



Community Leadership and Libraries Committee

8 March 2021

Title	Barnet Zero Tolerance to Hate Crime Project Update
Report of	Councillor Reuben Thompstone
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	None
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Summary

Barnet Council and Police are committed to working together with residents and communities in Barnet to tackle Hate Crime. Barnet's Safer Communities Partnership Strategy includes tackling Hate Crime as one of its priorities. The Safer Communities Partnership will continue working together with partners and the community to tackle Hate Crime and address underreporting.

This report provides the Community Leadership and Libraries Committee (CLLC) with an update on the work of the Safer Communities Partnership Board to tackle Hate Crime in Barnet, and, the progress of the Barnet 'Zero Tolerance to Hate Crime' Project which aims to: increase people's confidence to report Hate Crimes in Barnet; improve the support for victims of Hate Crime; and raise awareness of how to report Hate Crime in Barnet.

Officers Recommendations

- 1. That the Community Leadership and Libraries Committee comment on and note the progress made in delivering Barnet's Zero Tolerance to Hate Crime project.**

1. WHY THIS REPORT IS NEEDED

1.1 The Barnet Zero Tolerance to Hate Crime Project has the overarching aim to "To keep the people of Barnet safe by reducing hate crime in the borough. This will be achieved by increasing people's confidence to report hate crimes in Barnet; improve the support for victims of Hate Crime; and raise awareness of how to report Hate Crime in Barnet while safeguarding the most vulnerable in the community who are impacted". The attainment of the overarching aim is supported by several key objectives:

- Delivering evidence based multi-agency response to Hate Crime through Barnet Safer Communities Partnership Board.
- Utilising the Met Police Hate Crime Dashboard and through engaging the local partnership, to maintain ongoing assessment of risk locally including specific details re: hot spot areas in the borough that may require proactive intervention and additional resource to tackle hate crime.
- Increase awareness of the impact of hate crime. This action includes delivering training to professionals, community groups and volunteers.
- To expand the cohort of Hate Crime Reporting Centres to include sections of the community that may be vulnerable to hate crime and may lack the confidence to report crimes or seek support
- Through ongoing risk assessment, respond speedily where evidence emerges that a specific section of the community is vulnerable to increased hate crime utilising the local Partnership and safer neighbourhood Police colleagues to provide assurance and information to encourage hate crime reporting.
- Ensuring that all agencies in Barnet are mindful of the impact of hate crime upon vulnerable children and adults who may be victims of other forms of abuse and may require a tailored support package.

- Through engagement with the Communities Together Network and other partners including Inclusion Barnet and the Barnet Multi-Faith Forum, we will identify and respond to all forms of hate crime that emerge within Barnet.

1.2 These objectives reflect the fact that hate crime can impact upon vulnerable individuals with additional safeguarding needs such as disabilities and poor mental health. The Barnet Zero Tolerance to Hate Crime project reports to both the Safer Communities Partnership Board and the Safeguarding Adults Board.

BACKGROUND CONTEXT

2. Barnet Zero Tolerance to Hate Crime Project

Crime Figures

2.1 Table 1 below shows the updated number of hate crime offences in Barnet as recorded on the Metropolitan Police crime figures. The figures for Anti-Semitism and Islamophobia offences are included within the total figure for race and religion but have also been documented separately for information.

Table 1.

Category of Hate Crime	2020 (Oct-Dec)	2020 (July-Sept)	2020 (Apr-Jun)	2020 (Jan-Mar)	2019 Full year	2018 Full year	2017 Full Year
Race and Religion	190	219	213	166	824	738	702
- Anti-Semitism	35	30	32	31	180	193	127
- Islamophobia	6	3	1	10	35	26	67
Disability	5	3	2	5	18	14	23
Homophobic	12	23	13	18	70	35	48
Transgender	0	2	1	0	6	5	3

Recent partnership activity

2.2 The Metropolitan Police, Barnet Road and Transport Command deliver projects including Transport and Youth Engagement, Independent Travel for Vulnerable Adults, Hate Crime Awareness and Covid-Safety Awareness. In Quarter 3 of 2020/21 they initiated a project for two local Barnet High Schools to offer students the opportunity to design masks depicting hate crime awareness. The winners were selected, and the Project Lead was able to secure funding to have the winners' masks produced.

2.3 The initiative will be extended to other Barnet schools during Quarter 4 of 2020/21. It encourages the use of face masks by students and raises awareness of hate crime reporting within the borough. The Zero Tolerance to Hate Crime Project has been invited to support this initiative and will promote it in the regular e-bulletin and with Hate Crime Reporting Network partners. This is an example of how local initiatives are continuing to support Hate Crime Awareness and Reporting during the pandemic.

Zero Tolerance to Hate Crime Project - Hate Crime Reporting Training Workshops for Staff

2.4 Training workshops continue to take place online via Microsoft Teams due to the Covid 19 lockdown. The Hate Crime Reporting Co-ordinator has delivered one staff workshop in QUARTER 3 for the Barnet Council Adult Social Care Team (8 staff members).

2.5 In Q4 workshops will be delivered to staff at:

- Barnet Council – MASH Team
- Carers Centre
- MIND in Barnet
- New Reporting Centres (see below)

2.6 The Hate Crime Reporting Co-ordinator will also prioritise staff training for the following teams at Barnet Council: Family Services; Community Safety Team and Anti-Fraud Officers and Barnet Homeless Outreach Teams.

2.7 During **Hate Crime Awareness Week** in October 2020, two Webinars were held for Barnet staff and residents.

2.8 The first Webinar focused on **Safeguarding and Hate Crime** and asked, “*Are we Recognising and Reporting Hate Crime against the Vulnerable?*” The Webinar included presentations on Safeguarding and Disability Hate Crime and covered issues such as Financial Abuse, Targeting Homes, Grooming and Online Bullying against Vulnerable Adults. The Panel Members from Barnet Council, Barnet Adult Safeguarding Board, Barnet Mencap, The Barnet Group and the Metropolitan Police discussed how Barnet can ensure safeguarding of victims whilst ensuring that disability hate crimes by perpetrators are reported to the Police. The Webinar was attended by **36 people** via Microsoft Teams.

2.9 The second Webinar focused on **Online Hate, Harassment and Extremism** and asked the question “*Are Hate Groups Still Active during the Pandemic?*”. With guest speakers from Facebook, ISD Global and Exit UK the discussion centred around how to detect online hate and extremism and protect our communities using new reporting technology. Presentations focused on understanding how hate and extremism can be communicated through online video games and chat rooms and how to prevent spreading that hate from online platforms to out

in the community. The Webinar was attended by **30 people on Zoom, 50 people via livestream on Facebook** and the recording has since had over 80 views.

- 2.10 As part of **Safeguarding Week** in November 2020, a follow-up Webinar was held for Barnet Council staff. This focused on identifying hate crime; hate crime during the pandemic; and key challenges to reporting disability hate crime. It also included information on restorative justice and a discussion considering whether this can be a viable resolution for victims of disability hate crime. The Webinar was attended by **14 people via Microsoft Teams**. The issues discussed and identified during this Webinar are to be followed up by the Hate Crime Reporting Co-Ordinator and Hate Crime Reporting Manager together with the Barnet Council Safeguarding Lead.
- 2.11 On 25th November the Hate Crime Reporting Co-Ordinator delivered an awareness raising session via Zoom for members of **Meridian Wellbeing**. This primarily included older members of the Chinese Mental Health Association, many of whom have had concerns about Anti-Chinese Hate Crime during the pandemic. The online session was attended by **34 people** and highlighted the importance of reporting all race hate crime to the Police, whether current or earlier in the year. The Hate Crime Reporting Co-Ordinator reminded members that there is a line of communication between a representative of Meridian Wellbeing and the Barnet Council Community Safety Team so that members can report hate incidents via this route if they did not want to speak with the Police in the first instance.
- 2.12 The Metropolitan Police (Barnet Safer Transport Team) continue to host **Community Information Stands** displaying the Zero Tolerance to Hate Crime project posters. These will take place at Bus Stops and Bus Stations across the borough. The details of the Community Information Stands will be advertised in the Hate Crime Bulletin. The outreach events are aimed at allowing members of the public to speak to Police Community Support Officers and raise any concerns about hate crime issues in the community. The events are Covid-safe and social-distancing measures are followed. In QUARTER 3 the Metropolitan Police engaged with **50 residents** at Edgware Boardwalk Shopping Centre and Golders Green Bus Station. They were able to give urgent advice to three residents in relation to hate crime issues.

Barnet Zero tolerance To Hate Crime – Hate Crime Reporting Centres

- 2.13 Sign-up to the Hate Crime Reporting Champion Scheme has moved online so that Barnet residents and visitors can register safely and remotely. This is accessed via a dedicated Hate Crime Awareness Week webpage, which will be kept updated with news and information about workshops and awareness raising events.

- 2.14 In Quarter 3 **14 people** registered to become Hate Crime Reporting Champions. The online version of the scheme continues to be promoted via social media and other resources such as the Bulletin.
- 2.15 In Quarter 3, four new organisations joined the network of Hate Crime Reporting Centres in Barnet. These are: Middlesex University; Barnet Hill Academy; Barnet Multifaith Forum; and Trinity Church/Christians Against Poverty. These organisations were selected based on the work that has been done in collaboration with them over the past two years. Each new centre will receive information resources (leaflets, posters and contact cards) to display at their sites and information to put online on their websites. Staff will also be invited to attend a training workshop run by the Hate Crime Reporting Co-ordinator.
- 2.16 Table 2 below records hate crime incidents reported in Barnet by hate crime reporting centres.

Table 2.

Reporting Centre	2020 (Oct-Dec)	2020 (Jul-Sept)	2020 (Apr-Jun)	2020 (Jan-Mar)	2019	2018	2017
Barnet Mencap	3	5	3	6	12	11	1
Inclusion Barnet	1	0	2	0	2	3	1
Barnet Homes	1	1	1	0	1	2	0
Community Security Trust	33	47	73	62	266	354	216
GALOP	Not yet published	Not yet published	Not yet published	Not yet published	19	17	5
Your Choice Barnet	0	1	2	0	4	7	0

- 2.17 The Zero Tolerance to Hate Crime Project is collaborating with “Why Me?” – an organisation which provides Restorative Justice Services to victims of crime. Victims of disability hate crime who report incidents through Barnet Mencap are offered restorative justice as a resolution. This is hoped to be particularly helpful in Neighbour Disputes, where the victim of hate crime knows the perpetrator. In 2020 restorative justice was offered to a number of victims, in addition to support with reporting to the Police, but no referrals were made. In 2021 the Project will continue to offer Restorative Justice to victims. The Hate Crime Reporting Co-ordinator will also arrange for Restorative Justice Training to be offered to Barnet

Council Adult Social Care Teams, to build on the Hate Crime Training Workshops delivered to staff in September and October 2020.

National Developments in Relation to Hate Crime

Anti-LGBT+ Hate Crime in 2020

2.18 GALOP (the LGBT+ anti-violence organisation) has produced two reports on LGBT+ Hate Crime during 2020. The first document reports that LGBT+ people continue to face high levels of **online abuse**. From a survey drawn of 700 LGBT+ people in the UK, the results showed that:

- 8 in 10 LGBT+ people had experienced online abuse.
- Among those targeted, 5 in 10 had experienced online hate more than 20 times. 1 in 5 had experienced more than 100 incidents.
- in 10 were threatened with physical violence and 4 in 10 received death threats or threats of sexual violence.
- As a result, 4 in 10 people used their online accounts less, while 2 in 10 removed LGBT+ information from their profiles or left social media sites altogether.
- Less than half reported their experiences to social media platforms, and less than 1 in 10 reported to the police.

2.19 The GALOP Report set out recommendations including:

- Increased guidance on where and how victims can report online hate content.
- A review of existing legislation and its effectiveness in combatting online hate crime.
- Increase in specialist support services for people impacted by online anti-LGBT abuse.
- A faster and improved police response to investigating online anti-LGBT+ hate speech/crime.
- A proactive response from social media companies to combat online anti-LGBT+ hate speech/ crime.
- Regulation that values free speech while ensuring the removal of unacceptable hate speech.

2.20 The Barnet Zero Tolerance to Hate Crime Project will review the findings set out in both reports and work with its partner agencies towards developing a local response to the issues highlighted.

Law Commission Review

2.21 On 10th December 2020 the Hate Crime Reporting Co-Ordinator attended the Law Commission's Online Q&A on Reforming Hate Crime Laws. The presentation included A brief overview of the way that hate crime laws currently operate in England and Wales, and a series of live presentations, relating to:

- The Law Commissions provisional proposal to extend the aggravated offences to cover all existing hate crime characteristics.
- The Law Commission's provisional proposal to add 'sex or gender' to the characteristics protected by hate crime laws.
- The question of whether the characteristic of 'age' should be protected by hate crime laws.
- The question(s) as to whether any of the following groups/characteristics should be protected by hate crime laws: sex workers, people experiencing homelessness, alternative subcultures, philosophical beliefs.
- The Law Commissions provisional proposals to reform the stirring up offences.

2.22 The Hate Crime Review Project is still in its Consultation phase before it moves to the Policy Development phase. The Hate Crime Reporting Co-Ordinator will continue to monitor the Review and related events and will feedback any relevant developments to the Zero Tolerance to Hate Crime Project.

3. REASONS FOR RECOMMENDATIONS

3.1 To update the Community Leadership and Library Committee (CLLC) re: progress made in relation to Barnet Hate Crime Strategy and the implementation of the Zero Tolerance to Hate Crime Project.

4. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

4.1 Not relevant in relation to this report.

5. POST DECISION IMPLEMENTATION

5.1 The Hate Crime Coordinator and Hate Crime Lead for Barnet will continue to provide regular updates on delivery of the Barnet Zero Tolerance to Hate Crime Project to the Access to Justice Group.

5.2 Annual updates on performance will be provided to the Safeguarding Adults Board and the Safer Communities Partnership Board.

6. IMPLICATIONS OF DECISION

Corporate Priorities and Performance

- 6.1 This report supports the council's corporate priorities as expressed through the Corporate Plan for 2019-24 which sets out our vision and strategy for the next 5 years. This includes the outcomes we want to achieve for the borough, the priorities we will focus limited resources on, and our approach for how we will deliver this.
- 6.2 Our 3 outcomes for the borough focus on place, people, and communities:
- a pleasant, well maintained borough that we protect and invest in
 - our residents live happy, healthy, independent lives with the most vulnerable protected
 - safe and strong communities where people get along well
- 6.3 Six key priorities have been set to support the delivery of the third outcome.
- Keeping Barnet safe
 - Tackling anti-social behaviour and environmental crime
 - Celebrating our diverse and strong communities and taking a zero-tolerance approach to hate crime
 - Ensuring we are a family friendly borough
 - Focusing on the strengths of the community and what they can do to help themselves and each other
 - Supporting local businesses to thrive

Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

- 6.4 The MOPAC funding streams for local authority community safety work constitutes what MOPAC has designated the 'London Crime Prevention Fund.' (LCPF). For the financial year 2021/22, the Barnet Community Safety Team has secured £30,000 LCPF funding to support the delivery of the Hate Crime Awareness Project. This funding has been used to commission Barnet MENCAP to provide a Barnet Hate Crime Awareness Coordinator.
- 6.5 The coordinators role is to strengthen the partnership approach to tackling Hate Crime in Barnet by supporting the joint work of the Safer Communities Partnership Board, Safeguarding Adults Board and Barnet MENCAP to raise awareness, encourage reporting and improving access to justice for victims.

Social Value

- 6.6 None applicable to this report, however the council must take into account the requirements of the Public Services (Social Value) Act 2012 to try to maximise the social and local economic value it derives from its procurement spend.

Legal and Constitutional References

- 6.7 S6 of Crime and Disorder Act 1998 ('the 1998 Act') places a statutory duty on responsible authorities as set out in s5 (including local authorities, the Police, Probation Trusts, and Fire and Rescue Authorities) to formulate and implement strategies for the reduction of crime and disorder (including anti-social behaviour), for combating the misuse of drugs, alcohol and other substances; and for the reduction of reoffending.
- 6.8 The BSCP is a Community Safety Partnership set up in accordance with the requirement of the section 5 Crime and Disorder Act 1998 as amended by section 108 of the Policing and Crime Act 2009.
- 6.9 Under s.17 of the Crime and Disorder Act 1998, it is also a duty of the Council (and other partner agencies, including Police, Fire & Rescue, GLA, TfL) when exercising its functions to have due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent crime and disorder (including antisocial behaviour), misuse of drugs, alcohol and other substances and re-offending
- 6.10 The terms of reference of this committee includes community safety and to receive reports on relevant performance information and risk on the services under the remit of the Committee

Risk Management

- 6.11 Risk management varies according to the different initiatives. The partnership or appropriate agencies are made aware of risks and actions to mitigate the risk are agreed and put in place. There is always risk that the partnership may not achieve the targets set due to factors outside its direct control – however there is strong partnership working in place enabling agencies to identify and highlight risk and be open to addressing the risk collectively.

Equalities and Diversity

- 6.12 Equality and diversity issues are a mandatory consideration in the decision making of the council.
- 6.13 Decision makers should have due regard to the public sector equality duty in making their decisions. The Equality Act 2010 and the Public-Sector Equality Duty require elected Members to satisfy themselves that equality considerations are integrated into day-to-day business and that all proposals emerging from the business planning process have taken into consideration the impact, if any, on any protected group and what mitigating factors can be put in place. The equalities duties are continuing duties they are not duties to secure a particular outcome. The statutory grounds of the public sector equality duty are found at section 149 of the Equality Act 2010 and are as follows:
- 6.14 A public authority must, in the exercise of its functions, have due regard to the need to:
- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 6.15 Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need 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;
 - 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.
- 6.16 The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
- 6.17 Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
- Tackle prejudice, and
 - Promote understanding.
- 6.18 Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act. The relevant protected characteristics are:
- Age
 - Disability
 - Gender reassignment
 - Pregnancy and maternity
 - Race,
 - Religion or belief
 - Sex
 - Sexual orientation
 - Marriage and Civil partnership
- 6.19 This is set out in the council's Equalities Policy together with our strategic Equalities Objective - as set out in the Corporate Plan - that citizens will be treated equally with understanding and respect; have equal opportunities and receive quality services provided to best value principles.

Corporate Parenting

6.20 Not applicable to this report.

Consultation and Engagement

6.21 As a matter of public law, the duty to consult with regards to proposals to vary, reduce or withdraw services will arise in four circumstances:

- where there is a statutory requirement in the relevant legislative framework
- where the practice has been to consult, or, where a policy document states the council will consult, then the council must comply with its own practice or policy
- exceptionally, where the matter is so important that there is a legitimate expectation of consultation
- Where consultation is required to complete an equalities impact assessment.

6.22 Regardless of whether the council has a duty to consult, if it chooses to consult, such consultation must be carried out fairly. In general, a consultation can only be considered as proper consultation if:

- comments are genuinely invited at the formative stage
- the consultation documents include sufficient reasons for the proposal to allow those being consulted to be properly informed and to give an informed response
- there is adequate time given to the consultees to consider the proposals
- there is a mechanism for feeding back the comments and those comments are considered by the decision-maker / decision-making body when making a final decision
- the degree of specificity with which, in fairness, the public authority should conduct its consultation exercise may be influenced by the identity of those whom it is consulting
- where relevant and appropriate, the consultation is clear on the reasons why and extent to which alternatives and discarded options have been discarded. The more intrusive the decision, the more likely it is to attract a higher level of procedural fairness.

6.23 As part of its ongoing work the Barnet Zero Tolerance to Hate Crime Project engages and consults with a wide range of individuals, groups and service users, including through the Access to Justice Group, the Hate Crime Reporting Centres, workshops and engagement events delivered by the project.

Insight

6.24 None in the context of this report

7. BACKGROUND PAPERS

Community Leadership and Libraries Committee 12th June 2018
Agenda Item 12 "Hate Crime Awareness Project Update"

[Hate Crime Awareness Project Update Agenda Item 12](#)

Community Leadership and Libraries Committee 7th March 2019
Agenda Item 12 "Community Safety Strategic Assessment Update"

[CLLC Strategic Assessment Update](#)

REPORT CLEARANCE CHECKLIST

(Removed prior to publication and retained by Governance Service)

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Legal, Finance and Governance require a minimum of 5 working days to provide report clearance. Clearance cannot be guaranteed for reports submitted outside of this time and your report is likely to be withdrawn from the agenda and deferred to the next scheduled meeting.

AUTHOR TO COMPLETE TABLE BELOW:

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