

## Appendix C

### Hate Crime Delivery Plan 2021-24

Period: Apr22-Mar23

Last updated: 23.02.2023

Red **R** – Work delay/or not started

Amber **A** – Work in progress

Green **G** – Work complete

**Coverage:** Hate Crime work will address intersectionality in all aspects of our delivery.

Intersectionality is when different aspects of identities (e.g. gender, ethnicity or class) overlap with each other, giving rise to disadvantage and discrimination.

### 1 - PREVENTING HATE CRIME

	Objective	Actions	Lead	Coverage	Progress	Further Actions	Target	Progress	RAG	O&S Rec
1.1	Education - produce and circulate resources that cover the impact of hate crime, what constitutes hate crime - ensuring the voice and representation of all protected characteristics, acknowledging intersectionality and including misogyny	a. Develop a simple, easy to understand explanation of what Hate Crime is and for this to be used in for all communities across all protected characteristics in awareness raising materials and campaigns.	BHCA	Disability + Public & Organisations	<ul style="list-style-type: none"> <li>Developed a simple and easy to understand explanation of hate crime using publicity materials.</li> <li>EasyRead version to the Hate Crime Strategy produced; published as downloadable resource on new website</li> <li>New accessible Bradford Hate Crime Alliance website launched Oct-22.</li> </ul>	Complete			<b>G</b>	5
		b. Work with schools to encourage training and development of Hate Crime to support both staff and pupils	BHCA; Safer Schools WYP)	Children & Young People + Teachers/ Staff	<ul style="list-style-type: none"> <li>Hate crime awareness training delivery in schools and colleges ongoing</li> </ul>	Reach 8 schools annually; work continues	8	34	<b>G</b>	12
				<ul style="list-style-type: none"> <li>Two workshops carried out for Bradford College's 14-16 provision</li> </ul>	Complete			<b>G</b>	12	
			<ul style="list-style-type: none"> <li>Completed an extensive bespoke project at an inner-city secondary school including workshops on hate</li> </ul>	Complete			<b>G</b>	12, 11		

		to raise awareness and knowledge.			crime for every form group & year group (year 7 to 13). Plus, CPD training rolled out for teachers 'Empowering Teachers to Tackle Hate'.					
					<ul style="list-style-type: none"> <li>• Work with Pol-ED (WYP) team on the education programme (Y1-13), written by teachers for teachers to keep children safe; includes content on HC, bullying &amp; harassment. Lead Inspector Osman Khan; work with Engagement Officer, PC Huss Ali</li> <li>• BD Schools Linking Network continues (designed to provide preventative factors against hate crime); 142 classes from 74 schools (2022 to Jan-23) engaged. BD Intergenerational Linking 42 Links with older people's groups and care homes across the district.</li> <li>• Working with Prevent Education Officer to distribute HC resources around education establishments.</li> <li>• Tapping into funding - Prevent bid 2023-24; to fund projects with schools and the community specifically on critical thinking &amp; misogyny</li> </ul>	<p>Review content on HC; SMG to monitor data on school sign ups in BD; promote within BD schools</p> <p>Linking Network using reserves; further funding to source required</p> <p>Action during HC week 2023 &amp; beyond</p> <p>Support the bid</p>				A

				<ul style="list-style-type: none"> <li>BHCA running a pilot of 4 x sessions with Primary school in BD7 on faith &amp; phobias working with staff (front line &amp; teachers) cultural competencies &amp; equality &amp; diversity</li> </ul>	Work in progress; collect data.					
		c. Work with Equality Together, and Morley Street Resource Centre to develop and deliver bespoke training sessions for Disabled groups, aimed at improving their understanding of Hate Crime including how they can report Hate Crime incidents.	BHCA Stronger Team	Disability	<ul style="list-style-type: none"> <li>Delivering 'Understanding Disability Hate Crime' training for disabled groups between 2021-22 delivered via Zoom with approx. 150 participants; Training for 2022-23 is currently on hold.</li> </ul>	Delay in work. As Morley Street still not fully functioning; Work with Equality Together/Tackling Disability Hate Crime Group to coproduce a training programme and delivery.	4	0	R	6
					<ul style="list-style-type: none"> <li>Re-established the Tackling Disability Hate Crime group. 3 meetings held in 2022; plan to run quarterly meetings; feedback to SMG; coproduce events / resources &amp; activities.</li> </ul>	Build on this; PEO to help lead on this with HCC at BHCA			G	8
		d. Produce resources for support workers in the areas of disability, mental health, sign language and translation services to increase awareness of Hate Crime service			<ul style="list-style-type: none"> <li>Exploration of developing specific awareness around mate crime and suitable material for those suffering from learning disabilities who are particularly vulnerable to this.</li> <li>Working together with Safeguarding Voice, Safeguarding Adults Board's service user group made up of people with care and support needs, carers &amp; advocates. Meet quarterly. Produced HC materials now working on 'What is a good friend' to tackle mate crime. During 2022 attended events / places to raise awareness on HC &amp; MC <b>1768</b> people reach.</li> </ul>	<p>Explore if this work can be joint up with Safeguarding Voice.</p> <p><u>Hate</u> and <u>Mate</u> Crime leaflets in easy read have been produced To work with Voice to design up and print these in different formats (paper copies, audio, and sign).</p>			A	6, 7, 8

					Bradford for Everyone Ambassador Chairs Safeguarding Voice; to join up work in relation to HC and feeling safe.					
1.2	Integration - bringing communities and wards together, through a coordinated approach, establishing shared goals, values and interests	a. Deliver & support projects / activities across the four key cohesion & integration pillars Getting On, Getting Along, Getting Involved and Feeling Safe.	Stronger Team EDI Lead BHCA WYP	All Protected Characteristics  All Organisations	<ul style="list-style-type: none"> <li>Bradford for Everyone <a href="#">Programme</a> delivered 85 projects, engaging 36,000 people between 2019-22</li> </ul>	<ul style="list-style-type: none"> <li><b>Explore further funding</b> to re-run some projects again</li> </ul>			<b>G</b>	2, 11, 10
		b. EDI Systems work: Upskill, improve confidence and capability across sector /system for our workforce in areas of EDI by offering opportunities for; learning, training and building connections			<ul style="list-style-type: none"> <li>Working as one system to create clear messaging by pooling our resources, energies and expertise to co-design and co-produce a set of Diversity Calendar programming. Agreed key dates of activities /events for 2023 [see key dates plan]</li> <li>To be involved in the Diversity Exchange - web-based portal which will share intelligence, resources, information and insight relating to equality, diversity and inclusion as well as the network.</li> </ul>	<ul style="list-style-type: none"> <li>Run events &amp; activities as agreed by the multi-agency place based diversity programme calendar group.</li> <li>Work in pipeline</li> </ul>			<b>A</b>	2, 11, 10
1.3	Campaign to dispel myths and	a. Use the 'Make Sure It Adds Up'	Stronger Team BHCA	All Protected Characteristics	<ul style="list-style-type: none"> <li>The 'Make Sure It Adds Up' website recorded 168,243 hits up to June</li> </ul>	<b>Source further funding.</b>			<b>G</b>	11, 1, 5

	stereotypes that fuel hate crime	‘Critical Thinking’ campaign and training to encourage people to obtain correct information & not to accept the myths, stereotypes & misinformation that fuel hate crime			<p>2022. Over 600 people took part in the Critical Thinking training</p> <ul style="list-style-type: none"> <li>We continue to promote the ‘Make sure it Adds Up Campaign promoting ‘critical thinking’ materials that have been published;</li> <li>Ran session in Race Equality Week 7.2.23 – reached 29 people.</li> </ul>	Set new targets and identify higher risk communities to participate and get trained.				
		b. Re run, build on ‘Let’s Talk about it project’	Stronger Team BHCA	Race	<ul style="list-style-type: none"> <li>Let’s Talk about it project was a 10-week programme covering topics on racism, white supremacy, and where prejudice and unconscious bias come from with an emphasis on personal reflection and open honest discussions.</li> </ul>	<b>Source Further funding</b>			<b>G</b>	11, 1, 5
		c. Exploration of running Freedom of Speech information sessions	BHCA	All Protected Characteristics	<ul style="list-style-type: none"> <li><b>Freedom of Speech</b> – the Miller case &amp; Law Commission recommendations could lead to misunderstanding of the true meaning of freedom of speech.</li> </ul>	**New work idea based on need** SMG to pull resources together; explore funding to run a programme.			<b>A</b>	11, 1, 5
1.4	Commitments and pledges from employers, representative organisations, associations and education providers to	a. Promote ‘I am listening campaign’  b. Promote the Bradford District’s Shared Values: Respect,	BHCA Stronger Team	All Protected Characteristics	<ul style="list-style-type: none"> <li>Continue to promote Listen Bradford App</li> <li>Published Shared Values campaign materials in in BSL, Audio and EasyRead. Encouraging sign up with all organisations, businesses, partnerships, educational establishments.</li> </ul>	Complete  Increase number of promises being made and stories being shared; promote self-evaluation toolkit; set new targets 2023-24			<b>G</b>	5, 1

tackle & respond to hate crime	Care, Share, Protect campaign								
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## 2 - INCREASING THE REPORTING OF HATE CRIME

	Objective	Action	Lead	Coverage	Progress	Further Actions	Target	Progress	RAG	O&S Rec
2.1	Improve awareness of hate crime reporting facilities; what they are, where they are and how they can be used	a. Provide information to the public using leaflets and other hardcopy materials, social media, online training, physical awareness sessions explaining what these centres are, locations and how they can be used.	BHCA, Stronger Team, WYP, Restorative Justice Victim Support	All Protected Characteristics + Public & Organisations	<b>Martials</b> Published and in circulation hate crime reporting materials business cards; keyring, pens; banners, with QR codes	Complete	10k	36k	G	5, 1
				All Protected Characteristics + Public & Organisations	<b>Social Media</b> Active on Facebook and Twitter	Increase following and reach on socials			A	14
				All Protected Characteristics + Public & Organisations	<b>Radio Broadcasts &amp; YouTube channel established</b> Difficult conversations podcasts series published from Oct-22 x 6: LGBTQ; Roma; Race; Restorative Justice;	Release total podcasts  Podcast to be added onto People Library Website - Stronger	6	6	G	1, 5, 14
				All Protected Characteristics + Public & Organisations	<b>Films</b> Listen Bradford Campaign films & films as part of resources	Publish films		9	G	1, 5, 14
				All Protected Characteristics + Public & Organisations	<b>BHCA Website</b> New BHCA Website launched 17.11.22.  Working with organisations to ensure link to BHCA website /reporting centres to go on their websites.	BHCA Webpage Users BHCA Webpage hits	1000 5000	355 3296	A	1, 5, 14
				All Protected Characteristics + Public & Organisations	<b>Reporting app</b> Promote the reporting app	Increase downloads	1000	692	A	3

		b. Provide hate crime awareness training to community groups, public and voluntary agencies and within specific groups/ communities that are known to underreport	BHCA; WYP; Restorative Solutions	All Protected Characteristics + Public & Organisations	<ul style="list-style-type: none"> <li>• Providing Hate Crime Awareness training sessions</li> </ul>	To monitor & evaluate training data	300	718	G	1, 2, 5
					<ul style="list-style-type: none"> <li>• Exploration of a Hate training programme for staff and support workers. Recruit Ambassadors (staff); train the trainer (T4T) and deliver; commence work in summer 2023; To include after-care support for individuals</li> </ul>	Progress work in Spring 2023 Online / and face to face <i>**New work idea based on demand**</i>			R	1, 2, 5
					<ul style="list-style-type: none"> <li>• RS encouraging reporting of hate crime through the hate crime awareness courses (offenders can sometimes also be victims)</li> </ul>	Ongoing promotion			A	1, 2, 5
		c. Implement a programme of Hate Crime events for all communities across the District, aimed at raising awareness of the importance of reporting Hate Crime	BHCA Stronger Team WYP VCS Orgs	Disability + Public & Organisations	<b>Disability</b> <ul style="list-style-type: none"> <li>• Raise awareness during Disability History Month Nov-23 and UN International Day of People with Disabilities 03/12/23</li> </ul>	See 1.1 c for more on actions			G	1, 2, 8, 5
					Sexual Orientation + Public & Organisations	<b>LGBTQ+</b> <ul style="list-style-type: none"> <li>• Raised awareness at the Trans Day of Remembrance 17/11/22</li> <li>• Trans &amp; LGBTQ+ Bradford University 23/11/22</li> <li>• Set up of Free2Be-ME's community garden project to provide a sanctuary for people from the LGBTQ community (BfE Programme). Project continues</li> <li>• RS have become a champion for LGBTQ+ who will be working with the LGBTQ+ community to raise awareness of hate crime, how to report and the availability of Restorative Justice</li> </ul>	Information/ awareness raising: <ul style="list-style-type: none"> <li>• LGBTQ+ History Month – Feb 23</li> <li>• Bradford, Ilkley &amp; Keighley &amp; Bradford Pride Jul /Aug 23</li> <li>• International Day Against Homophobia, Biphobia &amp; Transphobia 17/5/23</li> </ul>			A

				Race + Public & Organisations	<p><b>Gypsy /Roma</b></p> <ul style="list-style-type: none"> <li>Produced film with Connecting Roma to encourage reporting</li> <li>Work with the steering group who will deliver the actions within the Roma Strategy</li> <li>Planned work to raise awareness on Roma Holocaust Memorial Day 2/8/23</li> <li>Arranged events during international Roma Day and St Nicholas Day to improve links with the Eastern and Central European / Roma Community in order to reduce hate crime.</li> </ul>	<p>Circulate / promote</p> <p>Progress work in 2023</p> <p>Annual work</p>			A	1, 2, 5
				Women and Girls + Public & Organisations	<p><b>Women:</b> to include target work with Asian women</p> <ul style="list-style-type: none"> <li>Supported the annual rally for Reclaim the night (highlights the issue of women feeling safe on our streets)</li> <li>Presentation on hate crime &amp; misogyny to the Women’s Health Network; reached 15 women; &amp; Council Staff as part of the Respect campaign.</li> <li>Worked with KAWAC project on HC engaged 13 Asian women</li> <li>WYP PC Gemma Wilkins (Women’s Engagement) &amp; PC James Elliott (Faith Engagement) delivering a programme of events around self-defence which covers HC, staying and feeling safe. 3 sessions held in</li> </ul>	<p>Nov 2021 – Complete Dec 2022 – Complete</p> <p>Work with Michelle Taylor, Council leading on misogyny &amp; work for women &amp; girls</p> <p>Home Office funded; <b>exploring further funding.</b> The sessions were a good success to test, now explore how to expand further.</p>			A	1, 8, 2, 5, 11



					<p>Nov-22: 1 at a Mosque, 1 at a Sikh Temple and 1 Hindu temple.</p> <ul style="list-style-type: none"> <li>• Work continues with WYP's Women's Engagement officer leading on the Women's Voice Independent Advisory Group.</li> <li>• Worked with women's ESOL groups including at the Millan Centre, Good Shepard Centre and the Meriden Centre to raise awareness of legal rights and how to report hate crime.</li> <li>• Work in progress to run events/activities during International Women's day 8/03/23; International Day for Elimination of Violence Against Women 25/11/23;</li> <li>• RS involved in the Mayor's project on Violence against Women and Girls; ensuring HC is built into the project</li> </ul>						
				<p>Race / Religion, Belief + Public &amp; Organisations</p>	<p><b>Faith / Race communities</b></p> <ul style="list-style-type: none"> <li>• Ran and supported the Remembering Srebrenica programme 11.07.22; 230+</li> <li>• Ran on-line event as part of the Islamophobia programme in Nov-22; Theme: Tackling Denial reach 42.</li> <li>• Ran Holocaust Memorial x 2 events. Holocaust Memorial – school debates on 26/01/23, 3 schools (Y9) 45+ attend held at Council chambers; 27/01/22 City Hall Memorial Ceremony key note speakers; YP; faith leaders, guests attended by approx. 90.</li> </ul>	<p>International Women's Day event: 10/03/23 &amp; Walk in my shoes x2 walks across Green Mile/s</p>				A	1, 2, 5

				<ul style="list-style-type: none"> <li>As part of the Anti-racism work supporting the Root Out Racism campaign; Race Equality Week programme produced 06/02/23; themed <a href="#">#ItsEveryonesBusiness</a>; face to face &amp; online sessions</li> <li>Working with faith groups to create informal information gathering sessions - a Hate Crime Group involving representatives with protected characteristics</li> <li>The Annual Faith Trails continue and 3+1 is planned for 2023.</li> </ul>	<p>Stronger Communities Team, PEO to lead</p> <p>To review data and promote widely.</p>				
			Race + Public & Organisations	<p><b>African Caribbean and African community</b></p> <ul style="list-style-type: none"> <li>'African Study for Change' project, based on hate crime and discrimination directed towards black people. (BfE Programme)</li> <li>To run HC awareness events/activities in Black History Month: Oct- 23</li> </ul>	<p><b>Explore further funding</b> to re-run</p>			A	1, 2, 5,
			All Protected Characteristics + Public & Organisations	<p><b>Refugees and asylum seekers</b></p> <ul style="list-style-type: none"> <li>Working with Stronger Communities &amp; partners to help deliver the actions of the City &amp; Local Authority of Sanctuary</li> <li>Working with Refugee week planning group, to run HC awareness 20/06/23</li> <li>Working with Migration Yorkshire, training has been delivered to Bradford Council and partner staff to increase their understanding of the needs of refugees and wider migrant</li> </ul>	<p>Work in progress</p> <p>Work in progress first meeting held in Jan-22</p> <p>Migration Yorkshire to run sessions during refugee week 2023; and Ally ship bite size</p>			A	1, 2, 5

					<p>groups including racism and hate crime.</p> <ul style="list-style-type: none"> <li>Launched the 'Welcome to Bradford' website coproduced with refugees, Refugee Action, Solidaritech and City of Sanctuary (Dec-20) to provide information in community languages including how to report hate crime; Dec-20-Jan-23: Page views; 82,852; Users: 45,502.</li> </ul>	<p>sessions for Bradford Council staff.</p> <p>Keep the website content up to date &amp; promote.</p>				
				All Protected Characteristics + Public & Organisations	<p><b>All Communities / Groups / Organisations</b></p> <ul style="list-style-type: none"> <li>Hate Crime awareness press articles published for Manningham Housing Association; sent to 6000 tenants from minority ethnic backgrounds</li> <li>Ran Hate Crime Awareness Week 2022 programme of events ran 8-15 Oct22</li> <li>Delivered HC awareness at Bradford Adult Exploitation Conference 24.11.22 attended by 100+</li> <li>Recognising &amp; Responding to abuse (1-day) training for staff includes HC &amp; cases on Mate Crime &amp; reporting HC. Training refreshed, new trainers recruited; the programme will recommence in Spring 2023. Training materials have been reviewed in relation to HC.</li> </ul>	<p>Publish with other housing providers</p> <p>Commence planning for HCW 14/10/23 To run HC training with Area teams</p> <p>Monthly courses will run; collect data; provide HC materials.</p>			A	1, 2, 5
2.2	Strengthening of specialist (but not exclusive) hate crime reporting facilities)	<p>a. Audit current provision of reporting centres</p> <p>b. Each Hate Crime Reporting Centre</p>	BHCA	All Protected Characteristics + Public & Organisations	<ul style="list-style-type: none"> <li>22 reporting centres in place after reviewing the impact and value of the existing 28 centres; Roma Community and Equality Together</li> </ul>	<ul style="list-style-type: none"> <li>SMG to look at data around reporting centres and discuss their efficacy</li> </ul>	28	28	G	4

		to receive annual training on their duties and responsibilities, how to obtain information of hate crime incidents, how to input that information on to BHCA system			also join as new reporting centres. 24 functioning at Jan-23.	<ul style="list-style-type: none"> <li>• Delivering refresher training to all individuals at Hate Crime Reporting Centres. Ensuring Management at these Centres understand their responsibilities to provide suitably trained staff.</li> <li>• BHCA to add a 'have you already reported this HC to WYP' box to highlight numbers of duplicated reports - BHCA</li> </ul>				
2.3	Ensuring hate crime reporting facilities are accessible to all, including the use and promotion of the forthcoming hate crime app	<p>a. Manage the Hate Crime Reporting Centres</p> <p>b. Launch hate crime reporting app</p>	BHCA	All Protected Characteristics + Public & Organisations	<ul style="list-style-type: none"> <li>• Managing, training and supporting the <b>24</b> reporting centres</li> <li>• Developed a software app which enables easy reporting of hate crime, data collection and reporting mechanisms to relevant organisations to provide victims with help and support. Soft launch Apr22; full launch Oct-22</li> </ul>	<ul style="list-style-type: none"> <li>• Produce coms and marketing materials to ensure people are aware of the new app;</li> <li>• Increase downloads of app</li> <li>• Increase in number of hate crime reports received by BHCA through the app.</li> </ul>	28  1000	28  692	<b>A</b>	4, 3
2.4	Strengthen relationships between police & communities	a. Organise events and activities that increase public trust of the Police such as increase representation on the WYP	WYP; BHCA; Council	All Protected Characteristics + Public & Organisations	<ul style="list-style-type: none"> <li>• Ran a series of Hate Crime Roadshows and Workshops</li> <li>• Ran Adult Hate Crime Scrutiny panels</li> <li>• WYP Hate Crime Officers provide HC training to new WYP recruits and manage the hate crime referrals</li> </ul>	6 roadshows/ 5 workshop  To collect data on attendance and no. of cases scored. Ongoing work	11  4	11  3	<b>A</b>	1
2.5	Provide opportunities for police to have training from those with lived	b. Run 4/6 Hate Crime Scrutiny								

2.6	experience of hate crime  Improve accessibility and visibility of police within local communities	panels annually (led by police for communities)			<ul style="list-style-type: none"> <li>Review /Audit of Hate Crime provision by the police on Satisfaction Process (started Jan23)</li> <li>Police Team work in communities: PC Jess Gill - Tension Monitoring; PC Gemma Wilkins - Women's Engagement; PC Pete Sutcliffe - Emerging Communities; PC Huss Ali - Youth Engagement; PC James Elliott - Faith Engagement</li> </ul>	Review outcome of review  Police engagement officers				
2.7	Sharing statistics and positive outcomes of reporting	a. Create opportunities to share data, learnings and lived experiences	BHCA WYP Council	All Protected Characteristics + Public & Organisations	<ul style="list-style-type: none"> <li>Produced film on two sisters share their story – empowering change through restorative justice</li> <li>Resources produced (films, podcasts, storytelling via People Library)</li> </ul>	Work Continues			A	10
2.8	'Nothing said, nothing done'; work to inform people of the impact and importance of reporting and implications of not reporting	b. Provide information to the public of the impact and importance of reporting and implications of not reporting								

### 3 - RESPONDING TO AND BUILDING AN UNDERSTANDING OF HATE CRIME ACROSS COMMUNITIES

	Objective	Action	Lead	Coverage	Progress	Further Actions	Target	Progress	RAG	O&S Rec
3.1	Dedicate resources to understand the extent and	a. Implement a programme of Hate Crime awareness	SMG	Women  + Public & Organisations	See 2.1 a. Work in progress linked to Women				A	1, 8, 2, 5, 11

	prevalence of misogyny in the district, raise awareness of this type of abuse and what constitutes misogyny	events, activities and training - targeting women's groups across the District.								
3.2	Triangulating data to map hate crime across the Bradford District, working together across agencies to provide informed, targeted interventions in hotspots and high prevalence areas	<p>a. Map hate crime to target interventions in hotspots and high prevalence areas.</p> <p>b. Work with key partners to develop a programme of sharing best practice and resources, to target and address Hate Crime more effectively.</p>	SMG	All Protected Characteristics	<ul style="list-style-type: none"> <li>WYP provides Hate Crime data to the SMG to identify 'hotspots' and interventions; SMG Review Police Hate Crime Data and Hate Crime Web App data.</li> <li>Presented and attended the Government Events: Hate Crime Conference 2022: Working in Partnership to Support Victims and Tackle Perpetrators 24.11.22 attended by 52</li> <li>To work with Bradford for Everyone Ambassadors – voice &amp; influence (tension monitoring, soft intelligence from spring 2023)</li> <li>WYP continue work with tension monitoring by providing regularly reports</li> <li>To review the recommendations from the Research: UoB's BfE Social Integration Research finding;</li> <li>Continuing work as member of <u>Intercultural Cities Network (ICC)</u></li> <li>Continuing work as member of <u>Belong</u> "The cohesion and Integration Network"</li> </ul>	<p>SMG to discuss data sources &amp; clarify what data can be publicly published regarding</p> <p><b>**New work**</b></p> <p>Currently reviewing the process.</p>				10, 3

					<ul style="list-style-type: none"> <li>Continuing work as member of Peoples Powerhouse Racial Justice <u>Network</u></li> <li>Continuing work and support the Social Trust project</li> </ul>					
3.3	Promoting the use of restorative justice and community resolutions, including mediation, where prosecutions are unlikely	a. Key agencies to work together to ensure hate crime cases are offered restorative justice	Restorative Solutions BHCA, WYP; Council	All Protected Characteristics + Organisations	<ul style="list-style-type: none"> <li>RS provides 1:2 (one perpetrator: 2 facilitators) hate crime awareness courses for those perpetrators who have been given a Conditional Caution; these courses are compulsory for the perpetrator but can also lead to engagement between the victim and perpetrator where both wish that to happen, as evidenced with the video</li> <li>Restorative Justice is offered to victims of hate crime, those referred through the Conditional Caution process and those referred through a weekly police download</li> <li>RS working within BHCA, liaising with staff and WYP Hate Crime Coordinators on cases where RJ might be appropriate</li> <li>Empowering change through restorative justice the front page of the new BHCA website includes video testimony for the success of RJ in hate crime resolution</li> </ul>	RS to provide data to SMG on numbers of hate crime awareness courses provided for offenders of hate crime who have received a Conditional Caution.	20	14	<b>A</b>	1
					<ul style="list-style-type: none"> <li>RS to provide data</li> </ul>		20	12		
3.4	A commitment to tackling hate crime online including accountability	a. Work with WYP'S Cyber Team to ensure that Hate Crime is covered in training	WYP BHCA	All Protected Characteristics	<ul style="list-style-type: none"> <li>Ran online campaigns/ awareness during Safer Internet day Feb-22</li> </ul>	<ul style="list-style-type: none"> <li>Connect with Cyber team and explore links and opportunity for joint activities /projects</li> </ul>			<b>A</b>	15, 11, 5, 3

	around social media footprints									
3.5	Curation of a Bradford District hate-crime working group with representation across the protected characteristics, to include nominated individuals with lived experience, front-line staff and 'change-makers'	a. Development of a Multi-Agency Hate Crime Group consisting of key partners to ensure a consistent and shared approach	SMG	All Protected Characteristics	<ul style="list-style-type: none"> <li>Hate Crime Strategic Management Group (SMG) consisting of key partners co-ordinating Hate Crime work for the district. Meets on a quarterly basis' ToR refreshed.</li> <li>BHCA/WYP/VS/RJ run case management meetings to discuss relevant cases / encourage victims to come forward</li> <li>Stronger Communities Partnership &amp; Engagement Officers to join groups/networks made up from protected characteristics drive work in relation to HC.</li> </ul>	<ul style="list-style-type: none"> <li>Run quarterly SMG Meetings</li> <li>Continue Case Management; SMG to review and formalise</li> <li>Provide quarterly updates on which working groups are being worked with; provide data on reach and content covered</li> </ul>	3	4	A	9
							4	7		

#### 4 - IMPROVING SUPPORT FOR THE VICTIMS OF HATE CRIME

	Objective	Action	Lead		Progress	Further Actions	Target	Progress	RAG	O&S Rec
4.1	Instilling confidence in victims that their experiences will be taken seriously	a. Develop an educational resource for empowering victims of hate Crime	BHCA WYP Restorative Justice Victim Support	All Protected Characteristics + organisations	<ul style="list-style-type: none"> <li>Development of educational resources in pipeline, focusing on: <ul style="list-style-type: none"> <li>Rehabilitation and reintegration</li> <li>Empowering victims and communities</li> <li>Legislation awareness</li> <li>Building trust</li> <li>Encouraging reporting</li> </ul> </li> </ul>	Work in pipeline			A	1
4.2	Ensuring victims who experience	b. Review feedback from every hate								



	or report a hate crime, will feel validated, listened to and heard	crime victim on their experience.			<ul style="list-style-type: none"> <li>- Communicating of personal testimony</li> <li>• BHCA reviewing satisfaction surveys; work in progress to develop this work. Target 50 victims supported based on 2022-23; 25% of victims supported to return a satisfaction survey. 70% response with 'very good' or 'excellent'</li> <li>• RS making contact with victims of hate crime to discuss RJ, reflecting the needs of the victim rather than the requirements of the CJS. Feedback obtained from all victims of hate crime who participate in RJ</li> <li>• Raise awareness of what constitutes as valid evidence in a hate crime case (many cases are dismissed due to a lack of evidence)</li> </ul>	<p>SMG to set an individual target for satisfaction levels and review survey data.</p> <p>Review feedback</p> <p><i>**New work idea based on need**</i> <i>Subject to funding</i></p>	50	24		
4.3	Providing victims with a suite of options for appropriate support that ensures autonomy over where and how this is accessed and the security of a safe space	a. BHCA and WYP to work with Victims Support and Restorative Justice to develop an offer of support to hate crime victims	BHCA, WYP, Victim Support, Restorative Solutions	All Protected Characteristics	<ul style="list-style-type: none"> <li>• BHCA, WYP, VS &amp; RJ are providing direct support to Hate Crime Victims</li> <li>• Promoting the use of restorative justice and community resolutions, including mediation. RS sending link to the 'reporting app' to victims of hate crime.</li> <li>• From 01/04/2022 to 30/01/23 Victim Support receives 516 Hate Crime referrals for the BD.</li> </ul>	Looking to expand on referral opportunities particularly in relation to the mental health needs.			A	1
4.4	Work with specialist, 'by and	a. BHCA to become a safe spot	BHCA	Women	<ul style="list-style-type: none"> <li>• BHCA to become Safe spot, reporting centre: Note Due to</li> </ul>	Raise awareness that BHCA is safe spot			G	1

<p>for' organisations to develop specific offers of support for victims of hate crime, to include and attend to females who are victims of misogyny</p>	<p>location for domestic abuse victims across the Bradford District.</p>			<p>nature of Safe Spot no data is able to be captured with regards to level of use and efficacy.</p> <p>See other work linked to women in: 2.1 c. Women</p>					
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