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## ▶ PCCs and Mayors Tackling Hate Crime

**Alison Lowe OBE**  
**APCC Lead on Equality, Diversity and Human Rights (EDHR)**  
**Deputy Mayor for Policing and Crime in West Yorkshire**



# Alison Lowe OBE

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Deputy Mayor for Police and Crime in West Yorkshire

APCC Lead on Equality, Diversity and Human Rights

Joint Chair of the APCC Working Group on Race Disparity

Former Chief Executive of Touchstone, a mental health and well-being charity

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# The role of the PCC and Mayor

- Setting local priorities for policing through Police and Crime Plans.
- Holding the Police Fund.
- Bring together community safety and criminal justice partners to ensure that local priorities are joined up.
- Holding the Chief Constable to account for the delivery of the Police and Crime Plan



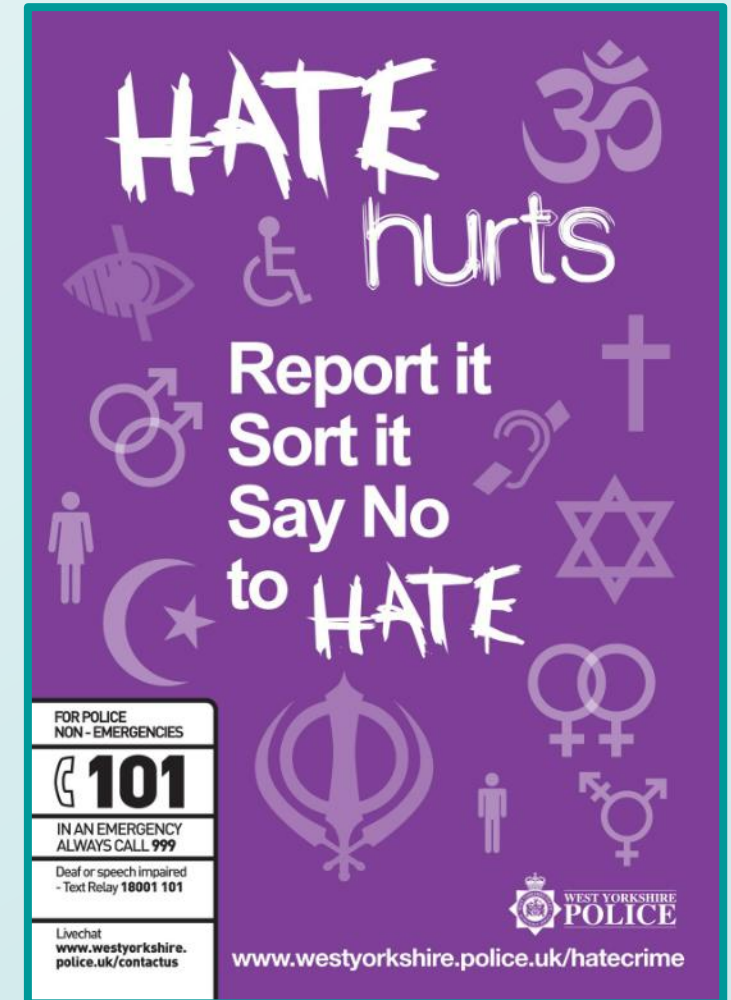


# Tackling Hate Crime in West Yorkshire



# Commitments in police and crime plan

- ▶ To **raise awareness of all hate crime strands** to reduce prevalence and increase trust and confidence in policing
- ▶ **Collect the evidence needed to support a change in legislation to fully recognise misogyny as a hate crime against women and girls**
- ▶ **Reduce re-victimisation** of hate crime victims
- ▶ Ensure **continued focus on the prevention and investigation** of all hate crime offences and provide **appropriate support to victims**



# The West Yorkshire Approach

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- ▶ **Collaborative Approaches to ensure thorough, fair investigations and outcomes:**
    - ❖ WYP adopt a victim centred approach where potential outcomes such as conditional cautions are agreed with the victim.
    - ❖ WY are leaders in alternatives to prosecution with requirement to engage education programmes or Restorative Justice Regular liaison with CPS leaders around quality of investigations
    - ❖ The Office of DMPC management of hate crime scrutiny panels made up of local people and the voluntary and charity sector across the diverse communities in West Yorkshire
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# The West Yorkshire Approach

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## ▶ **Reporting Hate Crime Discreetly:**

- ❖ There is a network of Voluntary and Charity sector Hate Crime Reporting Centres (HIRC) in West Yorkshire. For example;

Community Securities Trust (CST), Victim Support, Stop Hate UK, Tell MAMA, United Response (Disability), True Vision.

- ❖ There are Hate Crime reporting centres across many local authority sites such as libraries supported by the five West Yorkshire Local Authorities.
  - ❖ There are now options to report hate and other incidents directly to the police. Eg; Live Chat on-line.
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# The West Yorkshire Approach

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## ▶ **Understanding Hate Crime and tackling offending**

- ❖ West Yorkshire Police manage a detailed intelligence picture of Hate Crime, how it manifests (on-line social media, in person, towards individuals or organisations/religions etc) and perpetrators.
  - ❖ The new Power BI App can break down hate crime to a granular level and develop targeted interventions in communities.
    - ▶ Catch and convict perpetrators
    - ▶ Police and Partnership Patrols
    - ▶ Education
    - ▶ Youth programmes
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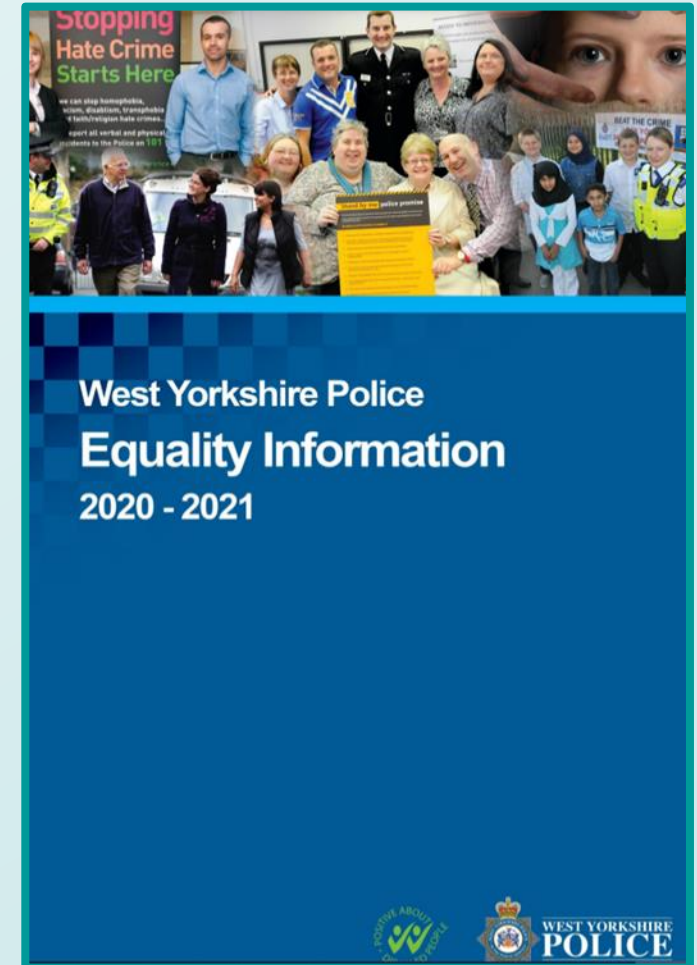


## ▶ **Supporting Victims of Hate Crime**

- ❖ The WY Mayor commissions support services for Victims of Crime
  - ❖ Victims of Hate Crime receive an enhanced level of service so that they can make informed decisions about the outcome they would like.
  - ❖ Special Measures are available to all children and vulnerable or intimidated adults. Videoing verbal evidence, the use of live links into court, and intermediaries assisting witnesses and victims to give evidence
  - ❖ The WY Mayor commissions three 'live link' sites in West Yorkshire
  - ❖ WY DMPC will ensure that at the level of support and contact offered post investigation and pre-trial continues to improve.
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# Equality Data

- Data on hate crimes and non-crime incidents, by district.
- Faith motivated hate-crime broken down by religion.
- Data published on victim satisfaction for racist incidents.



# APCC Lead on Equality, Diversity, and Human Rights



# APCC National work – Equality Framework



- OPCCs to engage with forces to understand levels of hate crime
- PCCs to play a leading role in bringing partners and the community together in the event of serious hate crime incidents.
- PCCs to ensure that victims services are able to provide specialist support.

*Developing*

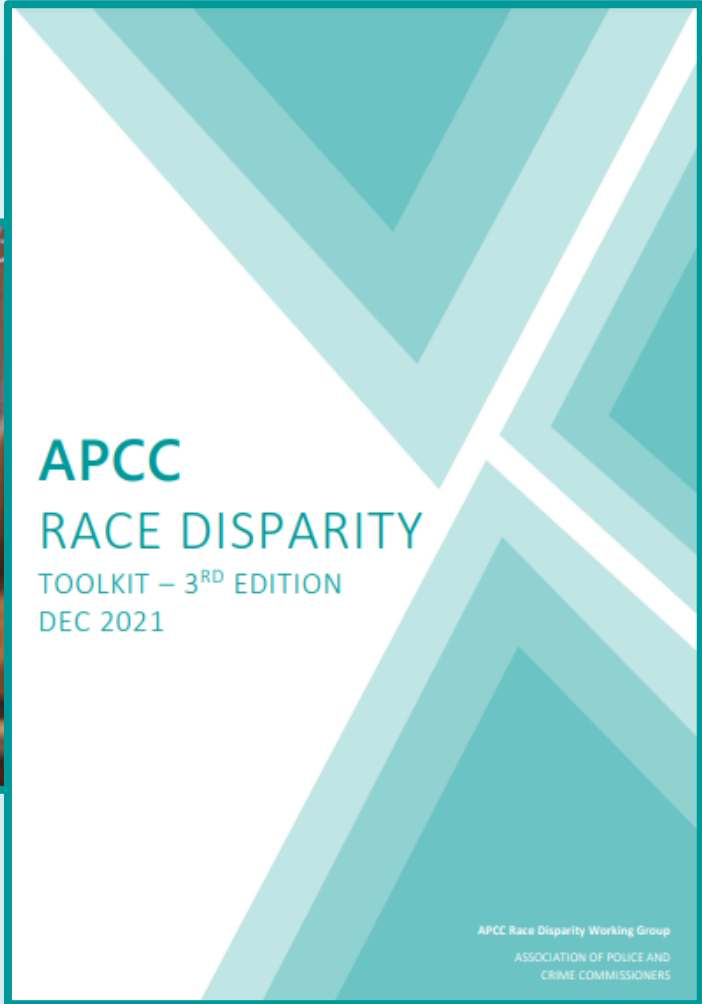
*Achieving*

*Advancing*





# Sharing good practice



# Thank you

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