages such as Arabic which is difficult to find.

Interpreters when a person is reporting as we need people who are relatable to the diverse community groups.

Education in lay language, not jargonistic

Outreach within community settings.

Community support and education on hate crime and lived experiences.

Need regular hate crime training of Police officers and more after care support from the Police.

Community engagement – teach the community about what hate crime is and the support they can receive.

A Police stall at the market offering information and support for hate crime sufferers.

Equality support and after care support from the Police as we are a diverse community.

More interaction with partner agencies in order to support the communities.

Advertising in local areas of support services for reporting hate crimes.

The promotion of positive reporting so people will report.

Recognition that victims and witnesses are very important and need to be listened to, especially if they wish to make an informal report.

Information on community mediators advertised to everyone.

More engagement

More face-to-face discussions, with perhaps a table set aside for individuals that don't feel they can speak out in a group.

Perhaps more evening and weekend events.

Information on where to get help from for those who struggle to navigate support information

More events to create awareness.

Variety of methods of connecting e.g., young people use different routes.

Regular events, not one-offs

Informal and casual – drop-in coffee style events.

Be proactive, therefore focus and improve relationships and visible support.

Young people.

Crime definition means high standard to meet but raises unrealistic expectations, focus on raising awareness



Lack of evidence is an issue, need to gather it, especially if happened several times eg recording and be armed, prepared.

Hate incidents need to be reported too as bar is not too high and potentially putting at risk – e.g. if record then might get assaulted.

Need to be honest about process and outcomes, often put up with 1<sup>st</sup> and 2<sup>nd</sup> occasion as feel ‘minor’ but often escalates. Hard to prove beyond reasonable doubt. Some Victims and perpetrators are school children – statistics underpin that, therefore better youth engagement is needed.

Safety in people understanding witnesses/bystanders.

Intervention? / Need knowledge.

Recognition subtle hate crime is important so can call it out.

Difficult hate crime and hate incidents is important to be very clear difference and raise awareness.

Victim Support and local MPs have been useful, but the police are not working with them.

More resources of where to go when reporting or a breakdown of what to do in a way that is understandable for people with learning disabilities or language barriers.

Organisations such as EQuIP to visit community centres regularly to talk about hate crime.

More events like We Stand Together.

Regular Neighbourhood Watch meetings in different areas.

Films on hate crime in different languages.

Multiple agencies to come together.

Community groups have requested that EQuIP go to the group and make a note of these incidents and report on their behalf on ‘Report Hate Now.’

Once a month a drop in at a community setting by police officers, to speak with the community.

Police officers to attend, and speak at, school assemblies etc from nursery upwards.

Officers in uniform to attend schools (youth clubs?!), starting young as young children respect uniforms.

Books on hate crime in schools, starting from nursery upwards etc. Showing officers and victims in various ethnicities.

Education needs to happen in schools.



Educate teachers in school. This should be a big part of their training not just a tick box exercise.

Embracing culture differences in school should be seen and accepted as the norm, not on special events like EID, Chinese New Year, Christmas etc.

EQiP to go into schools to discuss hate crime and how to get support.

More cultural awareness where the wearing of the hijab is celebrated, and a discussion occurs on why this is important and its difference embraced. Some of the girls in school are refusing to wear hijab as they don't want to stand out and be seen as different. This is upsetting for parents.

Celebration of differences in schools, talk about them and share day to day life for different cultures.

Hate crime workshops in schools.

Bring back youth clubs and workers.

More information should be shared within school settings – life of a refugee (talk about lived experience).

Information packs for refugees like those given to homes for Ukraine.

Understand and respect of each other's cultures – address community cohesion, different faiths, cultures living together.

Safe spaces with trusted people such as youth workers.

Early education for kids – they can take it home – outreach.

**A number of additional points were raised during the evaluation stage:**

*Very welcoming and a refreshing honest approach.*

*I would like misogyny to be taken seriously and recorded (not recorded by Warwickshire Police).*

*When hate crimes are reported by LGBTQ+ youth, Police etc. need to be aware they may not be 'out' to their family, and how and when they are contacted matters.*



*Employment Issues: This is now often the preferred way to express prejudice, so although there is no overt racism, it is still expressed indirectly /covertly by making life uncomfortable for employees at work. This can be true of management or work colleagues.*

More feedback on change in police culture

*It came across how passionate and caring the Police are and how they want to improve services.*

*Everybody was so kind and it made me feel like my points came across, which I don't really feel happens often.*

*I think for the presentation you should do short videos on hate crime and what kind of comments are made, this will be beneficial for all ages, also leaflets in 'ethnic' languages need to be brought back, and to make your presence known with all ethnic communities.*





## CONCLUSIONS

It was anticipated whilst planning these events with Warwickshire Police, that confidence in policing would generally be low. This was also identified through earlier hate awareness raising that had been conducted by EQuIP within the community in September and October 2022. This lack of confidence is not all attributable to local policing, as nationally, confidence in the Metropolitan Police was at an extremely low level with crimes committed by Met Officers being highlighted in the national media. It is therefore felt that engagement with local communities across Warwickshire was much needed and very timely.

Whilst many of the comments are critiquing the police processes surrounding hate crime, overall feedback highlight that attendees were pleased that the events took place, as this provided an opportunity to voice lived experiences and to find out what to expect when reporting a hate crime to the Police. Attendees were also reassured by senior officers from Warwickshire Police as to how serious hate is being considered within the new Warwickshire policing model across the county.

There were also positive outcomes from these events, as several attendees had reported hate crimes to the Police previously and had not had a response. From attending the We Stand Together events, they were able to raise their issues again, which were all taken up by attending officers.

Feedback concerning training development also provides an opportunity for community groups to co-produce learning materials with key agencies such as the Police and other partners. Using the lived experience from different communities/groups will only enhance the awareness of different cultures and their experiences of hate and the specific barriers to reporting and accessing services, that they face.

Further to training of Police staff and reporting agency staff, the approach to community engagement needs to be a more thorough and a well thought out consideration, as part of building real relationships with the communities of interest. All too often, engagement is conducted on agency's terms without the knowledge of what the community needs are and their preferred methods of communications, knowledge of how they prefer to access information, formats of engagement and language of choice, especially where English is not their first language, or even a spoken language at all. As a partnership, we need to map out a consistent and collective approach before we even get to the messages surrounding hate crime and reporting. This can also be said for other subject matters and not just hate crime!



Branding the events as We Stand Together was instigated on the basis of a partnership approach, not only between Warwickshire Police and EQUiP, but also other members of the Warwickshire Hate Crime Partnership. It was considered during the planning of We Stand Together events, that these sessions provided an opportunity for all partners to coordinate their engagement with diverse groups across the county, through one single focus and to ultimately, live up to the title of standing together against Hate.

Attempts were made to advertise the events as widely as possible, by press release, emailing all known contacts, telephoning key community ambassadors, through social media and by encouraging partners to circulate the event information through their respective networks.

The number of attendees at each event was just right in terms of community and agency representation, with a total of 166 people attending across all four events. It is also recognised that many members of the community could not attend the WE Stand Together events, however, a key message fed back from all events was the need for more hate crime awareness raising throughout the year and in smaller groups.

A consistent theme from all events was hate in schools and the lack of perceived importance placed by schools when dealing with reports of hate, made by either the student or the parent. Throughout the in-person events, the experiences with schools were very negative and the need for better engagement with schools was highlighted. Not only with targeting young people with the hate awareness activities but working with schools, academies and Boards of Trustees, and developing tools in which they can embed hate awareness and reporting, within day-to-day school practice and operations.

Within the Warwickshire Hate Crime Partnership, representation from schools has been non-existent over the past five years and there are no reports of any hate which are fed back from school via Warwickshire County Council, the agency responsible for collating hate reports from partners. This area requires the immediate attention of the partnership as schools provide an enormous platform for engaging young people and developing their mindset around diversity, inclusion, respect and cohesion, from earlier years.

The last time the We Stand Together events were held, was in 2019. As a partnership, we simply cannot wait this long to feed back to the communities on progress made in tackling hate. For many that attended the events, there was a sense of having 'been there and done that before'. Not only was confidence in reporting low but the expectation that a report would be taken seriously was also low. This reinforces the need for continued awareness on hate but also the need for the Warwickshire Hate Crime Partnership to improve how it works with one another, in order that a seamless service can be provided, regardless of which agency receives the report of hate. Following the We Stand Together events, it is now expected that the partnership will respond with action.

Consistency was also brought into question, not only that of the Police and officers responsible for hate crime and engagement, but as a partnership. There has been a high turnover of staff and colleagues within the Warwickshire Hate Crime Partnership and unfortunately, any partnership working that has taken place has been as a result of the individuals and not necessarily because of the organisations. The Hate Crime Partnership needs to be strengthened structurally, to ensure that the commitment to the group and partnership working is maintained, regardless of the officer in post, from their respective organisation.



## RECOMMENDATIONS

1. Hate crimes/incidents across most of the recognised hate crime strands were reported at every session from across the county in various settings. Whilst reporting figures have slowed down significantly, there is a need to heighten awareness in order to tackle under-reporting and challenging and overcoming the many barriers to reporting. More frequent and smaller group sessions are needed throughout the year and ideally in community settings and when groups already meet.
2. A small number of individual concerns of cases with the police were raised but all individual experiences have been logged and will be followed up. This has highlighted the need for an escalations process internally and also among partner agencies.
3. Schools. Experiences of hate crimes/incidents in schools and the need for engagement with schools, better awareness raising for students and staff and that hate crime needs to have a defined reporting process within the school system were very evident. All too often this does not happen and a new improved commitment to tackling hate crime at a school level needs to be made.
4. Youth support is another area that needs improvement, whether via youth workers or targeted youth support to provide greater awareness of the reporting mechanisms and help improve trust in reporting.
5. Race and religiously motivated hate crimes should not be treated as more 'pressing' than disability. Hate based on disability, sexual orientation or gender reassignment should attract higher prosecution penalties. Action – write to Warwickshire MPs and Law Commission.
6. Misogyny as a marker is recorded by some police forces, but not by Warwickshire. Therefore, we ask for them to be recorded and monitored by Warwickshire Police.
7. Reporting process of hate crime needs to be made very clear in a variety of formats that are easily followed by victims/witnesses of hate crime and made widely available. A simple, how to guide in a variety of languages including Easy Read.
8. Reporting of hate crimes needs to be available in a variety of formats, including face to face, online, different languages and not just through the police and 999.
9. Confidence and trust in the reporting process needs to improve. One way is ease of reporting, but also greater visibility of uniformed services at a community/local level e.g. community events.
10. Getting advice and support to report at a community needs to be explored – e.g. community champions on hate crime – trusted voices.



11. Victims and witnesses need additional support, so what is available should be more widely advertised so that it is available for seldom heard communities, i.e. those with an equality need not necessarily being met.
12. The Hate Crime Partnership needs to be more visible, more community-led initiatives and feedback from lived-experiences to feed into their work.
13. More regular, less formal, more local community awareness and engagement. Engaging with communities on their terms and fitting in with how they wish to receive information.
14. To ensure that all frontline staff and officers dealing and responding to hate crimes and incidents, receive up to date and regular training that incorporates the lived experiences of those affected by hate and the barriers to accessing services. Developing training, education, learning and publicity materials that are co-produced by communities, especially those that are disproportionately affected by hate.
15. Community Cohesion is rarely mentioned but is fundamental to assist in tackling hate crime at a neighbourhood-level. How are these activities considered when prioritising grant and funding opportunities for local community groups and especially for those groups that are more vulnerable to being targeted by hate.
16. There are several agencies that have responsibility of recording hate crimes as well as agencies that attend the Hate Crime Partnership. Coordinating activities between partners is extremely important and is the only way that the partnership will work. It is therefore recommended that the partnership seek to recruit and employ a full time Hate Crime Partnership Coordinator, that has the sole responsibility of organising the activity of the group and delivering on the partnership action plan.



## Acknowledgements

Our particular thanks to members of the wider community who joined us for each session. We thank our Hate Crime Partnership and Equality Network Partners for supporting the We Stand Together events, particularly Victim Support and Family Information Services.

Our discussions covered a number of areas which were hard-hitting, uncomfortable and challenging and our thanks to all the participants who shared and discussed, what for many is a hard area to explore and share. Several shared by video afterwards and we are particularly grateful for their contribution.

Our thanks to our guest speakers and event contributors:

- Assistant Chief Constable Ben Smith
- Chief Superintendent Emma Bastone, Head of Local Policing
- Tania Coppola – Director of Enabling Services
- Callista Preddy, DCP, Crown Prosecution Service and Hate Crime Coordinator for the Region
- Chief Inspector Steve Davies (Northern Area Commander)
- Chief Inspector Jim Rankin (Rugby Area Commander)
- Chief Inspector Faz Chishty (Southern Area Commander)
- Inspector Kirsty Clough, Head of the Harm Hub
- Inspector Paul Speddings (former Head of the Harm Hub)
- Gill Wall - Diversity, Equality & Inclusion Manager
- Philip Seccombe, Police and Crime Commissioner



## APPENDIX 1 - Case Study

I have experienced several hate incidents in my life, but the one that frightened me the most was when I had collected my young children from primary school. We were on our way to the boys swimming lessons after school and it was a very warm day. The boys had been telling me about their school assembly which was on protecting the environment and we decided that instead of running the air conditioning in the car, we should roll down the windows.

Our car had stopped at the traffic lights and a man instead of walking straight across the crossing walked up to me and tried to pull my headscarf off whilst shouting at the children and saying that their dirty mum needed to take the rag off her head and wash herself. He was trying to pull my scarf and my priority was rolling up the windows in the rear of the car to protect my children. As we were close to town, there were several people around, but nobody stopped to help or check-in on us. I put my foot on the gas as soon as the lights turned green. He let go of my headscarf, but I was bleeding from the cuts on my chin as the brooch pin holding my scarf in place snapped. Both my boys were very frightened and we went home instead of swimming.

We were terribly shaken and I went the next day to the police station to report it. The perpetrator had a distinctive tattoo on his forehead and face and I thought the police would be able to find him and speak with him. However, I was wrong, I had absolutely no support from the police. I was interviewed by 2 white male police officers, who were only interested in ensuring that I provided them with a response to every question box that appeared on their screen. They made no effort to try and understand my fears and simply said that they were sorry I went through it. I asked if perhaps a female officer could be part of the team as she may be better equipped to comprehend my fears and I was told "sorry we don't have anyone available". There was no offer of victim support or any help to reassure my young sons.

About 2 weeks later, I received a call to state they had checked all their data and couldn't trace anyone.

I was not only disappointed but heartbroken that as a Woman of colour, my experience was unheard, my trauma was ignored, and this was by the group of professionals who were in charge of keeping me safe in my community.

It's been over 6 years ago, but though I respect the police, I would never report a hate offence ever again. I feel they do not have the necessary skills to support the victims.

Police & partner agencies need to act as Visible Allies to the vulnerable in society if they want to encourage more people reporting hate crime and they need to increase their workforce representation from targeted recruitment from within the vulnerable communities whether its BAME, LGBTQ+, Travellers etc.

In order to address issues around hate, we need to work with the communities. This can't work if the decision-making agency representation is all White, their senior Boards are all white. There has to be a balance. Our community events need to be beyond Samosas and Chai Lattes, they need to encourage dialogue in safe spaces, almost as a restorative practice, which allows the victims to tell their story and the perpetrator to hear the impact of their actions.



Room 127  
Morgan Conference Suite  
Warwickshire College  
Technology Drive  
Rugby  
Warwickshire  
CV21 1AR



0330 135 6606



[advice@equipequality.org.uk](mailto:advice@equipequality.org.uk)



[www.equipequality.org.uk](http://www.equipequality.org.uk)



Equip Equality



EquipEquality1

