

Essex Hate Crime Strategy Action Plan

No.	Theme	Action	Outputs\Outcomes	Lead Agency	Status	Source
1	Understanding hate crime	Ensure strategy is updated throughout 2018-2021 to reflect national guidance and any local developments	<ul style="list-style-type: none"> Strategy able to be updated depending on new developments or actions being produced 	Strategic Hate Crime Partnership		Hate Crime Project
2	Understanding hate crime	Ensure dissemination of the strategy and it's development and execution is made accessible to communities representing all strands of hate crime	<ul style="list-style-type: none"> Number of faith centres, community groups, support services, etc. engaged with 	Strategic Hate Crime Partnership		Public Consultation
3	Understanding hate crime	Establish and provide guidance regarding tackling online hate crime	<ul style="list-style-type: none"> Guidance documents completed Partnership engages with No Hate Speech movement and refers onward 	Stop Hate UK and Victim Support		Public Consultation
4	Understanding hate crime	Establish the collection of hate crime\hate incident data within schools	<ul style="list-style-type: none"> Reporting pathways from schools established, inclusive of third party reporting training, made available to pupils and staff 	Strategic Hate Crime Partnership		Hate Crime Project
5	Understanding Hate Crime	The Partnership to work with Safer Essex regarding a limited 'dip testing' of each council area's tenants with multiple and complex needs identify any learning and areas of development.	<ul style="list-style-type: none"> Learning points regarding supporting tenants with multiple and complex needs taken forward and actioned 	Strategic Hate Crime Partnership		Bijan Ebrahimi Review
6	Understanding hate crime\Increasing the Reporting of Hate Crime	Engage with faith centres regarding hate crime strategy and objectives	<ul style="list-style-type: none"> Number of Faith Centres engaged with and contributing to raising awareness of hate crime Hate Incident Reporting Centre and Hate Crime Ambassador training made available to Faith Centres 	Strategic Hate Crime Partnership		Public Consultation
7	Understanding hate crime\Preventing Hate Crime	Work with the Crown Prosecution Service and National Probation Service to understand the profile	<ul style="list-style-type: none"> Profile of hate crime offenders developed by collecting and understanding data from providers 	Crown Prosecution Service\National		Public Consultation

		of hate crime offenders	including the Crown Prosecution Service, National Probation Service, and Community Rehabilitation Company.	Probation Service\ Community Rehabilitation Company		
8	Preventing Hate Crime	Use data regarding hate crime offenders to develop approaches of working with those at risk of offending and offering interventions	<ul style="list-style-type: none"> Series of interventions or inputs developed regarding working with those at risk of offending 	Community Rehabilitation Company\ National Probation Service		Public Consultation
9	Preventing Hate Crime	Partners to support hate crime inputs to be delivered within primary and secondary schools as part of the Essex Fire and Rescue Service commitment to education	<ul style="list-style-type: none"> Number of primary\secondary schools reached 	Essex Fire and Rescue Service\ Office of the Police, Fire, and Crime Commissioner		Public Consultation
10	Increasing the reporting of hate crime	Co-ordinate hate crime education inputs in order to avoid duplication and establish any areas of development	<ul style="list-style-type: none"> All hate crime and difference\diversity inputs identified and gaps analysis considered 	Strategic Hate Crime Partnership		Hate Crime Project
11	Preventing Hate Crime\ Increasing the reporting of hate crime	Awareness raising materials to be targeted to specific groups as per strategic profile	<ul style="list-style-type: none"> Recorded offences indicate that the most significant levels of underreporting were found among certain groups, such as females aged 16-19 and 20-24, those targeted due to their sexual orientation, gender identity and disability. Awareness raising to be targeted to these specific groups Increase of reports\awareness from these specific groups 	Strategic Hate Crime Partnership		Hate Crime Strategic Profile
12	Increasing the reporting of hate crime \ Increasing access to support for victims	Increase reporting of hate crime by ensuring existing measures of reporting are utilised	<ul style="list-style-type: none"> Increase of contacts to Stop Hate UK Supportline Increase of reports via True Vision and Essex Police's Do It Online service A review of the accessibility of hate crime reporting pathways to be conducted to ensure accessible 	Strategic Hate Crime Partnership		Hate Crime Strategic Profile

			options are available for all communities, including alternative language options, options for clients with learning disabilities, sensory disabilities etc.			
13	Increasing the reporting of hate crime \ Increasing access to support for victims	Third Party reporting to continue being supported in Essex, in the form of the Hate Crime Ambassador and Hate Incident Reporting Centres Scheme	<ul style="list-style-type: none"> • Essex Police and other partners to develop a 'Train the Trainer' style package to increase range and access to training • Training package co-developed within the Strategic Hate Crime Partnership to be made available for higher education and other adult educational settings to deliver • Briefing documents regarding each borough's third party reporting network to be provided to Community Safety Partnerships 	Essex Police\Strategic Hate Crime Partnership		Hate Crime Strategic Profile
14	Increasing the reporting of hate crime \ Increasing access to support for victims	Partners to continually review the sustainability of third party reporting and ensure Hate Crime Ambassadors and Hate Incident Reporting Centres are supported to achieve their aims of increasing hate crime reporting and increasing access to support for victims	<ul style="list-style-type: none"> • The Partnership will identify key partners to lead on the continued support of the Hate Incident Reporting Centres • Further training to be concentrated on locations and populations identified as being most at risk or least represented in the current model • The Partnership will monitor reporting rates, including level of community engagement, and promote best practice 	Strategic Hate Crime Partnership		Hate Crime Project
15	Increasing the reporting of hate crime	Ensure Hate Crime Ambassador training is made available to licencing authorities and other agencies in the night time economy	<ul style="list-style-type: none"> • Number of licencing authorities trained 	Essex Police\ Strategic Hate Crime Partnership		Hate Crime Project
16	Increasing the reporting of	Disability hate crime training made	<ul style="list-style-type: none"> • Short input added in to yearly 	Strategic Hate		Leicester Hate

	hate crime	available for bus drivers and staff	Competency training regarding disability hate crime	Crime Partnership		Crime Project
17	Increasing the reporting of hate crime	Hate Crime Awareness Week to be used as an opportunity to promote hate crime reporting and best practice, including internally within Essex Police	<ul style="list-style-type: none"> Awareness raising co-ordinated by Strategic Hate Crime Partnership during Hate Crime Awareness Week each year. 	Strategic Hate Crime Partnership		Hate Crime Project
18	Increasing the reporting of hate crime	Develop guidance for commercial organisations regarding reporting hate crime and engaging with third party reporting initiatives	<ul style="list-style-type: none"> Guidance documents are available for organisations to access if\when required Development and establishment of documents publicised 	Strategic Hate Crime Partnership		Hate Crime Project
19	Increasing the reporting of hate crime	Promote the ability of witnesses to report hate crime in cases where the victim is unable to, or unable to be located	<ul style="list-style-type: none"> Awareness raising materials to include this distinction 	Strategic Hate Crime Partnership		Leicester Hate Crime Project
20	Increasing the reporting of hate crime	Promote successful case studies of hate crime disposal at court	<ul style="list-style-type: none"> CPS to provide suitable cases to publicise regarding successful prosecution of hate crime. 	Crown Prosecution Service		Hate Crime Strategic Profile
21	Increasing the reporting of hate crime	Neighbourhood Watch to be engaged in regarding recognising and reporting hate crime	<ul style="list-style-type: none"> Increase of reports from Neighbourhood Watch Schemes 	Strategic Hate Crime Partnership		Public Consultation
22	Increasing the reporting of hate crime	Create Best Practice Guidance re: <ul style="list-style-type: none"> Promoting Third Party Reporting Supporting Diversity Forums in Organisations Creating and Maintaining IAGs Roles and Responsibilities of Hate Crime Panels 	<ul style="list-style-type: none"> Guidance documents are available for organisations to access if\when required Existence of documents and role of Partnership in creation is publicised 	Strategic Hate Crime Partnership		Hate Crime Project
23	Increasing access to support for victims	A 'one-stop shop' for hate crime information and support to be made available.	<ul style="list-style-type: none"> Existing measures co-ordinated together to provide a single accessible source of hate crime information, inclusive of Stop Hate UK, the Victim's Gateway, and other key sources of information hosted on a suitable website such 	Strategic Hate Crime Partnership		Hate Crime Strategic Profile

			as the Victim's Gateway or Essex Police website			
24	Increasing access to support for victims	Ensure awareness raising materials are available in suitable community locations	<ul style="list-style-type: none"> Community locations such as faith centres and community centres, to be approached for displaying awareness raising materials including Stop Hate UK materials, Stop the Hate leaflets, Victim Support Hate Crime leaflets, etc Other locations such as GP's offices, Children's Centres, and schools to be approached for displaying awareness raising materials. 	Strategic Hate Crime Partnership		Hate Crime Strategic Profile
25	Increasing access to support for victims	The Strategic Partnership to work with the Essex County-Wide Traveller Unit to ensure report and support pathways are available to the Gypsy, Roma, and Traveller communities in Essex	<ul style="list-style-type: none"> Joint visits conducted with outreach workers raising awareness of hate crime 	Strategic Hate Crime Partnership		Hate Crime Project
26	Increasing access to support for victims	The Strategic Partnership to work with the Essex Carers Network to ensure report and support pathways are available to carers around Essex	<ul style="list-style-type: none"> Dissemination of awareness raising materials and presentations at meetings facilitated through Essex Carers network. 	Strategic Hate Crime Partnership		Action Against Hate 2016
27	Increasing access to support for victims	Build on work conducted regarding disability hate crime and increase disability hate crime reporting	<ul style="list-style-type: none"> Increase in disability hate crime reports Specific outcomes developed from disability hate crime report commissioned by OPFCC 	Essex Police\Strategic Hate Crime Partnership		Disability hate crime project
28	Increasing access to support for victims	Ensure community groups are aware of funding opportunities and best practice in applying	<ul style="list-style-type: none"> ECVS ensure mailing lists are updated with all community groups that might benefit from guidance and being made aware of opportunities 	Essex Community of Voluntary Services		Hate Crime Strategic Profile
29	Increasing access to support for victims	Ensure victims are able to access community groups and specialist support options outside of the	<ul style="list-style-type: none"> Strategic Partnership to work with the Victim Services contract holder and specifically the newly 	Victim Support and Stop Hate UK		Hate Crime Strategic Profile

		main providers	designated Communities Manager to ensure pathways to community groups and forums are robust			
30	Improving the operational response to hate crimes	The Strategic Partnership to work with the British Transport Police to ensure best practice around reporting and responding to hate crime is shared	<ul style="list-style-type: none"> • BTP to share data and information about their text reporting service in relation to hate crime • Victim Support and Stop Hat UK to ensure pathways from BTP are in place to provide after-care for victims 	Strategic Hate Crime Partnership		Hate Crime Strategic Profile
31	Improving the operational response to hate crimes	Increase victim satisfaction in the operational response to hate crime.	<ul style="list-style-type: none"> • Increase the reported satisfaction rates equal to or above the national 78.4% satisfaction rate for hate crime. • Essex Police to promote victims accessing support services such as Victim Support and Stop Hate UK to engage these partners in increasing satisfaction rates. • Victim Support and Stop Hate UK to support officers to 'Think Victim' and to manage victims expectations around police response and ensure support is available • Hate Crime Officer Team to work with Victim Support and Stop Hate UK to ensure victim's receive updates regarding investigations and disposal • Ensure partners support Witness Care Team to re-engage with dissatisfied victims or witnesses where appropriate. 	Essex Police\Victim Support\Stop Hate UK		Hate Crime Strategic Profile
32	Improving the operational response to hate crimes	Support the work of Community Safety Partnerships in responding to hate crime	<ul style="list-style-type: none"> • Ensure access to local hate crime data for each Community Safety Partnership 	Strategic Hate Crime Partnership		Hate Crime Project

33	Improving the operational response to hate crimes	Increase Essex Police hate crime case referrals to the Crown Prosecution Service	<ul style="list-style-type: none"> Improved case quality of hate crime investigations resulting in more referrals to Crown Prosecution Service More positive disposals 	Essex Police\Crown Prosecution Service		Essex Police Review
34	Improving the operational response to hate crimes	Promote Hate Crime referrals to Restorative Justice within Essex	<ul style="list-style-type: none"> Increased referrals to Restorative Justice service for hate incidents and hate crime Information regarding restorative justice integrated into hate crime awareness raising materials Hate Crime Ambassadors and operators of the Stop Hate UK helpline made aware of Restorative Justice referral mechanisms Hate Crime awareness training made available to Restorative Justice staff and volunteers 	Strategic Hate Crime Partnership/ Restorative Justice team at OPFCC		Victims Needs Assessment
35	Improving the operational response to hate crimes	Essex Police to establish an input in existing hate crime training or other suitable existing packages regarding the learning points of the multi-agency learning review into the death of Bijan Ebrahimi.	<ul style="list-style-type: none"> Short package regarding key learning from the Ebrahimi review incorporated into hate crime training 	Essex Police		Bijan Ebrahimi Review
36	Improving the operational response to hate crimes	Enhance the abilities of the Hate Crime Ambassadors and Hate Incident Reporting Centres with further training on dealing with and offering immediate support to victims.	<ul style="list-style-type: none"> Hate Crime Ambassador and Hate Incident Reporting Centre training and refresher courses to include inputs around how to deal with disclosure and active listening 	Essex Police\Strategic Hate Crime Partnership		Hate Crime Strategic Profile
37	Improving the operational response to hate crimes	Accessible guidance to be made available for victims of hate crime describing the Criminal Justice process, including criminal court procedure and access to	<ul style="list-style-type: none"> Guidance co-produced with community members to be hosted on a suitable website such as the Victim's Gateway or Essex Police website 	Essex Police\Strategic Hate Crime Partnership		Hate Crime Strategic Profile

		Restorative Justice.				
38	Improving the operational response to hate crimes	The Partnership, with the assistance of members of Safer Essex to promote or refresh simple guidance regarding escalating anti-social behaviour\hate crime case management issues.	<ul style="list-style-type: none"> Guidance produced for and agencies and community groups to increase confidence in highlighting case issues and promoting a culture of intra and inter-agency challenge 	Strategic Hate Crime Partnership		Bijan Ebrahimi Review
39	Improving the operational response to hate crimes	Create draft response statements reiterating key messaging regarding hate crime, for use following an inciting incident (i.e. international or domestic event likely to affect community safety or reporting of hate crime)	<ul style="list-style-type: none"> Templates are available for organisations to access if\when required Existence of documents and role of Partnership in creation is publicised Available in Easy-Read and multiple languages 	Strategic Hate Crime Partnership		Hate Crime Project