

HATE
GREATER MANCHESTER STANDS TOGETHER
HATE
CRIME
PLAN

**HATE CRIME CAN BE DEFINED AS
'ANY CRIMINAL OFFENCES PERCEIVED,
BY THE VICTIM OR ANY OTHER
PERSON, TO BE MOTIVATED BY
HOSTILITY OR PREJUDICE, TOWARDS
SOMEONE BASED ON A PERSONAL
CHARACTERISTIC'.**



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FOREWORD

Baroness Beverley Hughes
Deputy Mayor of Greater Manchester
Policing, Crime and Criminal Justice

Greater Manchester is hugely welcoming and is a really vibrant and buzzing place, made up of rich diverse communities all working to make our city-region the best place to grow up, get on and grow old together.

We are proud of Greater Manchester and want people to be happy here – whether that be our residents, or those who work or visit our districts.

However, there are some people among us who attempt to cause division and spread hatred and prejudice by carrying out terrible incidents and committing hate crime.

We are aiming to understand the impact that hate crime has on individuals and communities, and we are continuing to drive forward our strong message that hate crime will not be tolerated here in Greater Manchester.

We have come a long way in tackling hate crime and bringing communities together. This plan outlines how we will continue to

work together – local authorities, emergency services, community and voluntary groups, and others – to tackle hate crime, building on the positive work that is happening across our ten boroughs.

In developing our Plan to Tackle Hate Crime we have listened to you – the people of Greater Manchester – about how we can work further towards ending hate crime in our city-region. Consultation carried out towards the end of 2019 saw more than 800 people give their feedback, and over the coming years we will focus on priorities that will help to make a real difference and contribute towards making Greater Manchester a better place.

Our communities have faced unprecedented challenges in the fallout of the Covid-19 pandemic, but through it we will emerge stronger and more united. The Black Lives Matter movement has demonstrated the power of expression when communities come together, and we aim to harness that strength within this plan to give communities a voice in the collective effort to end hatred.

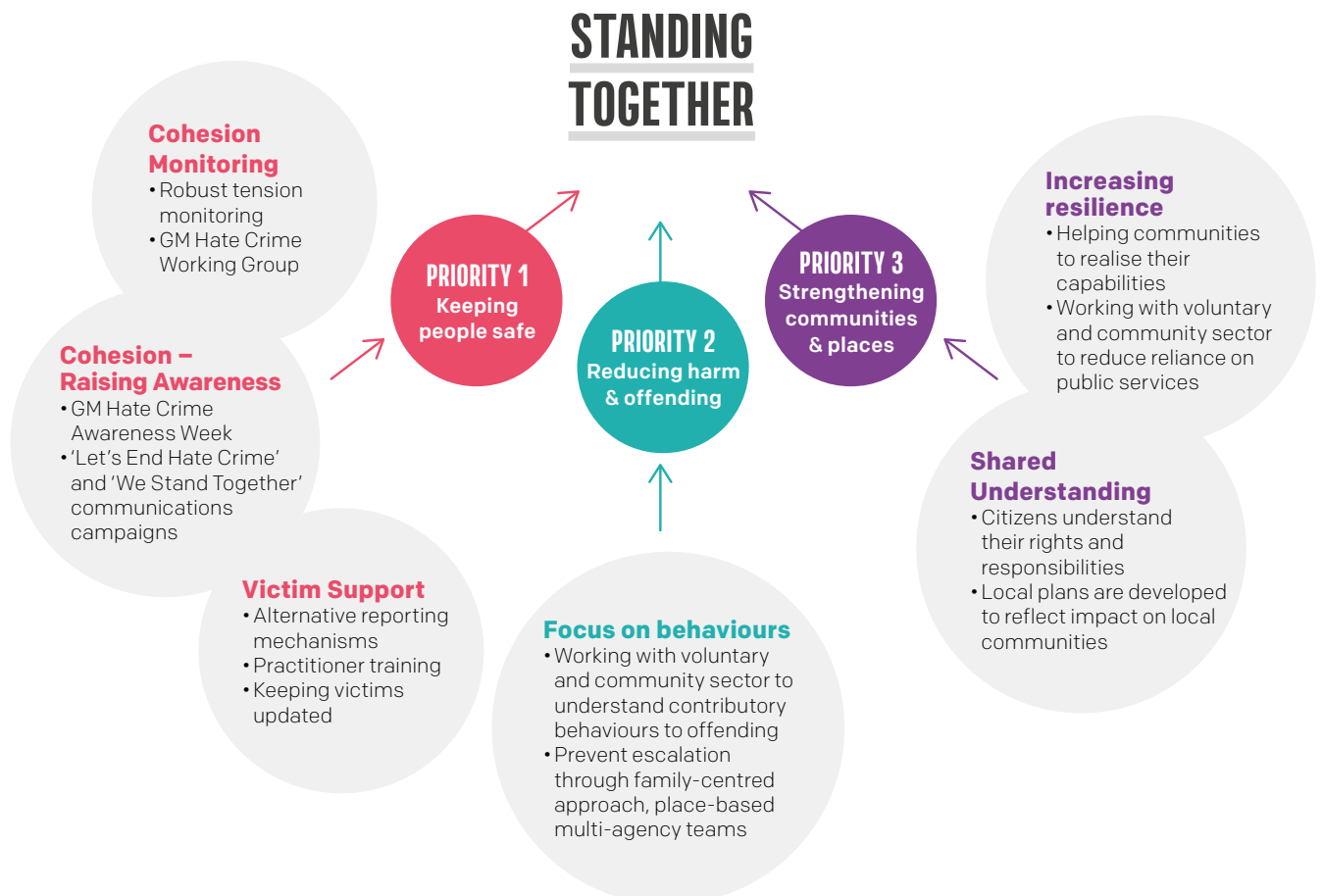
VISION

Greater Manchester – one of the country's most successful regions – is home to more than 2.8million people. Our vision is to make Greater Manchester one of the best places in the world to grow up, get on and grow old.

The Greater Manchester Police and Crime Plan, Standing Together, provides a focus on three key priorities:

1. Keeping People Safe
2. Reducing Harm and Offending
3. Strengthening Communities and Places

Essential to the Strengthening Communities and Places priority is a commitment to build resilient and resourceful communities including online communities, and to protect the places where people live, work, socialise and travel. Reducing intolerance and hate is key to achieving these aims, so that residents and visitors feel safe and welcome in all parts of the city region.



Greater Manchester comprises ten councils: Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Stockport, Tameside, Trafford and Wigan.

They have worked together voluntarily for many years on issues that affect everyone in the city-region, such as transport, regeneration and attracting investment.

Each council works closely with a wide range of partner organisations to address hate crime. These include Greater Manchester Police (GMP), Crown Prosecution Service (CPS), Transport for Greater Manchester (TfGM), Greater Manchester Fire and Rescue Service, voluntary, community and faith groups, probation services, schools, colleges and universities.

The Mayor of Greater Manchester, Andy Burnham, has already established the LGBT Adviser and Panel, and the Disabled People's Panel to support the development of policies to drive meaningful change across Greater Manchester. This approach will be strengthened further with the establishment of the Women and Girls' Equality Panel and the Race Equality Panel.

This plan sets out how we will work together to embrace and celebrate the values that make our city-region great and tackle hate crime in all its forms.



BUILDING CONFIDENT AND COHESIVE COMMUNITIES ACROSS GREATER MANCHESTER

Greater Manchester continues to change on a daily basis, while new projects and developments also continue to create change. Although these are positive developments, change can create disruption and uncertainty if those affected are not consulted. Communities need to be supported through this process to ensure they have the confidence and tools to be the champions of integration and acceptance in their localities.

We will do this by:

- Ensuring that people from different backgrounds get on well together and have opportunities to get to know one another
- Effectively managing threats to community relations across Greater Manchester
- Creating a sense of shared belonging and values, and promoting opportunities to participate in the community
- Taking appropriate action on hate crime, and providing a range of support for victims
- Taking action to reduce hate on social media
- Supporting communities to confront extremism, wherever it exists.

Greater Manchester is committed to tackling hate crime.

A hate incident is any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them.

Hate crime can fall into one of three main types: physical assault, verbal abuse and incitement to hatred, where someone acts in a way that is threatening and intended to stir up hatred.

Where the victim perceives an incident or crime to be motivated by hate, the police will identify this as a hate incident or crime by putting a 'marker' against it. This marker can be used to monitor the number of hate incidents and crimes, and can also be used if the case goes to court. The victim will also be contacted by the police to get more details of the incident and will be updated on progress as appropriate.

In Greater Manchester we monitor six strands of hate crime:

- Race (ethnicity, skin colour, nationality, or heritage)
- Religion (faith or belief, including people without a religious belief)
- Sexual orientation (people who are lesbian, gay, bisexual or heterosexual)
- Trans identity (including people who are transgender, transsexual, non-binary or do not identify with the gender they were assigned at birth)
- Disability (including physical disability, mental health, learning disabilities, hearing and visual impairment, and neurodiversity)
- Alternative subculture/lifestyle (the way a person looks or dresses); groups that are described as subcultures often include punk rockers, ravers, metal heads, goths, emo and indie.



**8,900 HATE CRIMES
REPORTED PER YEAR.**

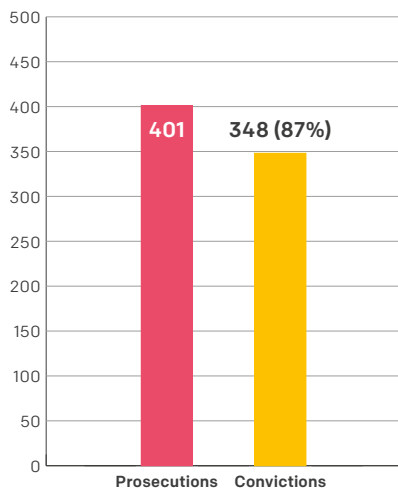
**REPORTS OF HATE CRIME HAVE
REMAINED REASONABLY STATIC
OVER THE LAST 12 MONTHS**

(YEAR ENDING JUNE 2019)

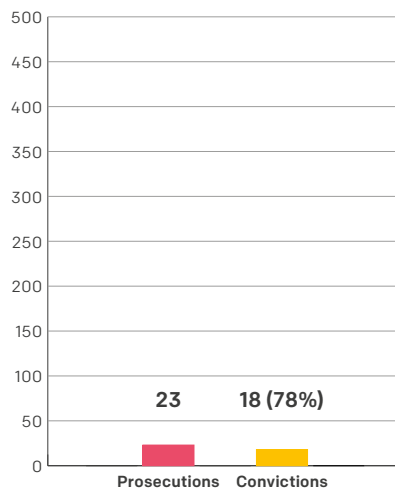
CROWN PROSECUTION SERVICE FIGURES

Figures show successful prosecutions and convictions for hate crimes in the North West, 12 months ending in March 2019.

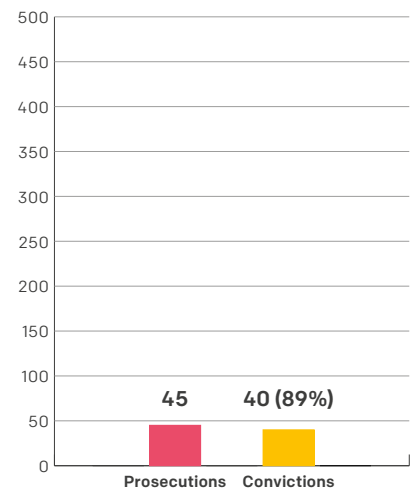
RACIST



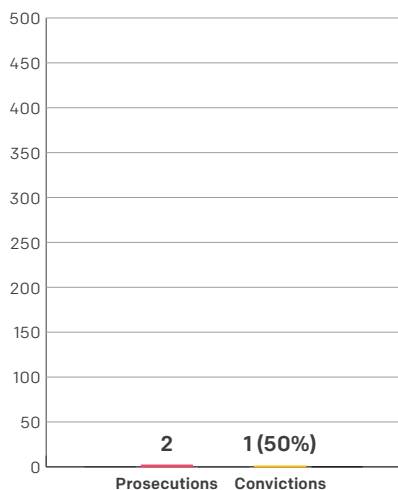
RELIGIOUS



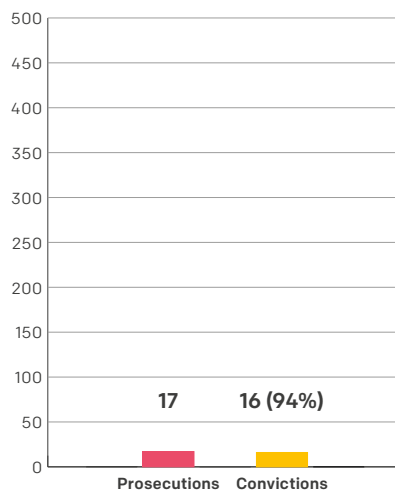
HOMOPHOBIC



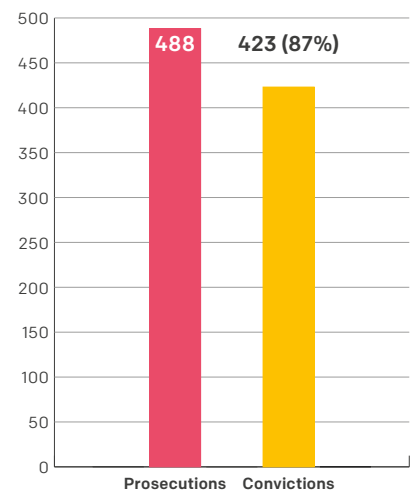
TRANSPHOBIC



DISABILITY



HATE CRIME TOTAL



12 months ending March 2020

CONSULTATION

on the Greater Manchester Hate Crime Plan

Following engagement with key stakeholders across Greater Manchester, a draft plan was drawn up to identify key priorities and actions to address hate crime. Greater Manchester Combined Authority ran an online consultation to seek views on our proposed approach to hate crime and how we tackle it across the city-region. While the consultation was hosted online, numerous sessions were held throughout Greater Manchester to engage people as widely as possible and to promote access to the consultation. Bespoke consultation events included face-to-face interviews and focus groups for communities of interest. 817 people responded to the consultation, of whom 772 were Greater Manchester residents.

Full details of the consultation response can be found here www.gmconsult.org/strategy-team/hate-crime

WE ASKED - YOU SAID

Key findings of the consultation were:

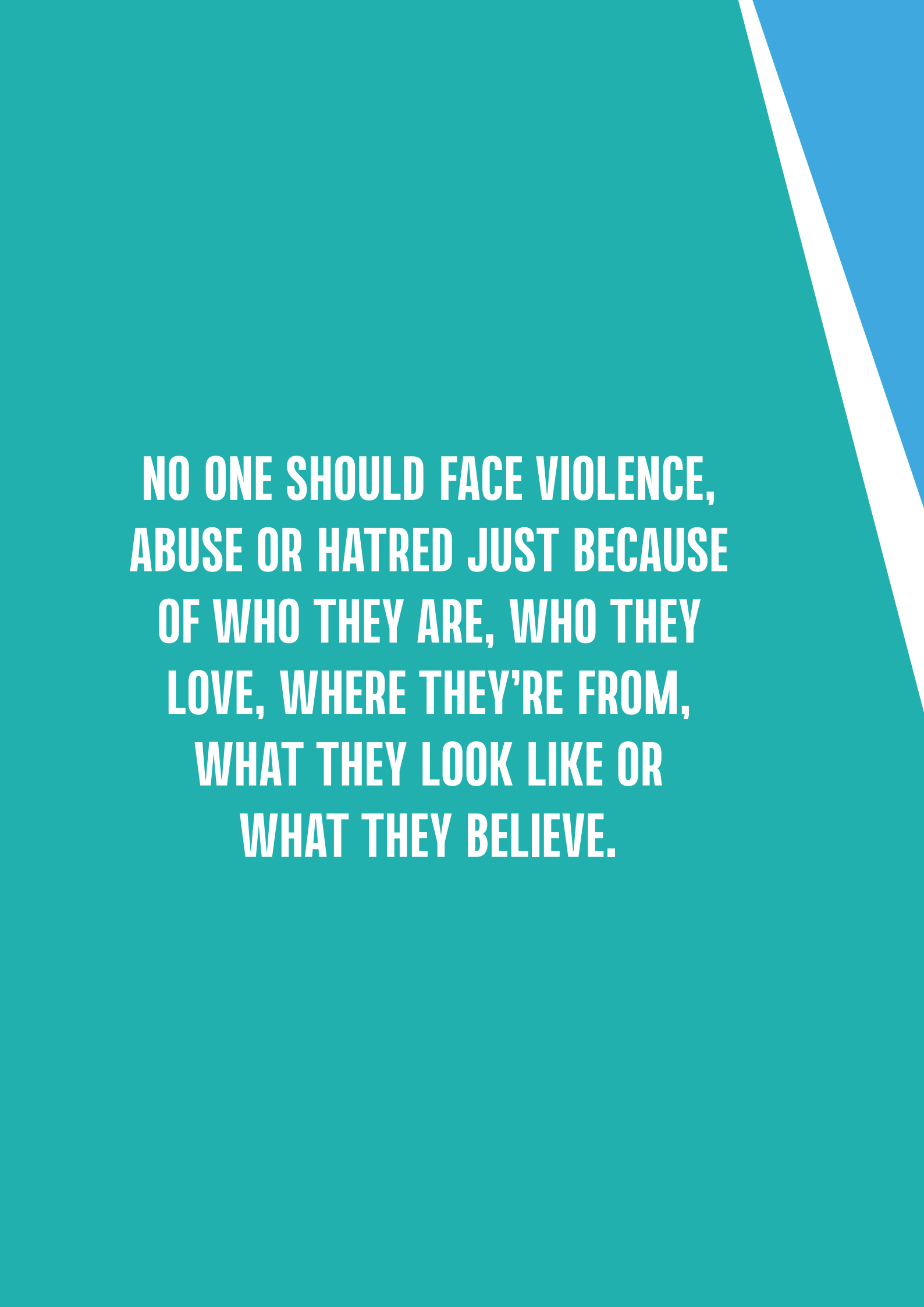
- There was overall support for the draft Hate Crime Plan with all priorities seeing around 90% of respondents agreeing or strongly agreeing with plans
- There was broad support for the inclusion of hate against women and girls as a monitored strand of hate crime

- A number of responses raised questions relating to gender and sex
- When asked about other strands that should be monitored (other than those already monitored, and women and girls) age was the next most suggested strand
- 30% of respondents were aware of Hate Crime Awareness Week, which runs each February across Greater Manchester. There was a wide range of suggestions for future Hate Crime Weeks, the most popular being how to safely challenge hate crime.

A number of important pieces of feedback were given, and we have taken note of these. They included:

- Respondents felt that if people reported hate crime, it must be followed by appropriate and timely updates about the progress of the police investigation
- Education and work in schools was the most common suggestion for action that should be considered to address hate crime
- There was broad support for the concept of Third Party Reporting Centres, but some questioned how effective they were.





**NO ONE SHOULD FACE VIOLENCE,
ABUSE OR HATRED JUST BECAUSE
OF WHO THEY ARE, WHO THEY
LOVE, WHERE THEY'RE FROM,
WHAT THEY LOOK LIKE OR
WHAT THEY BELIEVE.**

RESPONSE TO KEY ISSUES RAISED IN THE CONSULTATION

MONITORING HATRED AGAINST WOMEN AND GIRLS

The National Police Chiefs Council is currently evaluating the wider implications of recording hatred against women and girls as hate, and is working to establish a consistent definition that is agreed nationally. While some forces have taken the decision to record this, GMP are keen to ensure they are consistent with the national direction of travel.

While hatred against women and girls isn't specifically recorded as a separate 'hate' category at present, offences against females are prioritised through specific work streams in respect of domestic abuse, serious sexual offences, and the wider vulnerability portfolio (including stalking and harassment). GMP have identified that further work needs to be undertaken to assess the benefits of recording hatred against women and girls more widely, including the impact on overall confidence.

Following the results of our consultation in Greater Manchester, partners are keen to progress this area of work in line with the national evaluation.

AGE AS A MONITORED STRAND OF HATE CRIME

The Law Commission is currently undertaking a review into hate crime to explore how to make current legislation more effective and consider additional protected characteristics, including age. The results of this review will inform any further action around additional strands.

Current Crown Prosecution guidelines state that where an offence was motivated by any form of prejudice (including against the victim's age, or the suspect targeted or exploited the victim, or demonstrated hostility towards the victim based on their age), it is more likely that prosecution is required.

PRIORITIES FOR GREATER MANCHESTER

Taking into account the feedback from the consultation, the key priorities for the next three years have been determined as:

Raise awareness by:

- Using a co-ordinated campaign across Greater Manchester that raises awareness of hate crime
- Promoting the Greater Manchester campaign brands:
 - ‘Let’s End Hate Crime’
 - ‘We Stand Together’
 - GM Victims (support services)
- Scoping opportunities to raise awareness in educational settings.

Improve support for victims of hate by:

- Referring to appropriate support for victims
- Providing a range of reporting mechanisms for victims of hate. The Let’s End Hate Crime website gives access to victim support and other organisations that provide emotional, practical and advocacy support
- Providing effective training for front-line practitioners to enable them to provide support for victims
- Improving communication of investigative processes and case updates to victims of hate.

Increase the reporting of hate crimes by:

- Raising awareness of what constitutes a hate crime
- Providing victims with a range of reporting systems
- Providing regular support to promote third-party reporting
- Promoting positive outcomes after prosecution to encourage reporting.

Prevent hate crime by:

- Building cohesive and resilient communities, including online communities, where hate crime and discrimination are not tolerated
- Supporting the integration of new communities through local strategies
- Promoting education and awareness of hate crime, its impact, and how to access support
- Embracing national approaches to counter terrorism under the Contest strategy by challenging the ideology of extremism that can lead to hate crime and terrorism
- Exploring effective and safe ways to challenge hate when it takes place
- Taking positive action to scope rehabilitation programmes for offenders to change behaviours, including the use of restorative justice.



PRIORITY ACTIONS TO DELIVER THE PLAN

The Greater Manchester Hate Crime Working Group, in partnership with Greater Manchester Combined Authority, will deliver this three-year plan, including:

LOCAL PLANS

Local plans will deliver projects and initiatives that will be reviewed annually. The plans will respond to changing local, national and international circumstances, and reflect the impact of these on localised communities and service provision.

This plan will also link into other existing plans and strategies to support the delivery of joint key actions.

APPROPRIATE ACTION AND SUPPORT FOR PEOPLE WHO REPORT HATE CRIME

A pilot programme in Bolton brings the CPS's involvement in at a much earlier stage of the criminal justice process. This means, once a hate crime has been reported, it will be overseen by a newly appointed GMP Hate Crime Co-ordinator and reviewed by a dedicated CPS lawyer. During the pilot programme, police decisions regarding hate crimes will not be actioned until they have been reviewed.

The objectives of the pilot are:

- To increase the number of hate crimes received by the Crown Prosecution Service from Bolton Division of GMP through the CPS becoming involved in hate crime cases at an earlier stage. This will provide earlier advice and guidance for officers with a view of building strong case files.
- To review the suitability of out-of-court disposals before decisions are actioned, particularly in relation to cautions.
- To quantify victim attrition rates relating to hate crime cases.

The expected outcomes are:

1. To increase the number of hate crimes referred to the CPS for a Charging Decision by a target of 50%; this equates to eight hate crimes.
2. To improve how we communicate with communities in relation to outcomes of hate crime.

Early results from the pilot indicate that over 50% of reported hate crimes remained open for investigation (this is a significant increase), and the Hate Crime Co-ordinator on the division led to at least one offence being reactivated where it otherwise would have been filed without any investigation as a result of this process.

SCRUTINY PANELS

Local Scrutiny Involvement Panels (LSIP) have been set up to engage with communities and partner agencies by inviting scrutiny of hate crime casework quality. They will provide a platform for panel members to influence decision-making, particularly on priority issues such as hate crime and prosecutions for violence against women and girls (VAWG). The panel's subsequent recommendations aim to enable the CPS to make improvements to how it prosecutes such cases and consider community impact.

PUBLIC TRANSPORT

Transport for Greater Manchester (TfGM) and the GMP Transport Unit jointly lead the TravelSafe Partnership, a multiagency initiative set up to manage instances of crime and antisocial behaviour on the public transport network. The Partnership does not tolerate hate crime on the network and will take appropriate action to tackle any such instances; action may include a ban from the network where proportionate. The TravelSafe Partnership actively engages with the travelling public to share this message through a programme of educational outreach and engagement campaigns, including support for Hate Crime Awareness Weeks of action. The Partnership will also continue to work with others to support drivers and other staff on the public transport section who themselves are victims of hate-related crime.



CONNECTING WITH OTHER PARTNERSHIPS

NATIONAL CYBER HATE CRIME HUB

Hate and intolerance reaches every facet of the internet. It is well documented that social media contains a large volume of hate, and the internet and online facilities give people a platform to spout hate messages. These platforms include forums, blogs, review sites, media comments pages, and even those within internet shopping sites. These incidents should not be ignored. GMP host the National Cyber Hate Crime Hub on behalf of the National Police Chief's Council. The core function of the Hub is to investigate reports of internet/online/cyber hate that are submitted via the True Vision website. The Hub will form part of the wider Greater Manchester Hate Crime Working Group to inform reporting trends and ensure upcoming concerns are considered at a partnership level.

SHARED FUTURES GROUP

This group comprises a number of partners that led the initial community-recovery response following the Manchester Arena attack in 2017. The group continues to meet regularly to consider community tensions, education and awareness, and wider community cohesion initiatives. The group is also the delivery platform for the recommendations arising from the Shared Future Report, produced by an independent commission to look at the broader determinants of social exclusion and how we can work collectively to address them in Greater Manchester. A copy of the report is available on the GMCA website: www.greatermanchester-ca.gov.uk/what-we-do/communities/preventing-hateful-extremism-and-promoting-social-cohesion-commission

Updates on hate crime and wider community cohesion work undertaken through this plan will be shared with the group.



WORKING WITH HEALTH PARTNERS

Our health partners are essential to ensuring an informed, evidence-based methodology to tackle hate crime. The Health and Justice Board is sponsoring the development of a Greater Manchester Adverse Childhood Experiences (ACEs) and Trauma framework. An ACEs and Trauma Informed Working Group has been formed, consisting of a multiagency membership, focused on this body of work. Of particular importance is a trauma-informed approach to supporting victims and offenders of hate crime, also considering the psychological toll of this work on front-line staff. 'Trauma-informed' refers to a system that recognises and responds to the evidence that trauma and ACEs impact everyone in different ways and at different times, and can influence behaviour and relationships as well as physical and mental health. Exploring and understanding what has happened to someone in their life is an important place to start in understanding the experiences of offenders and victims alike.

WORKING WITH THE VOLUNTARY AND COMMUNITY SECTOR

The Greater Manchester Hate Crime Partnership will continue to work with local voluntary and community-sector organisations to engage communities in the delivery of the Plan to Tackle Hate Crime, including local grant schemes, support for victims, and third-party reporting in order to raise awareness and promote cohesion across the city-region.



REVIEW

and monitoring impact

We will continue to monitor the prevalence of hate crime within the partnership. This will include reviewing trends in relation to protected characteristics. We will also monitor data around where the hate incidents are occurring in addition to rates of revictimisation and reoffending.

Through ongoing awareness campaigns we will continue to monitor the reach of communications into our communities to provide targeted campaigns where appropriate. We will also monitor the number of people attending and taking part in grant-funded community events aimed at promoting cohesion, and will review the qualitative feedback provided by communities.

Through the Police and Crime Survey we will continue to monitor public feelings of safety and confidence levels in the police. We want people to have a sense of belonging to their communities and will review data from this and other available surveys to help understand the satisfaction in policing.

Throughout the delivery of this plan we will maintain close-working relationships with local organisations and communities to encourage feedback and offer support by further raising awareness of hate crime.

HOW TO REPORT

Tackling hate crime is a shared priority. Even if you are unsure whether you have been a victim of a hate crime, it is important to speak to someone who can offer you advice and support. You can report a hate crime to any of these agencies:

GREATER MANCHESTER POLICE:

- Emergency: In an emergency you should phone 999
- Non-emergency: You can phone Greater Manchester Police on 101, visit a police station or visit gmp.police.uk to have a live chat with an operator.

REPORT ANONYMOUSLY:

- True Vision: www.report-it.org.uk
- Crimestoppers (independent UK charity): 0800 555 111.

LET'S END HATE CRIME:

For more information on hate crime visit www.LetsEndHateCrime.com

VICTIM SUPPORT SERVICES:

The Greater Manchester Victims' Services is the main support service for victims of hate crime; visit www.gmvictims.org.uk or call the helpline on 0161 200 1950; Text Relay, 18002 0161 200 1950.



