

# Report of the Director of Place to the meeting of Corporate Overview & Scrutiny Committee to be held on 7<sup>th</sup> September 2023

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## **Subject:**

Response to the Hate Crime Scrutiny Review

## **Summary statement:**

Led by the Stronger Communities Team, this report provides a detailed multi-agency response to the recommendations and findings to the Hate Crime Scrutiny Review.

## **EQUALITY & DIVERSITY:**

The delivery of Hate Crime work contributes to Bradford Council's Equality Diversity and Inclusion Plan 2022-25. It aligns specifically with Objective 4: Inclusive Communities

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Noreen Akhtar  
Assistant Director, Department of  
Place  
Report Contact: Neena Punnu  
Phone: 07582 109 834  
E-mail:  
[neena.punnu@bradford.gov.uk](mailto:neena.punnu@bradford.gov.uk)

**Portfolio:**  
Neighbourhoods & Community Safety

**Overview & Scrutiny Area:**  
Corporate

## 1. SUMMARY

- 1.1 The Corporate Overview & Scrutiny Committee undertook an in-depth scrutiny review, into the effectiveness of Bradford Council and its partners in addressing Hate Crime across the Bradford District. [The Hate Crime Scrutiny Review](#) and recommendations report was published in March 2021.
- 1.2 This report provides a detailed response to the recommendations. It highlights the Hate Crime work undertaken between **April 2021 to March 2023**. A new Hate Crime Delivery Plan with milestones has been produced illustrating the progress being made to support delivery of the [Hate Crime Strategy](#). The Delivery Plan creates alignment of Hate Crime work amongst key agencies.

## 2. BACKGROUND

### 2.1 Definition of a Hate Crime and Hate Incident

- 2.1.1 **Hate Crime** – “Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice, based on a person's disability or perceived disability; race or perceived race; or religion or perceived religion; or sexual orientation or perceived sexual orientation or transgender identity or perceived transgender identity.” (Crown Prosecution Service & Police Force)
- 2.1.2 **Hate Incident** - A non-crime (i.e. anything that is not a criminal offence). See [Understanding Hate Crime or Hate Incident](#)

### 2.2 Delivery of Hate Crime work

- 2.2.1 **Bradford Council** – The Home Office funding for the Community Coordinator at Bradford Council was discontinued in April 2022. The responsibility for overseeing Hate Crime work shifted to the Stronger Communities Team within Neighbourhoods and Community Services at Bradford Council. The team works closely with partner organisations to help implement the actions outlined in the Hate Crime Strategy.
- 2.2.2 **Bradford Hate Crime Alliance (BHCA)** is funded through the Safer Communities Partnership and reports on a quarterly basis through the Hate Crime Strategic Group. The team at BHCA is made up of Hate Crime Director and Hate Crime Coordinator who works 22 hours a week. BHCA reports to the Safer Communities Partnership and reports to the Stronger Communities Partnership Board on a quarterly basis.
- 2.2.3 **West Yorkshire Police** has dedicated Hate Crime Officers within the Stronger Communities Police Team, led by an Inspector the team includes a Sergeant and five Hate Crime Coordinators (as of July 2023); and supported by the five Police Engagement Officers who lead on Tension Monitoring; Women’s Engagement; Emerging Communities; Youth Engagement and Faith Engagement. The Police and Bradford Council teams are co-located in Sir Henry Mitchel House. The teams work together with BHCA, Victim Support and Restorative Solutions.

## 2.3 Overview of Reported Hate Crime Data

Table below shows the annual Hate Incidents 2016-23 – West Yorkshire Police

Year	All Hate	Race	Faith	Disability	Sexual Orientation	Trans-gender	% increase
2016-17	1566	1258	103	71	125	31	22.10%
2017-18	1940	1434	199	151	178	31	23.90%
2018-19	2232	1628	200	205	236	38	15.10%
2019-20	2437	1766	182	226	271	52	8.40%
2020-21	2566	1952	194	203	313	31	5.30%
2021-22	2743	1997	207	251	318	60	6.90%
2022-23	2708	1847	211	266	318	69	-1.28%
12m-May23	2610	1822	204	252	302	67	-3.62%

\* The above figures represent April to March periods; the last row shows 12 full months; Figures are correct at 23/06/2023, however may change if refreshed due to changes to the crime flags and hate flags.

Compared against 2021-22 Hate Incidents in Bradford see a decrease in reporting in comparison to previous years, which also follows a similar trend in West Yorkshire's overall data. Over the same period, West Yorkshire saw a reduction of -6.9% in Hate Incidents for the 12m to May 2023 compared against the 12m to May 2022.

**2.4 Hate Crime Scrutiny Review** - Work undertaken under each of the recommendations from the Hate Crime Review is presented below.

**2.5 Recommendation 1 - That in order to reduce underreporting and improve after care victim support of Hate Crime within specific groups, Bradford Council, Bradford Hate Crime Alliance and the Police should undertake targeted work particularly with those groups that are known to underreport.**

Note: The data included in this report, which indicates a **'Target'** and update on **'Progress'** is for reporting period between April 2022 to March 2023. This period selection aims to showcase the entirety of the work accomplished over a complete quarterly cycle.

### 2.5.1 Hate Crime Awareness Information and Publicity Materials

1. Published and circulated Hate Crime reporting materials: leaflets, reporting cards; keyring, pens; banners, with QR codes.  
**Target: 10,000; Progress: 47,222** distributed.
2. Radio Broadcasts & YouTube channel established – A series of difficult conversations podcasts produced from October 2022;  
**Target: 6; Progress: 6** podcasts produced. Lived experiences are based on LGBTQ+; Roma; and Race conversations. These podcasts have been downloaded 230 times.
3. 6 films have been created as part of the Listen Bradford Campaign '[We are listening](#)'.

4. Launch of new BHCA Website in November 2022;  
**Target: BHCA Webpage Users 1000; Progress 994;**  
**Target: BHCA Webpage hits 5000, Progress 9449.**  
Target work in 2023 is to ensure a link to the new BHCA website /reporting centres are added to the websites of other organisations.
5. Launch of new Reporting App in October 2022;  
**Target: Web App New Users 1000; Progress: 971.**
6. Running a series of Hate Crime Roadshows and Workshops across the district:  
**Target: 11; Progress: 21.**
7. Active on Social Media and on websites
8. Developing educational resources to empower and support victims of Hate Crime: See examples of Roma and other Hate Crime films produced as part of the resources.

## 2.5.2 Hate Crime Awareness Training

1. Targeted training delivered by BHCA with identified groups who are known to underreport as well as groups from protected characteristics.  
**Target: 300; Progress: 733 reached.**  
  
During 2023 BHCA have introduced a programme of Hate Crime Awareness Training sessions which includes a combination of both online and in person 2 hour sessions which are open to anyone who wants to understand what a Hate Crime is, the impact of hate crime on individuals and communities, and approaches for tackling and reporting.
2. Hate Crime Reporting Centre Unit Refresher Training;  
**Target: 4; Progress: 8** refresher training sessions delivered.
3. Restorative Solutions delivered Hate Crime Awareness (compulsory courses) for those perpetrators who have been given a Conditional Caution; **Target: 20; Progress: 18;**
4. Bespoke Hate Crime training is given to all new Police Officers and staff who join the Police and to existing Officers (every 2 months); approx. 1000+ Officers/Staff have received training for this period.

## 2.6 Recommendation 2 - That a programme of Hate Crime events, for all communities across the District, aimed awareness raising of the importance of reporting Hate Crime, be built into the Bradford Hate Crime Alliance contract.

- 2.6.1 BHCA have delivered Hate Crime events and activities throughout 2022 and 2023 and attended several other events as keynote speakers to raise awareness on Hate Crime. During Hate Crime Awareness Week 2022 a combination of events and activities took place. **Target: 5; Progress: 6** activities/events took place.

In an effort to promote Hate Crime Awareness activities and events, a pilot small grant programme for Hate Crime Awareness Week 2023 has been introduced.

**2.6.2** BHCA and Stronger Communities Team are working with system EDI lead at Bradford Council to create clear messaging by pooling resources to co-design a set of Diversity Calendar programming. An annual calendar of key significance dates has been established for activities/events for 2023. A series of online and in person events that include Hate Crime awareness will run annually; BHCA and Stronger Team are active members on the planning groups to drive Hate Crime awareness, promoting cohesion and integration and feeling safe activities and events as follows:

- Holocaust Memorial Day – January
- LGBTQ+ History Month - February
- Race Equality Week – February
- Safer Internet Day – February
- International Day of Zero Tolerance to FGM – February
- International Women’s Day- March
- International Day for the elimination of Racial Discrimination – March
- Transgender Day of Visibility – March
- Stephen Lawrence Day – April
- International Day Against Homophobia, Biphobia and Transphobia – May
- Refugee Week – June
- Windrush Day – June
- Bradford Safeguarding week - June
- Ilkley Pride – July
- Srebrenica Memorial Day – July
- South Asian Heritage Month – July
- Roma Holocaust Memorial Day
- Keighley Pride – August
- National Inclusion Week – September
- International Day of Older Persons – October
- Black History Month – October
- Hate Crime Awareness Week – October
- Islamophobia Awareness Month – November
- World Kindness Day – November
- Interfaith Week – November
- Disability History Month – November
- International Men's Day – November
- Transgender Day of Remembrance – November
- International Day for Elimination of Violence Against Women – December
- Reclaim the Night
- Human Rights Day - December
- International Migrants Day – December

**2.7** **Recommendation 3 - That the Bradford Hate Co-ordinator continues to work with key partners to develop a software app which seeks to establish easy recording mechanisms, reporting hate incidents in a confidential way and request only the key information of location, time and type; whilst also showing examples of good practice where Hate Crime has been successfully dealt with.**

**2.7.1** BHCA has worked with the University of Bradford and developed software which enables accessible reporting of Hate Crime. The Hate Crime reporting and information web app ([Listen Bradford](#)) enables people to report directly from their devices, either to the police or to BHCA. The user testing (soft launch) began in April 2022; Full launch took place during Hate Crime Awareness week in October 2022.

**Target Web App New Users: 1000; Progress: 971.**

**Target Web App Hits: 10,000; Progress: 9,449**

**2.7.2** In order to increase downloads of app and increase the number of Hate Crime reporting via the app, a target for a new KPI 'To increase reporting via the app' within the delivery plan will be established after a complete 12-month period; further work is planned to promote the app includes:

1. Produce communications and marketing materials to ensure people are aware of the new app; conduct a widespread publicity campaign;
2. Ongoing awareness training and web app tuition package for reporting centres and community organisations and staff;
3. In depth data analysis to understand the impact of the app.

**2.8 Recommendation 4 - That Bradford Council's Hate Crime Co-ordinator, the Police and Victim Support work with Bradford Hate Crime Alliance to deliver refresher training to all individuals at Hate Crime Reporting Centres who are responsible for receiving Hate Crime report and also to develop a refresher programme for regular training, as well as developing a programme of after-care support for individuals who report Hate Crime.**

**2.8.1** The Reporting Centres serve as **safe spaces** for people to report Hate Crimes, offering an alternative option for those who might choose not to report directly to the Police. It is important that all staff at these Reporting Centres have the necessary training and experience to deal with the Hate Crime concerns or referrals. The effectiveness is reliant on easy accessibility and common knowledge of their existence. Covid-19 has impacted on Hate Crime reporting significantly. Many of the Centres were not open.

**2.8.2** There were 28 Hate Crime Reporting Centres in 2019, spread across the District. The coordination of Reporting Centres is managed by BHCA. Following an audit and the delivery of a training programme held during 2021-22 there are now 24 functioning Reporting Centres. The new additions include: Inspire Academy and Equality Together, supporting Roma communities and people with disabilities.

**2.8.3** The Centres are now better equipped to respond to Hate Crime concerns; this may help increase reporting at the Centres. The Centres have been provided with various publicity materials (with QR codes) helping publicise that they are a 'Reporting Centre'. Data on reporting will be monitored and evaluated by the Hate Crime Strategic Management Group (SMG).

**2.8.4** BHCA has developed an on-going programme to provide training to Hate Crime Reporting Centres annually. Management at these Reporting Centres are also required to inform the BHCA when they have staff changes in order that training can be provided to new staff on an 'as and when needed basis'. Hate Crime Unit Refresher Training: **Target: 4; Progress 8** refresher training sessions conducted.

**2.8.5** In September 2023, the Hate Crime Strategic Management Group will conduct a comprehensive review of all 24 Hate Crime Reporting centres. The analysis of the data will inform decisions regarding the optimal number of centres required, as well as assess the effectiveness of each Reporting Centre.

**2.9 Recommendation 5 - That the Hate Crime and key partners works towards raising the understanding of Hate Crime across all local communities in the District, by developing a simple, easy to understand explanation of what Hate Crime is and for this to be used in awareness raising materials and campaigns.**

**2.9.1** Highlights of some key work to address this include:

1. BHCA have developed a simple and easy to understand explanation of Hate Crime using leaflets and pocket cards to raise awareness, across the following communities / groups: Disability; LGBTQ+; Gypsy Roma; Asian women; Women's group; Faith; communities; African Caribbean and African community; Refugees and asylum seekers; general publics and staff across organisations.
2. [Easy Read](#) version to the Hate Crime Strategy published as downloadable resource on the BHCA, Safer Bradford, Bradford Council, Bradford for Everyone websites.
3. New accessible BHCA website and Web App launched October 2022.
4. Targeted Hate Crime awareness events, activities, training, workshops (adapted for each audience) run throughout the year this includes holding information stalls across the district and speaking for example to large audiences such as at Bradford City Football Club matches during Hate Crime Awareness week; reaching 18k+ people, promoting the District's core campaigns for example: [I am listening](#); [Root Out Racism](#); [Bradford District Shared Values](#); [Make Sure It Adds Up](#); [#IAMBradford](#).

**2.10 Recommendation 6 - That Bradford Council's Hate Crime Co-ordinator, the Police, Voluntary Community Sector, Hate Crime Reporting Centres and Bradford Hate Crime Alliance, liaise with Morley Street Resource to develop and deliver a bespoke training session for Disabled groups, aimed at improving their understanding of Hate Crime and also of how they can report Hate Crime incidents**

**2.10.1** During 2022 a new Tackling Disability Hate Crime Group was established core membership includes: BHCA; Bradford People First; Stronger Communities Team; Supported Living /Housing, West Yorkshire Police, Restorative Justice, Victim Support and representation from people living with disabilities (experts by experience). The aim is for the group to develop its network across the District. The group is currently developing its training offer. This will be co-produced and jointly delivered. A key priority is to enhance preventative efforts with young people (17 and older) and schools across the district, to raise awareness and provide education to help them understand and learn about hate crime and how it hurts.

**2.11 Recommendation 7 - That material is produced for support workers in the areas of disability, mental health, sign language and translation services to increase awareness of Hate Crime services.**

- 2.11.1** The easy read version of the Hate Crime Strategy 2021-24 has been published; the new mobile app and new website has been designed so that it can be accessible for different users including sign language.
- 2.11.2** Hate Hurts is the joint campaign of West Yorkshire Police and the West Yorkshire Combined Authority. 'Hate Hurts' publicity materials (posters, leaflets, easy read information for the campaign; materials have been published and printed in various languages.
- 2.11.3** Hate and Mate Crime leaflets and a poster in easy read have been produced by the Safeguarding Voice group. Work in progress with Voice Group to design and print these in different formats (paper copies, audio, and sign).
- 2.12 Recommendation 8 - That Bradford Council's Hate Crime Co-ordinator works with the Morley Street Resource Centre, in developing a Disability Hate Crime Group, aimed at providing specific and focused Hate Crime training and support to all Disabled groups**
- 2.12.1** BHCA re-established the Tackling Disability Hate Crime Group in 2022, 3 meetings were held. See point 2.10.1 in this report.
- 2.12.2** The Stronger Communities Team is working with Safeguarding Voice, which is the Safeguarding Adults Board's service user reference group. Quarterly meetings are currently running and Hate and Mate Crime is a big part of the group's work; information materials have been produced and the group is working on 'What is a good friend' to tackle Mate Crime. The Chair of the Voice group is also a Bradford for Everyone Ambassador for the Stronger Communities service; a two-way communication has been created so that work is aligned, tapping into each other's assets/resources and avoiding the duplication of work.
- 2.13 Recommendation 9 - That Bradford Council's Hate Crime Co-ordinator and Bradford Hate Crime Alliance, facilitate the development of a Multi-Agency Hate Crime Group consisting of key groups and partners, aimed at the sharing of resources, co-ordination of work being undertaken for Hate Crime across the whole of the Bradford District and a more joined up approach to supporting victims of Hate Crime.**
- 2.13.1 Hate Crime Strategic Management Group (SMG) –** SMG leads Bradford Council's and its partners' approach to addressing Hate Crime across the Bradford District. SMG ensures that the District's Hate Crime Strategy is implemented on a partnership approach with clear delivery plan and aims to work towards:
1. Preventing Hate Crime;
  2. Increasing reporting of Hate Crime;
  3. Responding to and building an understanding of Hate Crime across communities;
  4. Improving support for victims of Hate Crime.
- 2.13.2** SMG is a Sub-group of and reports to Community Safety Partnership and is informed by the Stronger Communities Partnership Board. There is reciprocal arrangement in place to ensure these two boards are connected and kept informed in relation to Hate Crime work. SMG's core membership includes:
1. City of Bradford Metropolitan District Council – Neighbourhood and Community Services to include: Stronger Communities and Prevent;
  2. Bradford Hate Crime Alliance;



3. West Yorkshire Police;
4. Victim Support;
5. West Yorkshire Restorative Justice Service.

SMG works in collaboration with: Education Services (includes schools, university and colleges); Housing providers; Safeguarding Adults Board; Children's Safeguarding Board; Health; Voluntary Community Sector organisations and residents/communities. In September 2022 SMG's Terms of Reference were refreshed and the Hate Crime Delivery Plan published. SMG meets on a quarterly basis.

**Target: 4; Progress: 3 SMG meetings held.**

**2.13.3** SMG's work in pipeline will include the voices of key groups with Protected Characteristics. The Stronger Communities Team will be supporting groups/networks made up from people with Protected Characteristics/Communities of Interest groups; The Team will provide quarterly updates on engagement; data, on reach and content covered. Issues in relation to Hate Crimes flagged here will be addressed with key partners to give people, organisations and victims the support they need. This will create a shared understanding of needs and gaps in relation to driving Hate Crime work.

**2.13.4** The Hate Crime Strategy Away Day took place in May 2023, which was attended by more than 45 multi-agency staff members. The insights and knowledge captured during this event will help define and set priorities on what's most important in our current strategy delivery and kick start the initial work to shape the new Hate Crime Strategy. This work is underway.

**2.13.5 Hate Crime Scrutiny Panels** run every eight weeks, led by the police for communities; at the panel, cases are scored on how well the police handled each case.  
**Target: 4 BHCA to attend Hate Crime Scrutiny panels; Progress: 4 panels attended.**

**2.14 Recommendation 10 - That Bradford Council works with its key partners with a view to developing a programme of sharing best practice and resources, to target and address Hate Crime more effectively across the District**

**2.14.1** Bradford Council, BHCA and WYP continues to work with many key partners across programmes, projects, boards, networks and events locally, regionally, nationally and globally. We have a learning culture, working with researchers to make sure our information is correct and that we learn from it so that we can plan future projects and programmes well. Some work highlights include:

1. Continuing to share learnings about Hate Crime, what works and what doesn't work in many different formats through presentation delivery; talks at events and on radio, making films; on socials; publishing briefings, reports and sharing with partner organisations and across the Wellbeing Board, Stronger Communities Partnership Board and Safer Communities Partnership.
2. Government Events: Presented at the Hate Crime Conference: Working in Partnership to Support Victims and Tackle Perpetrators in November 2022 attended by 52 people.
3. Bradford remains a key and active member of the Council of Europe's Intercultural Cities Network (ICC) where as one of 156 cities around the world we

learn, share and collaborate on how cities can become more 'intercultural' in both policy and practice. This work continues.

4. Bradford is a member of Belong - "The cohesion and Integration Network" – the Stronger Communities team spoke at the annual conference – entitled "Belonging" –highlighting Bradford's innovative projects. This work continues.
5. Member of Peoples Powerhouse Racial Justice Network - amplifying the voices of northern communities, ensuring that decision makers are held to account to make social inclusion, economic inclusion, and racial equality a reality. This work continues.
6. The University of Bradford's 'One Bradford, Many Voices' Social Integration Research has initiated a new project called Bradford Together Café. This project, launching in October 2023, aims to act on the findings in research to understand the dynamics of residential segregation, reduce Hate Crime, and promote integration in schools. Led by the University in collaboration with partners, the initiative seeks to combine knowledge and experiences of local residents to create solutions for both local and global impact.
7. Launched in June 2023 with 70+ attendees, the Diversity Exchange is a web portal as part of the systems EDI work. The portal will serve as a one-stop platform for sharing intelligence, resources, and insights on equality, diversity, and inclusion. The portal will help facilitate learning among various organisations, from social enterprises, grass root groups to large statutory bodies, aiming to foster understanding, problem-solving and share learning to make impactful change. The website: <https://www.bradfordwellbeing.co.uk/> hosts the overarching partnership work of the Wellbeing Board of which the Diversity Exchange will be an element of.

## **2.15 Recommendation 11 - That Bradford Council's Hate Crime Co-coordinator explores possible funding streams, to carry out Hate Crime work, including but not limited to, awareness raising, preventative work and support activities**

### **2.15.2 Bradford Hate Crime Alliance**

BHCA has been successful in obtaining further funding which has allowed the following work to be undertaken:

1. '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. Further funding has been obtained from the Stronger Communities Partnership Board to re-run this project again in 2023.
2. The production and running of the Listen Bradford Web App.
3. The refresh of the [Bradfordhatecrimealliance.com](http://Bradfordhatecrimealliance.com) website.
4. Prints of Hate Crime Banners for all reporting centres
5. Working with Equality Together; support was provided to enable the establishment of the Equality Together group, this has led to the re-establishment of a group to focus on Hate Crime directed towards people with disabilities particularly those with learning disability.
6. Bespoke Training programme delivered at a secondary inner-city school as highlighted in point 2.16.1 (2) in this report, this was born from increased demand for training.

### 2.15.3 West Yorkshire Police

Hate Crime referrals are managed by the Bradford WYP team, as well as delivering training, projects and activities to raise awareness on Hate Crime.

Funding streams have allowed the following work to run:

1. During 2022 Home Office funded project enabled the delivery of a programme of events led by WYP Women's Engagement and Faith Engagement Officers included Hate Crime Awareness; staying and feeling safe. 3 sessions were held in various faith settings.
2. An annual contribution of resources is made to support Hate Crime Awareness Week.
3. In early February 2023 the Chief Constable agreed to uplift the number of Hate Crime Co-ordinators from 2 across Bradford District to a total of 5. This is a significant investment and will help further support victims of Hate Crime; enhancing partnership working and community engagement capabilities. The 3 new officers joined the team in July 2023.

**2.15.4 Bradford Council** - Bradford Council has invested in building a 'Stronger Communities Team' transitioning the work of the Bradford for Everyone Pilot Programme into a mainstream service. The team work with Area Offices and coordinate work and activities which support the work of communities of interest / protected characteristics, championing equality, diversity and inclusion across the district.

**2.15.5** The Bradford for Everyone programme delivered a total of 85 projects, engaging 36,000+ people across the Bradford District. These projects have ranged from small scale projects bringing children of different ethnic, religious or socio-economic backgrounds together through the medium of collective game design, to a large-scale systemic pieces of work which is enabling employers to become truly 'inclusive'. See **Appendix A** Hate Crime and Feeling Safe work and projects delivered as part of the Bradford for Everyone Programme.

**2.15.6** Prevent has submitted a bid to the Home Office for 2023-24. The bid focusses on running projects on critical thinking and online misogyny. Critical Thinking training has been delivered in the past, if this bid is successful then this work can continue. Currently awaiting the results of the bid.

**2.16 Recommendation 12 - That Bradford Council's Hate Crime Co-ordinator and key partners work with schools to encourage training and development, where resources allow, of Hate Crime to support both staff and pupils to raise awareness and knowledge.**

**2.16.1** Some key highlights of work with schools and young people include:

1. Hate crime awareness training delivery in schools and colleges ongoing; **Target 8: Progress: 34** sessions delivered.
2. Completed an extensive bespoke project at a secondary inner city school including workshops delivered to the whole school on Hate Crime; for every form group & year group (year 7 to 13, approx. 900 young people reached). Plus, CPD training rolled out for teachers 'Empowering Teachers to Tackle Hate'.
3. 2 workshops in partnership with Bradford College's 14-16 provision
4. Continue to involve Schools in key dates and events for example the Holocaust Memorial Debate held at Bradford Council's Chambers, involved 3 schools; a

total of 40 children attended with 6 people on the panel to answer questions put forward by young people. The session was recorded for BCB.

5. The Pol-ED (WYP) team has an education programme for Year 1-13, written by teachers for teachers to keep children safe; content includes Hate Crime, bullying and harassment.
6. Work with Prevent Education Officer to distribute Hate Crime resources around education establishments.
7. Bradford District Schools Linking Network continues. All aspects of the Linking Network's programmes are designed to provide **preventative factors against Hate Crime** and build confidence in contact with others. Some work highlights include:
  - Bradford District Schools Linking Network Reach: 142 classes from **74** schools engaged in the Bradford Schools Linking Programme from September 2022 to July 2023.
  - Bradford District Intergenerational Linking Programme has **52 Links** between schools and older people's groups. This includes 35 care homes, 9 independent living schemes and 4 older people's groups linked with 26 primary schools, 3 nursery schools and 20 secondary schools.
  - New resources created for Primary and Secondary Schools to understand the migration story of the Windrush Generation and shared these with all Bradford schools and arranged to bring a Windrush elder into 5 schools to celebrate Windrush 75.

The Stronger Communities Partnership Board has approved additional funding. This joint funding, in collaboration with the Linking Network, aims to link, support and develop 60 intergenerational links and to reach around 1200 younger people and similar numbers of older people across Bradford District between April 2023 to March 2024.

**2.17 Recommendation 13 - Bradford Council's Corporate Overview and Scrutiny Committee to receive a report back in 12 months, which monitors the progress against all the recommendations contained within this scrutiny review**

**2.17.1** On 8 December 2022, a progress update on the recommendations derived from the Hate Crime Scrutiny Review was delivered at Corporate Overview & Scrutiny Committee meeting. Subsequently, a request was made for a comprehensive response outlining specific measures to address the identified actions. This detailed response was initially planned to be presented at Overview & Scrutiny Committee meeting on 9 March 2023. However, due to adverse weather-related issues, the March meeting had to be rescheduled, and the presentation was postponed to 7 September 2023.

**2.18 Recommendation 14 - The use of social media be considered, to show examples of good practice where Hate Crime has been successfully dealt with.**

**2.18.1** The delivery of Hate Crime work recognises the importance of good digital hubs and social media as a means to connect people, to share positive stories, ideas and expand opportunities for learning and see what's going on. All teams actively use socials to share examples of good work that is happening across the district, highlighting Hate Crime related activities, events and national campaign's such as

Hate Crime Awareness Week (HCAW), Islamophobia Awareness Month (#IAMBradford), Race Equality Week, etc. The Calendar of key events helps plan this work. The new BHCA web page is interactive, having informative and educational materials as well as showcasing films, and a series of podcasts. For example, the landing page of the website shares a positive film of two sisters who and how change is empowered through restorative justice.

### 3. OTHER CONSIDERATIONS

The work of tackling Hate Crime ensures that Hate Crime is also built into the delivery of the following strategies and action plans.

1. Community Safety [Plan](#);
2. Stronger Communities – Bradford for Everyone [Strategy](#);
3. Roma [Strategy](#);
4. City & Local Authority of Sanctuary [Action Plan](#).

### 4. FINANCIAL & RESOURCE APPRAISAL

4.1 Community Safety Partnership provides a sum from the West Yorkshire Combined Authority's funding to BHCA to undertake an agreed level of Hate Crime work across the District. The current contract is for the value of £55,000. This does not have a direct effect on the Bradford Council's mainstream funding.

4.2 The Community Co-ordinator, role funded by the Home Office, was Bradford Council's Hate Crime Lead, however the Home Office funding ceased as of March 2022. From April 2022 the responsibility for delivering Hate Crime work is now managed by the Stronger Communities Team at Bradford Council.

### 5. RISK MANAGEMENT AND GOVERNANCE ISSUES

5.1 The Community Safety Partnership and Stronger Communities Partnership Boards report to the Wellbeing Board governance arrangements.

5.2 Risks likely to cause community tensions are monitored and mitigating actions are put in place through the Partnership structures.

### 6 LEGAL APPRAISAL

Under S149 Equality Act 2010, local authorities are required to have "due regard" to:

- The need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the EqA 2010 (*section 149(1)(a)*).
- The need to advance **equality** of opportunity between persons who share a relevant protected characteristic and persons who do not share it (*section 149(1)(b)*). This involves having due regard to the needs to:
  - remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
  - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it (*section 149(4)*); and

- encourage persons who share a relevant protected characteristic to participate in **public** life or in any other activity in which participation by such persons is disproportionately low.  
Section 149(6) makes it clear that compliance with the PSED in section 149(1) may involve treating some people more favourably than others, but that is not to be taken as permitting conduct that would otherwise be prohibited by or under the EqA 2010 (this includes breach of an **equality** clause or rule or breach of a non-discrimination rule (*section 149(8)*).  
(*Section 149(3), EqA 2010*).
- The need to foster good relations between persons who share a relevant protected characteristic and those who do not share it (*section 149(1)(c)*). This includes having due regard to the need to tackle prejudice and to promote understanding (*section 149(5), EqA 2010*).

## 7. OTHER IMPLICATIONS

### 7.1 Equality Objectives

**7.1.1** The implementation of Hate Crime initiatives strongly supports Bradford Council's Equality Diversity and Inclusion Plan 2022-25. Underpinning the principles of tackling inequalities. It aligns specifically with **Objective 4: Inclusive communities** as it actively helps to ensure that Bradford Council services are focussed on supporting our communities, tackling discrimination and standing up to Hate Crime, fosters community cohesion and integration, and empowers individuals to engage in civic life, creating safe, strong, and active communities for all.

**7.1.2** All grant funded, contracted partners, projects and work in relation to Hate Crime recognises the single statutory duty to promote equality under the Equality Act 2010. All our work and the work of our partners ensures and demonstrates that all services and work has due regard to:

1. eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by or under the Equality Act 2010
2. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. foster good relations between people who share a relevant protected characteristic and persons who do not share it.

### 7.2 SUSTAINABILITY IMPLICATIONS

There are no sustainability implications

### 7.3 TACKLING THE CLIMATE EMERGENCY IMPLICATIONS

There are no impacts.

### 7.4 COMMUNITY SAFETY IMPLICATIONS

The actions outlined in this report improve Hate Crime awareness and reporting leading to improved community safety outcomes.

### 7.5 HUMAN RIGHTS ACT

There are no Human Rights Act implications, however, the work of Hate Crime contributes positively to the many articles within the Human Rights Act.

## **7.6 TRADE UNION**

There are no trade union implications.

## **7.7 WARD IMPLICATIONS**

There are no ward implications.

## **7.8 AREA COMMITTEE LOCALITY PLAN IMPLICATIONS**

None

## **7.9 IMPLICATIONS FOR CHILDREN AND YOUNG PEOPLE**

**7.9.1** Young people, particularly those in vulnerable situations, are more susceptible to the impact of various crimes due to their developmental stage and exposure to external influences. Vulnerabilities can also contribute to the risk of radicalisation into various forms of extremism. Hate crimes can have a greater and longer term impact on young people. These experiences can deeply affect emotional wellbeing, sense of safety and overall development. Collaborative efforts within Hate Crime initiatives are crucial as they enable close partnerships with key agencies to not only consistently monitor and address emerging issues, concerns, and trends related to community safety, but also to proactively build resilience before these issues develop. This proactive approach provides essential protection and support for children and young people, empowering them to navigate challenges and difficulties more effectively.

## **7.10 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT**

None

## **8. NOT FOR PUBLICATION DOCUMENTS**

None

## **9. OPTIONS**

**9.1** The Overview & Scrutiny Committee to make further recommendations should they be needed to improve the current working model and progress made to tackle Hate Crime in Bradford District.

## **10. RECOMMENDATIONS**

**10.1** The Overview & Scrutiny Committee to consider the progress made on the District's Hate Crime work by Bradford Council, Bradford Hate Crime Alliance and West Yorkshire Police and partners, in response to the recommendations identified in the Hate Crime Scrutiny Review.

## **11. APPENDICES**

**11.1** **Appendix A** – Bradford for Everyone Programme Hate Crime and Feeling Safe work and project examples

## **12. BACKGROUND DOCUMENTS**