

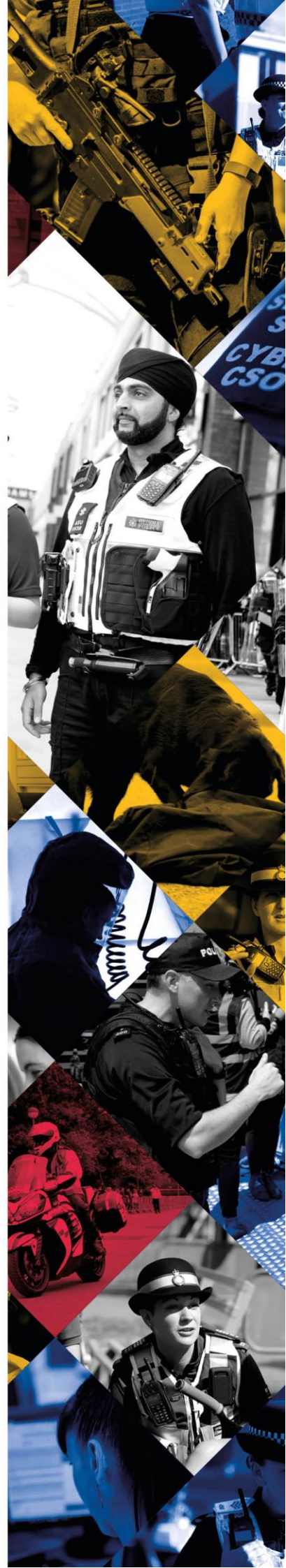


Decision Log: PCCG-2022-018

Hate Crime

Annual Report

April 2021 | March 2022



1. RECOMMENDATION

1.1 The purpose of this report is to provide information to the Office of Police and Crime Commissioner for monitoring and reporting purposes.

1.2 There are no decisions required.

2. INTRODUCTION AND BACKGROUND

2.1 The National Police Chief's Council definition of a Hate Crime/incident is:

'A criminal offence/non-crime incident which is perceived by the victim or any other person to be motivated by hostility or prejudice based on actual or perceived disability, race, religion / belief, sexual orientation and gender identity.'

2.2 Gwent Police has a stated aim of embedding and promoting the principles of equality, diversity and inclusion, while challenging discrimination as an organisation and by individuals. Providing an effective response to Hate Crime is part of this aim.

This report relates to Gwent Police's action relating to the investigation of Hate Crimes and the support offered to victims during the period of 1st April 2021 to March 31st 2022. The report documents the work undertaken during that period and the plans to improve service delivery.

2.3 In October 2020, Gwent Police agreed a Joint Strategic Equality Plan (JSEP) in partnership with the Office of the Police and Crime Commissioner (OPCC). It outlines the Police and Crime Commissioner's and Chief Constable's commitment to ensure that respect for equality, diversity and human rights underpins everything Gwent Police does. The plan is effective from 2020 until 2024 and ensures Hate Crime is a priority for both organisations. The plan has been previously published and is available online.

The plan aims to achieve the following four strategic equality outcomes and has an associated tactical delivery plan to assist delivery.

- **Supporting Vulnerable People:** To investigate and achieve justice for crimes with the greatest impact on vulnerable people, ensuring effective support for victims.



- **Legitimacy and Fairness:** To ensure that Gwent Police and the OPCC carry out their activities in a way that is proportionate and non-discriminatory and fosters positive relations between communities and policing.
- **Access, Engagement and Inclusion:** To ensure that the services delivered by Gwent Police and the OPCC respond to the views, experiences, and needs of people that identify with protected characteristics, and that the work the Force does to promotes inclusion and cohesion.
- **Creating an Inclusive Workforce and Promoting Fairness:** Work towards a representative workforce and an inclusive workplace culture and ensure that everyone working for Gwent Police and the OPCC are treated fairly and without discrimination.

This plan was previously governed by an Equality, Diversity and Inclusion Gold group, chaired by the Assistant Chief Constable (ACC). This group has now become the Gwent Police Legitimacy Board, chaired by the Deputy Chief Constable (DCC). This Board focuses on the four key objectives as set out in 2.3 above. Each objective has a strategic lead held to account by the chair to evidence activity and progress against the objective.

2.4 To assist in delivering the Hate Crime objectives of the JSEP, the force has established a Hate Crime Meeting chaired by a Chief Superintendent. The meeting has strategic oversight of Hate Crime in Gwent. It monitors performance of investigations, the accurate recording of data and whether Gwent Police (with partners) are achieving the best possible outcome for victims.

Membership includes representatives from various internal departments that deal with Hate incidents; representatives from the Victim Care Unit, the Independent Advisory Group (IAG) and the Crown Prosecution Service (CPS)

The meeting's objectives are:

- To deliver the Hate Crime objectives as set out in Gwent Police and Office of the Police and Crime Commissioner Joint Strategic Equality Plan,
- To deliver the objectives set out in the Force Hate Crime Action Plan,
- To monitor and analyse Hate Crime data and identify any related patterns and trends,
- To ensure that regional and national developments around Hate Crime and cohesion are discussed and progressed within Gwent,

- To ensure local matters relating to Hate Crime and cohesion are addressed,
- To share information with key partners around victim services and support.

2.5 The new Police and Crime Commissioner's Policing Plan 2022-2024 Plan incorporates Community Cohesion through prioritising community confidence, keeping neighbourhoods safe and protecting the vulnerable which further influences work around the Hate Crime agenda

3. ISSUES FOR CONSIDERATION

3.1 RECORDED HATE CRIME- VOLUME

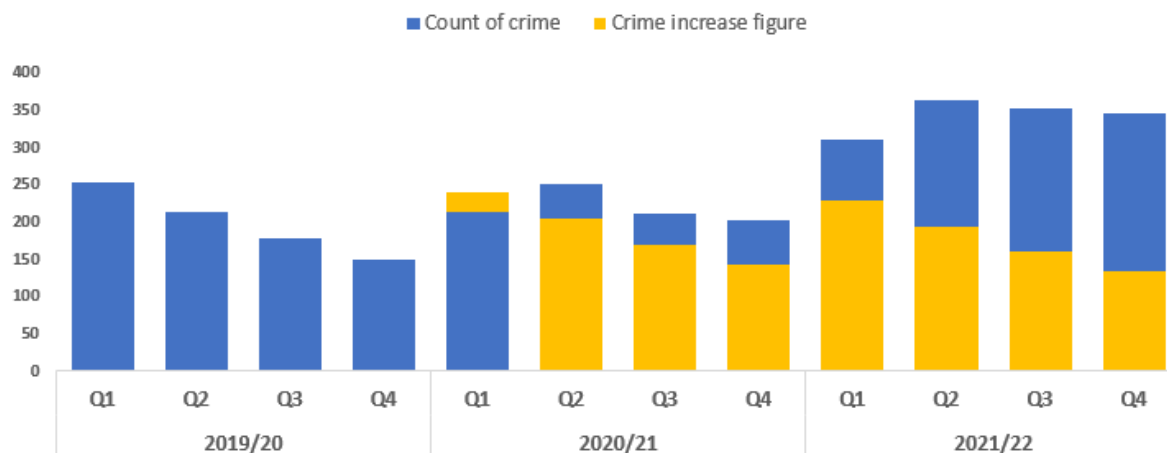
Gwent Police recognises that hate crimes are likely to be underreported given that victims are likely to come from groups that have less confidence in the police. As a result, the Force's strategic aim is to increase the number of hate crimes that are reported to it.

As can be seen in the chart below, there has been a significant increase in recorded hate crime during this financial year when compared with previous financial years (73.1% up on 2019/20, and 57.3% on 2020/21). Although no single event has led to this rise, national and international events have likely contributed to increased social tensions which can lead to hate crime. The rise is also partly due to improvements in the flagging and recording of hate crime. It is also likely to be partly attributable to Force efforts to build confidence in reporting.

It is likely the numbers of hate crimes will continue to increase next year. Events such as the cost-of-living crisis, inapposite social media usage, high profile national incidents and international incidents such as those involving the murder of George Floyd and war in Eastern Europe will likely contribute to social unrest which may well result in hate crime against vulnerable groups.



Hate Crime Trend (Q1 2019/20 - Q4 2021/22)



Hate crime Trend per year per quarter.

The above chart shows the number of hate crimes recorded per quarter by Gwent Police. The blue represents the actual numbers of reported crimes. The orange bar represents the number of crimes required for the force to increase reported crime by 5% each year.

2019-20				2020-21				2021-22			
Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4
253	214	177	149	211	250	210	202	311	364	353	345

FY (19-20)	FY (20-21)	FY (21-22)	% change (19-20)	% change (20-21)
793	873	1373	73.1% ↑	57.3% ↑

Hate crime trend per quarter per year.

The above chart also shows the number of hate crimes recorded per quarter, and the percentage change from previous years.

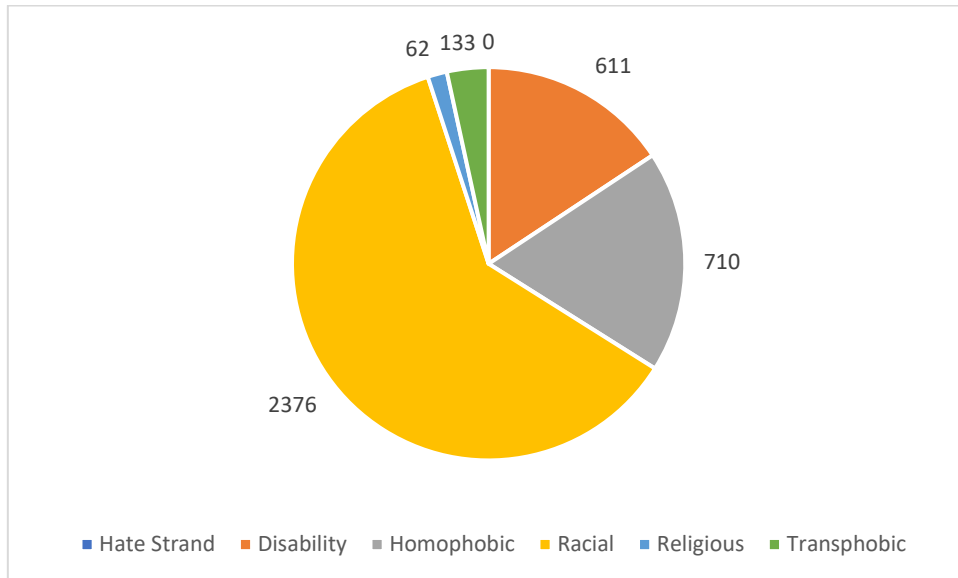
3.2 Hate Crime by Strand - 2018-2022

HATE CRIME BY STRAND - 2018-2022

HATE STRAND	2018-19	2019-20	2020-21	2021-22	Total	Average
DISABILITY	118	118	113	262	611	153
HOMOPHOBIC	161	150	150	249	710	178
RACIAL	564	508	564	740	2376	594
RELIGIOUS	23	12	9	18	62	16
TRANSPHOBIC	20	10	30	73	133	33
TOTAL	886	798	866	1342	3892	973

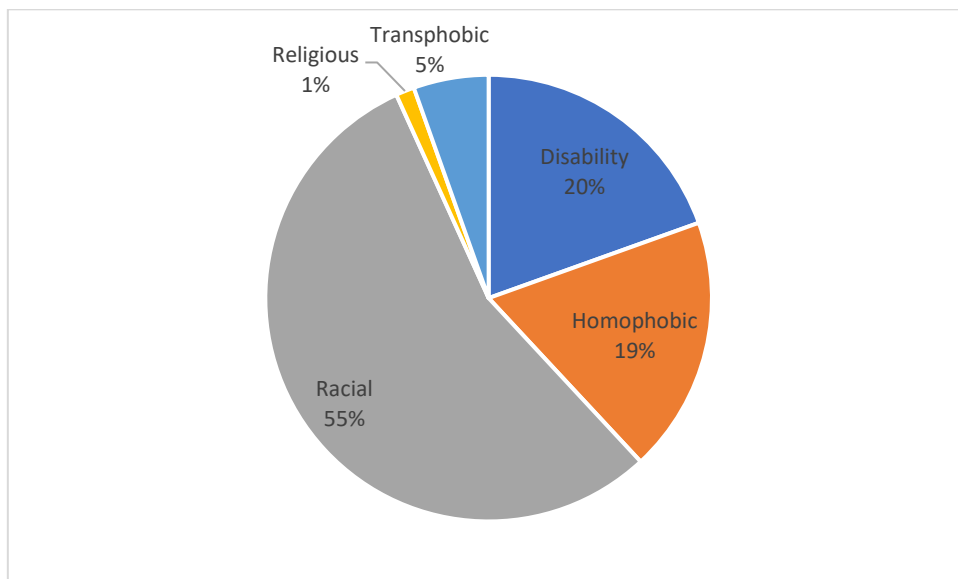
Hate crime by strand since 2018.

Total Hate Crime by Strand 2018 – 2022



Total hate crime by strand since 2018.

Total Hate Crime by Strand 2021-2022



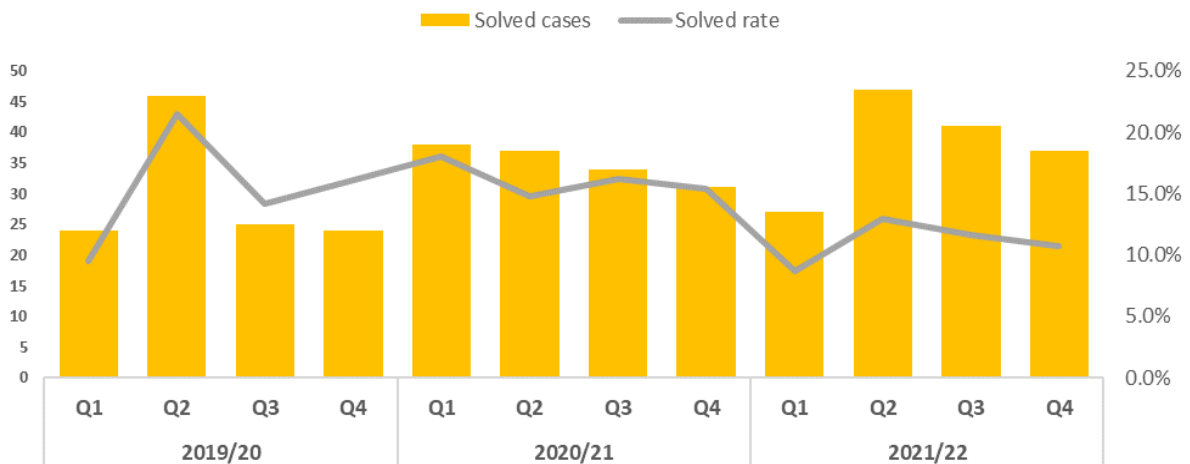
Total hate crime by strand 2021-2022.

Consistent with previous years, race related crimes accounted for the majority of Hate Crimes in 2021/22 with 55% of the total, a reduction of 10% from the previous year (65%). Lesbian, Gay and Bi-Sexual Hate Crimes accounted for 19% of Hate Crimes in 2021/22 a rise from 17% in 20/21. Disability Hate Crimes accounted for nearly 20% of all Hate Crimes in 2021/22, a large rise from 13% in 2020/21. Transgender Hat



Crimes account for 5% in 21/22 rising from 3% in 20/21. Overall, crime in all strands has increased. A significant portion of racial crime is attributable to Welsh/ English hate crime, most noticeably in the Western half of the Force.

3.3 HATE CRIME POSITIVE OUTCOMES



Hate crime positive outcomes.

The above chart shows the numbers of solved hate crimes (ie, those with a positive criminal justice outcome) since 2019/20.

Overall numbers of solved cases are represented by the orange bars.

The percentage of solved hate crimes is represented by the line graph.

FY (19-20)	FY (20-21)	FY (21-22)	pp change (19-20)	pp change (20-21)
15.0%	16.0%	11.1%	-3.9% ↓	-5.0% ↓

Hate crime positive outcome rate.

The above chart also shows the percentage of hate crimes with a positive outcome since 2019/20, and the percentage change from previous years.

When comparing 2021/22 to 2019/20, there has been a 3.9 percentage point decrease in positive outcomes, and a 4.9 percentage point decrease when compared to 2020/21.

It is notable that despite the decline in solved rate, the overall number of solved cases is significantly higher this financial year than in previous years, due to the higher number of hate crimes recorded.

3.4 ARRESTS AND CRIMINAL JUSTICE OUTCOMES

Arrests for Hate Crime increased to 143 in the last financial year, in comparison with 138 in 2020-21. Racial offences accounted for 75% of Hate Crime arrests in 2021-22.

Arrests for Hate Crime

ARRESTS FOR HATE CRIME - 2018-2022

HATE STRAND	2018-19	2019-20	2020-21	2021-22	Total	4 Yr. Average	% of Total
DISABILITY	2	7	10	5	24	6	3.9%
HOMOPHOBIC	15	22	25	27	89	22	12.5%
RACIAL	77	53	98	108	336	84	14.1%
RELIGIOUS	3	3	1	1	8	2	12.9%
TRANSPHOBIC	0	0	4	2	6	2	4.5%
TOTAL	97	85	138	143	463	116	11.9%

Arrests for hate crime 2018-2022.

3.5 HATE CRIME RATES BY LOCAL AUTHORITY AREA

The following table illustrates hate crimes per 1,000 population across each local authority area in Gwent. The highest variance of crime levels per head is seen in Blaenau Gwent. This is due to a 25% year-on-year increase in reported hate crimes, equivalent to 24 additional crimes. Newport continues to see the highest rate per 1,000 population. Torfaen has shown a slight decrease.

HATE CRIME OFFENCES PER 1000 POPULATION - 2018-2022

AREA	Population	2018-19	2019-20	2020-21	2021-22	4 Yr Average
BLAENAU GWENT	69713	1.5	1.0	1.3	2.3	1.5
CAERPHILLY	181019	1.1	0.9	1.0	1.7	1.2
TORFAEN	93049	1.2	1.3	1.2	2.0	1.4
MONMOUTHSHIRE	94142	0.7	0.8	0.8	1.4	0.9
NEWPORT	153302	2.6	2.3	2.6	3.5	2.8
FORCE TOTAL	591225	1.5	1.3	1.4	2.3	1.6

Hate Crime per 1,000 Population.

Recent local authority data indicates that there is a Black, Asian, and Minority Ethnic population of around 12% living in the Newport area. This compares with a very much lower figure in the other four local authority areas, with the average figure for Gwent



being around 3.9%. There is a correlation between the ethnic population of each area and the percentage of hate crimes reported.

3.6 ONLINE HATE CRIME

The number of cyber-enabled crimes committed with an element of hate increased further in 2021-22. Gwent Police has used social media campaigns to encourage reporting and has a Social Media Desk within our Force Communications Suite, enabling victims to contact us through social media to report. This may also account for some of the increase in reporting. Much like traditional forms of hate crime, racial crime forms more than 50% of online hate.

CYBER ENABLED HATE CRIME - 2018-2022

HATE STRAND	2018-19	2019-20	2020-21	2021-22	Total	Average
DISABILITY	5	7	11	14	37	9
HOMOPHOBIC	16	20	8	20	64	16
RACIAL	23	28	37	46	134	34
RELIGIOUS	7	1	5	5	18	5
TRANSPHOBIC	5	2	5	4	16	4
TOTAL	56	58	66	89	269	67

Cyber enables hate crime 2018-2022.

The above table is based on hate crimes with a cyber-enabled local qualifier. A recent profile identified approximately 79% of actual cyber-enabled crime in Gwent is tagged with a local qualifier, suggesting the actual total of hate crimes committed online may be 21% higher. In future, the force will need to ensure it is applying the correct qualifiers each time to online hate crimes to capture the true picture of online hate in Gwent.

3.7 REPEAT VICTIMISATION

The below table provides the number of repeat victims of hate crime in Gwent.

HATE CRIME REPEAT VICTIMS - 2018-2022

2018-19	2019-20	2020-21	2021-22	Total
84	83	108	196	471

Repeat Victimisation by Financial Year.

From July 2021 the new Victim Care Unit has provided additional and bespoke support to repeat victims of hate crime including a detailed needs assessment. All repeat victims of hate crime are reported into local tasking meetings and appropriate plans are put in place by LPA staff, supported by Problem Solving Hubs.

3.8 WORKFORCE AND OTHER ASSETS

The Police Staff Head of the Diversity and Inclusion team reports to the Chief Inspector (Head of Governance and Assurance) who in turn reports to a Chief Superintendent with strategic responsibility for hate crime. The Diversity and Inclusion Team has two members of staff (a Community Cohesion Officer and a Diversity and Inclusion Support Officer). They assist with coordination of case handling meetings, delivery of community awareness sessions and hosting faith and cultural events at Head Quarters and in the community, as part of wider portfolios of work. A Chief Inspector from the East LPA supports the work by providing tactical and operational leadership.

Every hate crime is reported on the Force Daily Management Meeting document and is reviewed by Harm and Vulnerability co-ordinators based in each LPA. These officers review the OICs risk assessments and arrange enhanced partnership support through Section 115 meetings if required. A dedicated Hate Crime CSO on each side of the force also works with key partners to resolve problems in relation to hate crime, to help make the community feel safe and to provide support and reassurance to victims of hate crime. Specific problem-solving approaches are supported by our problem-solving hubs.

Officers and staff are supported by an interactive Hate Crime Tool Kit which is available on the force intranet. It provides staff with all information they need to know about hate crimes, from identification to investigation.

Forty-two officers and staff members act as Hate Crime Support Officers (HCSOs). They have received enhanced training and receive victim referrals for bespoke support. The HCSO role is performed in addition to regular duties. The Community Cohesion Officer assists with challenging or repeat cases. HCSOs provide support and signposting to victims and can act as a liaison between the victim and the OIC. The OIC retains ownership of the investigation, but support from HCSO can continue beyond the finalisation of the crime. HCSOs will also proactively identify community groups to raise awareness of hate crimes, what they are and how to report them

The Force has recently reviewed the Independent Advisory Group (IAG). Its active membership has increased four-fold from 5 to 20 members, and it is representative of the demographics and geography of the force area. Given this uplift and the ensuing community links the force anticipates that awareness will be raised by new members from our communities which will raise the trust and confidence of victims to report incidents.

The IAG also sit on the force Hate Crime Scrutiny Panel, where monthly dip sampling of cases takes place and actions on findings are progressed, with key themes being fed into the internal hate crime forum.

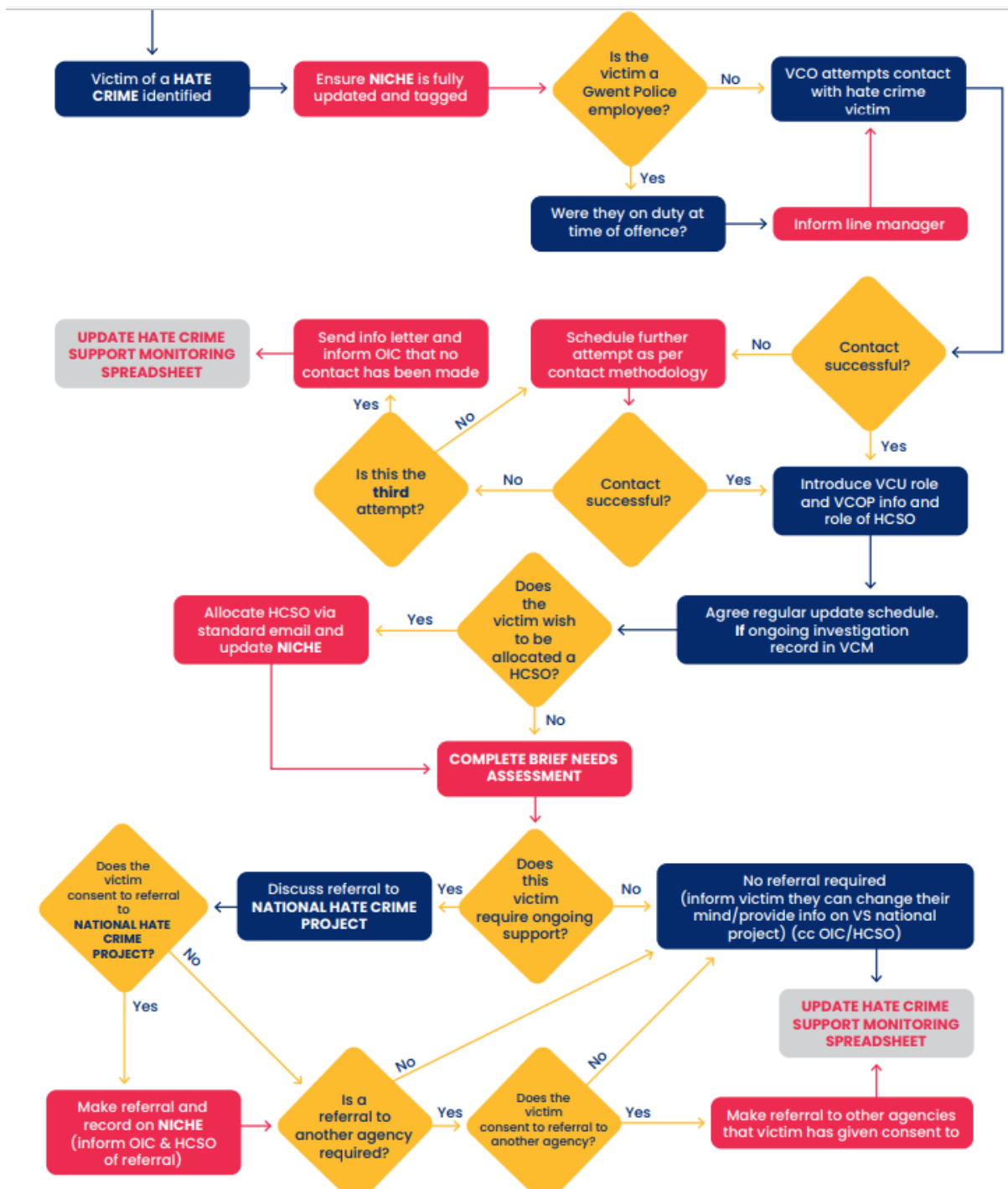
There is also a Gwent-wide Partnership Hate Crime Forum, that aims to enable an effective partnership approach to responding to hate crime and related issues across



the Gwent area and to increase public trust and confidence in the way that hate crime is dealt with by police and partners.

This year, force training days will be focusing on equality and diversity including how to support victims of hate crime. The D&I team currently train new recruits to the force on issues relating to hate crime and our communities. Such training has been delivered to CSO's, Police Staff Investigators and Specials. As part of the Police Education Qualification Framework (PEQF) programme new PC recruits will complete diversity training as part of the degree programme.

Every victim of hate crime is also contacted by the Victim Care Unit (VCU), who provide bespoke support and third-party signposting. They also offer the services of a Hate Crime Support Officer. The VCU workflow is as below:

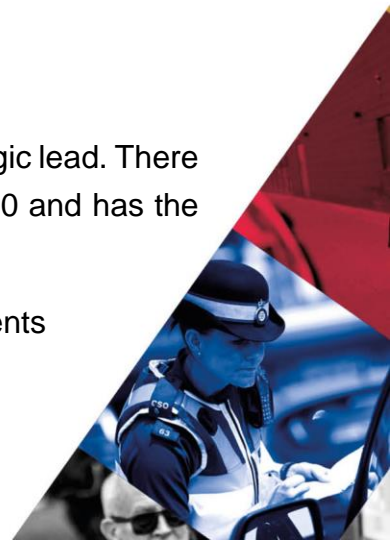


Victim Contact Hub workflow.

3.9 HATE CRIME MEETING

Gwent Police Hold a quarterly Hate Crime Meeting chaired by the strategic lead. There is an associated Hate Crime Action Plan, which was developed in 2020 and has the following objectives:

Objective 1: To Raise Awareness of Hate Crime and Hate Incidents



Objective 2: To Increase Confidence amongst Victims to Report Hate Crimes and Hate Incidents

Objective 3: To Support Victims of Hate Crime and Hate Incidents

Objective 4: To seek the most appropriate outcomes for victims of Hate Crime

The meeting reports into the Force Operational Performance Board.

3.10 MEETING DEMAND

3.10.1 DEPARTMENTAL REVIEW

In November 2021 a review of the D&I Department was commissioned to review the resource available against increasing demands. A business case was put to Workforce Resource Management Board in December 2021 to employ an additional scale 3 Administration Clerk on a temporary, sixth month contract. This has been very successful, and it is likely this contract will be extended.

A second business case was put to the Board for a temporary Strategic Diversity and Inclusion Lead to replace the Chief Inspector who line manages the Head of Diversity and Inclusion. This appointee will bring a more specialist knowledge of D & I matters and will have greater capacity to lead the department. The strategic lead will also be used to complete the departmental review. Project Initiation Document (PID) was approved at Service Improvement Board (SIB) in May 2022.

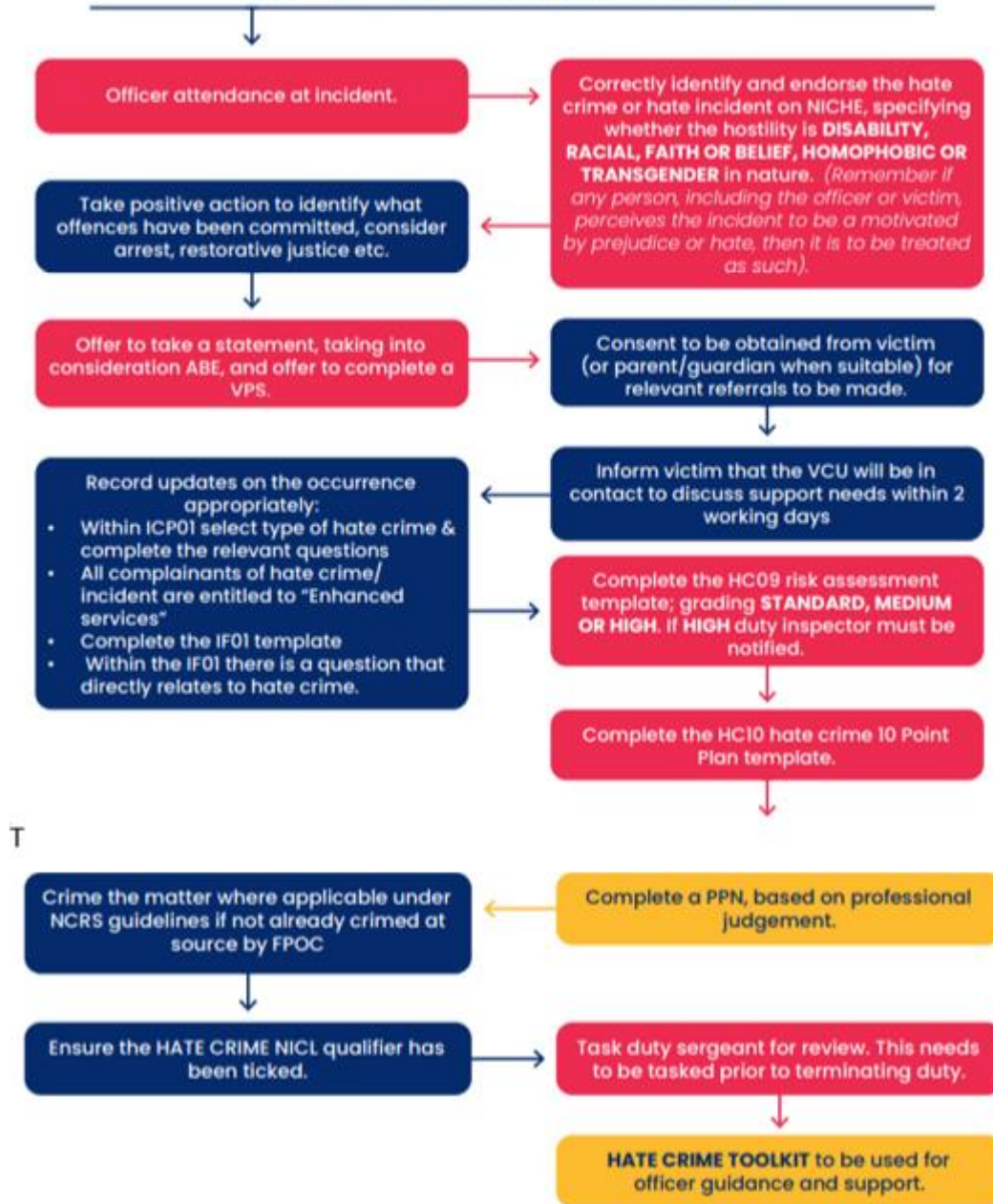
3.10.2 HATE CRIME PROCESS REVIEW

During 2021/22 task and finish groups were established to review a number of policies and processes relating to hate crime. These were intended to evaluate the effectiveness of our hate crime investigations, quality assure the documentation of incidents and ensure accurate victim data, evaluate victim contact relating to updates, communications, and support, ensure the effectiveness of the HCSO role and to develop a bespoke Hate Crime policy for the Force.

Every hate crime is subject to an investigation and a quality assurance template in each hate crime investigation seeks to improve the quality of investigation. The Force process is now as below:

HATE CRIME PROCESS MAP INVESTIGATORS

HATE CRIME/INCIDENT ALLOCATED VIA FORCE CONTROL ROOM



Hate crime process map.



3.11 FUTURE GAPS AND CHALLENGES

Positive Outcome rates for victims of hate crimes need to be increased. Hate crime will be a standing agenda item at the Force Investigation Board to help facilitate better quality investigations. The Hate Crime Scrutiny Panel will also assist with this.

There were many changes to force processes in 2021/22. These need to be embedded and refined. The Force Hate Crime Policy, as reviewed in 2021/22 needs to become daily business, and investigation quality needs to be improved to ensure better outcomes. The Force Hate Crime CSOs need to be empowered and supported in their new role and HCSO's need to be fully utilised by the Victim Care Unit.

The Force needs to continue to drive increased reporting, as despite the recent increases hate crime continues to be underreported across all protected characteristics. It needs to make better use of third-party reporting services.

The review of the D & I department needs to ensure that sufficient resource is available to meet the increasing demands in this area of policing.

Data capture and analysis to provide insight into hate crime, particularly in cases of intersectionality, needs to be improved. The Victim Care Unit now record protected characteristic data from all victims, and this is held in the force global data store. The next challenge will be to produce enhanced performance, tasking, and business intelligence products with this data.

As a force, we need to be better understand why victims still do not report a significant number of incidents to us. The independently run force Public Confidence survey suggests confidence amongst black and minority ethnic people remains significantly lower than amongst white people. The force must close this gap. Implementing the NPCC Race Action Plan will assist with this.

4. NEXT STEPS

- 4.1 To continue to deliver the JSEP and the associated tactical delivery plan.
- 4.2 Deliver Hate Crime training to all officers through the Force Training Day
- 4.3 To undertake a review of the Equality, Diversion and Inclusion Department to ensure there is sufficient resource to meet demand.
- 4.4 To review and continue to deliver the Hate Crime Action Plan.
- 4.5 To embed and improve the Hate Crime Scrutiny Panels.
- 4.6 To monitor national developments regarding the inclusion of gender and age within Hate Crime procedures, and work with the other Welsh forces to ensure a consistent approach.
- 4.7 To continuously improve our service and increase confidence by engaging with local communities and local partners.

5. FINANCIAL CONSIDERATIONS

5.1 No significant financial costs have been identified to date regarding internal work around Hate Crime.

6. PERSONNEL CONSIDERATIONS

6.1 None.

7. LEGAL IMPLICATIONS

7.1 Legislative drivers include the Public Order Act 1986, the Protection from Harassment Act 1997, The Crime and Disorder Act 1998 and The Criminal Justice Act 2003.

7.2 The Equality and Human Rights Commission (EHRC) report 'Hidden in Plain Sight' published in September 2011, includes findings and recommendations from their formal inquiry into Public Authorities' response to Disability Related Harassment.

8. EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS

8.1 An Equality Impact Assessment has been completed against internal and external hate crime procedures.

8.2 Consideration has been given to the general duty to promote equality, as stipulated under the Equality Act 2010 and the Force's work around hate crime supports this.

8.3 In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.

8.4 The delivery of the Hate Crime Action Plan forms one of the Equality Objectives in Gwent Police's /OPCC Joint Strategic Equality Plan 2020-2024

9. RISK

9.1 Operational risks are managed by the Portfolio lead and the Gwent Hate Crime Forum



10. PUBLIC INTEREST

10.1 The document can be made available to the public.

11. REPORT AUTHOR

11.1 Ch. Inspector Chris Haire, Head of Governance & Assurance.

12. LEAD CHIEF OFFICER

12.1 DCC Amanda Blakeman

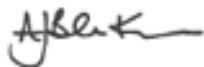
13. ANNEXES

13.1 Nil.

14. CHIEF OFFICER APPROVAL

14.1 I confirm this report has been discussed and approved at a formal Chief Officers' meeting.

14.2 I confirm this report is suitable for the public domain.



Signature:


Date: 12/07/2022

Jeff Cuthbert B.SC., MDIPD, Police and Crime Commissioner for Gwent

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with my code of conduct. Any such interests are recorded below.

The above request has my approval.

Signed



Date

19/07/2022

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Background papers	

