

Trafford Hate Incident Action Plan 2016-17

Introduction

This Action Plan has been prepared in response to the consultation arising from the #WST Launch event held at Hotel Football on 15th July 2015 and takes cognisance of the completed Trafford plan for 2013/14.

Ref	Action	Lead	Completion date	Progress	Outcome	Update/Comments
1. Improve Tolerance within our Communities and celebrate Diversity						
1.1	Identify the Community Leaders who are willing to share messages about their culture/faith with the wider community and identify the support they need to do this.	CSOs	Sept 2016	WST attendee list shared with CSOs	10 successful applicants to Hate Crime fund. LB to share list of applicants and projects.	On-going work with the deaf community to include consultation, presentations and collaborative work to inform why hate crime reporting is low amongst the deaf community. Work is being undertaken in collaboration with CTU at GMP to identify other community leaders.
1.2	Utilise media and digital platforms across partners to promote the #WST messages (List of WST attendees and MUFC etc.)	Rachel Nutsey	Ongoing	Email has been sent to Umer Khan (GMP Lead) to obtain the corporate messages to send out.		TMBC communications team are working closely with GMP to share messages across digital media and ensure consistency
1.3	Identify partners who can help with 1.2 and ensure consistent message goes out to all.	Rachel Nutsey	ongoing	Work ongoing within the integrated partnership team	ongoing	

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1.4	Increase awareness of Mental Health in particular, Autism, through continuing autism awareness training to officers.	Rachel Nutsey	ongoing	Two training inputs have taken place across GMP in Nov 15 and March 16	On-going	RN to provide update. Dementia Friends training – internal staff to be trained to deliver this further to raise staff awareness.
1.5	Maximise all opportunities at planned community events to spread the #WST message	Adrian Bates	ongoing	WST message has been used at all events where possible to increase awareness and promote the brand	Complete	
1.6	Explore the work carried out by the Youth Cabinet in relation to Hate Crime and determine the potential for them to share their resources to roll out to wider community	Lindsey King	Dec 2016	Awaiting update re the youth cabinet		Update from Kerry
1.7	Youth Cabinet to continue their Anti hate Campaign	Mark Bailey	Dec 2016			Update from Kerry/ Mark Bailey
1.8	To develop a community impact assessment and specific action plan in relation to any hate incidents relating to the recent results of the EU referendum	Vic Bellamy	July 2016	Community Impact Assessment is now complete and working action plan in place	Complete and on-going	

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2. Community Engagement – to develop community capacity within the entire community to ensure people see “hate crime” as their business						
2.1	Explore the current school information packs to see if they meet training needs for other community sectors. ○ If so, Community Safety Officers to work with schools to deliver these packages	CSOs	June 2016		Complete	A full review of materials and training available to schools is underway to ensure a consistent message and approach across all levels
2.2	Work with schools and colleges to continue raising awareness and celebrate equality and diversity	Nicky Shaw	Oct 2016	Dave Fishwick from Trafford College has pledged to set more days in college to look at diversity issues. CSOs to progress this.	A list of SPOCs has been disseminated to schools and closer working practices established.	Ongoing work to produce a toolkit of resources available to schools across key stages
2.3	Set-up hate crime display stands and hold stalls in town centres and other areas with high footfall including supermarkets, schools etc. During Hate Crime Week (January 2016) and Disability Awareness Day (3 rd December)	Police (Partnership Office to Co-ordinate police response) and CSOs	Jan 2016	This took place during the hate crime week and also week of action	Complete (annual)	

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2.4	Produce a Community Safety calendar, listing and explaining all the religious days, action weeks, significant anniversaries etc. so that plans can be put in place to prepare relevant activities	CSO's	August 2016	A 9 month calendar was produced until the end of the 2016 school year. This will be developed and extended to include all of 2016, all major religious, cultural holidays and Trafford specific dates		Work to be completed by the new CSO's when in post July 2016
2.5	Scope an e-learning resource for hate crime training	Liz Baxter	May 2016	Progressing – GMP NCALT package available		This will be reviewed alongside the Taploma online training resource to establish what is available and will be included in the workforce strategy action plan within Prevent
2.6	Overview analysis of where the hate incidents and crimes have been reported over the last 12 months by crime type to understand if there are unknown hotspots or vulnerability	Lucy Evans	May 2016	This was produced May 2016 but will be a quarterly report	Ongoing	
2.7	Review analysis in 2.6 to understand where to tailor any specific training/school inputs	Victoria Bellamy	August 2016			Update from Vic Bellamy

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2.8	Use the data from 2.7 to prepare visualisations to help raise awareness of issues.	Jamie Whyte	Sept 2016			Update from Vic Bellamy	
2.9	Hold a KYCR action day to target race/religion hate crime.	Partnership Officer in conjunction with INPT teams.		RN to make enquiries with partnership team across the force and then arrange a meeting	Separate task and finish group to meet		
2.10	Review crucial crew hate crime package with the PCSOs and update if necessary	Simon Woodcock and Neil Parkin	Dec 2015	Complete	Review completed.		
3.	Third Party Reporting Centres						
3.1	Consultation within the community/Community Gatherings i.e. Where would they go to Report & what advice they would like to receive (using WST attendance list)	Rachel Nutsey	April 2016	RN to email all #WeStandTogether contacts and make above enquiries	Currently undertaking bespoke work with disabilities in particular		
3.2	Review of Third Party reporting centres: <ul style="list-style-type: none"> • What crimes are reported? • How frequently are they used? • Are there geographical gaps? 	Simon Woodcock	April 2016	SW will undertake reviews on a 6 monthly basis.	Race and religion hate crime is being reported, but disability hate crime isn't. Regular review visits are being undertaken.		

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	<ul style="list-style-type: none"> • Are they in the correct places to capture all types of hate crime? • Is there consistency across the centres in the way reporting is dealt with? • Can their roll be expanded to promote the #WST messages? • Analyse plot incidents over 12 months to establish if centres are placed in hotspots. 				Further work is being developed to understand what the barriers are to the third party reporting centres.	
3.3	Evaluate the review in 3.2 and determine next steps	ALL	Oct 2016		See above	
3.4	Subject to the review under 3.2, offer refresher training for "Third Party Reporting Centres" venues annually and maintain 6 monthly contact with these centres to provide ongoing support	Partnership Unit	Dec 2016		See above	
3.5	Subject to the review under 3.2 consider Bluesci and housing trusts to fill in the gaps	Simon Woodcock and Neil Parkin	July 2016	NP has arranged training at blueSCI and undertaken 2 sessions to date.		RN to catch up with Neil Progress at Safer Trafford Partnership – how to take this forward.

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				More to be arranged. Discussion took place about other locations to approach which included: Trafford Centre. Irwell Valley Housing, Your Housing Group. Trafford Carers Centre, Stockdales and Age Concern		
4. Key Challenges Faced when Tackling Disability Hate Crime and Harassment						
4.1	Need to empower staff to ask the right questions through staff development training and routine enquiry	Victoria Bellamy	End December 2015	Disability Hate Crime training has now started on division and will continue until all teams have undergone the session	Complete	
4.2	Educate officers and staff about 'Mate Crime' through training	Victoria Bellamy	End December 2015	As above, the mate crime element forms part of the DHC training.	Complete	

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4.3	<p>Increase confidence of victims and third parties reporting incidents of hate crime and harassment</p> <ul style="list-style-type: none"> • Awareness sessions with disability groups and forums • News articles in community newsletters • Information sharing with partner organisations via Trafford partnership 	CSOs	Ongoing	Bespoke work has been undertaken with the deaf community and will continue to be undertaken with various community groups	On-going, see 3.2	
4.4	Greater use of Restorative Justice when dealing with perpetrators of hate incidents/harassment	Redeeming Our Communities (ROC) and Paul Burton	Oct 2016	Ongoing	Liz Baxter and Paul Burton are currently reviewing the RJ practices across Trafford to standardise approaches and improve outcomes	

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5.	Measuring Performance					
5.1	Dip sample five hate incidents/crimes per month to ensure all appropriate support has been considered and a suitable outcome has been secured.	Simon Woodcock	Ongoing	SW will work on this and start dip sampling crimes that are 2 months old and report to CI Bellamy		Update to follow
5.2	Recording and analysis of customer satisfaction levels at Third Party Reporting Centres	CSOs with assistance from PCSOs	Oct 2016	New CSO's in post July 2016 will undertake this role	Due to timeliness of setting up the new centres and low level of reports, this action will move to Q3.	
5.3	Scrutiny of Stop Searches Carried out across Trafford to ensure fairness	Victoria Bellamy		Already in place at the Old Trafford IAG, but in addition, the Trafford Cadets are now being trained on the legislation around S&S so that they may review existing forms and feedback on fairness.	Complete – Vic to provide update	