

Safer Communities Partnership Board Meeting
20 January 2023
Zero Tolerance to Hate Crime Project
Annual Report

Barnet's Hate Crime Strategy 2020-24

1. In 2020, the Barnet Hate Crime Lead developed a Hate Crime Strategy document in consultation with the Barnet Access to Justice Group (a subgroup of the Adult Safeguarding Board), the Safer Communities Partnership Board, the Barnet Community Safety Manager and the Barnet Hate Crime Reporting Coordinator.
2. The Strategy was reviewed by the Access to Justice Group members and was approved following consultation in September 2020. It was agreed that the Hate Crime Strategy and Zero Tolerance to Hate Crime Project would be overseen by the Access to Justice Group and performance will be monitored on a quarterly basis. The strategy was presented to the Safer Communities Partnership Board and was approved and adopted in July 2021.
3. The Hate Crime Strategy has the overriding objective 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”*.
4. There are seven key action areas attached to the strategy listed below:
 - Delivering evidence based multi-agency response to Hate Crime through the Barnet Safer Communities Partnership Board.
 - Utilising the Metropolitan Police Hate Crime Dashboard and through engaging the local partnership, to maintain ongoing assessment of risk locally including specific details of “hot spot” areas in the borough that may require proactive intervention and additional resource to tackle hate crime.
 - Implementing the Zero Tolerance to Hate Crime Project to 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 due to cultural, language or other issues.
 - 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 community partners including Inclusion Barnet, Barnet Mencap, The Barnet Group, Middlesex University and the Barnet Multi-Faith Forum, to identify and respond to all forms of hate crime that emerge within Barnet.
5. The Hate Crime Reporting Coordinator and Hate Crime Lead will report on progress in relation to delivery and implementation of the strategy through quarterly updates to the Access to Justice Group and annual updates will be delivered to the Safer Communities Partnership Board.
 6. The Hate Crime strategy reflects the fact that hate crime can impact upon vulnerable individuals with additional safeguarding needs such as disabilities and mental health concerns. It is therefore appropriate that the Adults Safeguarding Board maintains oversight of the strategy alongside the Safer Communities Partnership Board.

The Barnet Zero Tolerance to Hate Crime Project

7. The **Zero Tolerance to Hate Crime Project** is led by Barnet Mencap's Hate Crime Reporting Co-Ordinator and supported by Barnet Council, the Metropolitan Police and other local voluntary and community organisations.
8. The key objectives of the Zero Tolerance to Hate Crime Project are to implement parts of the Council's Hate Crime Strategy and focus on:
 - Increasing reporting of: Disability Hate Crime; Racist and Religious Hate Crime; and Anti LGBT Hate Crime.
 - Providing ongoing support victims of hate crime and where appropriate referring them to other service providers and support organisations.
 - Increasing community confidence in reporting hate crime to the Police.
 - Improving cross-agency working to tackle hate.
 - Expanding the cohort of Hate Crime Reporting Centres to represent a diverse cross-section of the community and engage with harder-to-reach communities.
 - Safeguarding vulnerable adults and children from the impact of hate crime.
9. The Hate Crime Reporting Co-Ordinator will deliver Quarterly Reports on the progress of these key objectives together with the data on national and local hate crime.

National Hate Crime Figures

10. In the year 2021/22, there were **155,841** hate crimes recorded by the police in England and Wales. This was an overall **increase of 26%** from year ending March 2021 when they recorded **124,104** offences. This data is from the Home Office Report on Hate Crime in England and Wales, published on 6 October 2022.
11. The breakdown of recorded incidents was as follows:
 - 109,843 race hate crimes;
 - 8,730 religious hate crimes;
 - 26,152 sexual orientation hate crimes;
 - 14,242 disability hate crimes; and
 - 4,355 transgender hate crimes.
12. There were annual increases in all five strands of hate crime, ranging from 19% for race hate crimes, 37% for religious hate crimes, 41% for sexual orientation hate crimes, 43% for disability hate crimes and 56% for transgender hate crimes (see below for further details).
13. The upward trend in hate crime recorded in recent years is likely to have been mainly driven by improvements in crime recording by the police and a better identification of what constitutes a hate crime. There have also been spikes in hate crime following certain events such as the EU Referendum, the terrorist attacks in 2017 and the increased conflict in the Middle East in April/May 2021.
14. It is uncertain the extent to which the increases seen in 2021/22 continue the pattern of improvements in police recording or represent a real increase in national hate crime. The rise seen in 2021/22 may also have been affected by the lower levels of crime recorded in 2020/21 due to the COVID 19 pandemic restrictions. Trends may also differ by strand as some crime types have been more affected by improvements in recording practices than others.

Percentage Increases in Hate Crime in 2021/22

15. The percentage increases were much higher in 2021/22 than seen in recent years.
16. As in previous years, the majority of hate crimes in 2021/22 were racially motivated, accounting for over two-thirds of all such offences (70%; 109,843 offences). Racially motivated hate crimes increased by 19% between 2020/21 and year ending 2021/22.
17. Religious hate crimes increased by 37% (to 8,730 offences), up from 6,383 in the previous year; this was the highest number of religious hate crimes recorded since data series reviews began in 2011/12.
18. Disability hate crimes increased by 43% (to 14,242). This was the largest percentage annual increase seen for this strand since 2016/17 (when it was 53%).

19. Sexual orientation hate crimes increased by 41% (to 26,152) and Transgender Identity hate crimes by 56% (to 4,355). Transgender identity hate crimes saw the largest percentage annual increase in these offences since the data series reviews began. Transgender issues have been heavily discussed on social media over 2022, which may have contributed to an increase in recorded hate crimes.
20. The types of crime involved were as follows:
- Over half (51%) of the hate crimes recorded by the police were for public order offences;
 - 41% were for violence against the person offences; and
 - 5% were recorded as criminal damage and arson offences.

Hate Crime in 2020/21

21. In 2020/21 there was an overall 9% increase in hate crime from the previous year. This was lower than usual due to the pandemic and lockdown restrictions.
22. The notable increases during 2020/21 were related to online hate crime and interpersonal hate crime. Online hate crime included cyber-abuse via social media platforms and gaming forums. Community Security Trust reported of the hijacking of zoom calls and video-conferences, e.g. live streamed synagogue services. GALOP (the anti-LGBT organisation) reported of the hijacking of drag-queen performances and targeting of LGBT+ support groups. The trend in online hate crime continues to be monitored by social media platforms and the Police.
23. Interpersonal hate crime involves incidents where the victim knows the perpetrator, for example in neighbour disputes. During the pandemic and lockdowns, localised tensions were heightened, leading to an increase in interpersonal hate crime. These incidents continue to be monitored by the Barnet Council Community Safety Team, Barnet's Hate Crime Reporting Centres and the Police.

Barnet Hate Crime Figures

24. Table 1 (attached) shows the breakdown by category of hate crime incidents in Barnet as recorded by the Metropolitan Police for the years 2017 to 2022 (data based on calendar years).
25. For the year 2021/22 there were a total of **905** hate crimes recorded in Barnet. This was an increase from 857 in 2020/21. The breakdown by hate crime strand was as follows:
- Racist and Religious Hate Crime: 827
 - Anti-Semitic Incidents: 155
 - Islamophobic Incidents: 33
 - Disability Hate Crime: 23

- Homophobic Hate Crime: 68
- Transgender Identity Hate Crime: 13

Zero Tolerance to Hate Crime Project - Key Achievements in 2022

26. The Project has met the following objectives in 2022:

- Delivered online Staff Training Workshops for 77 staff at 6 organisations / service providers.
- Delivered 8 online Hate Crime Awareness Raising Workshops/Webinars for 69 residents, clients, carers and professionals.
- Engaged with over 300 residents at Hate Crime Awareness Week Information Stands.
- Signed up 32 Hate Crime Reporting Champions.
- Co-ordinated and monitored 12 Hate Crime Reporting Centres operating across Barnet.
- Barnet Mencap recorded 7 hate crime incidents and supported clients to report these incidents to the Police.
- Registered 40 sites to be designated Safe Places across Barnet and engaged with over 50 residents at Safe Place Information Stands.

27. Further details of these key objectives are set out below.

Zero Tolerance to Hate Crime Project - Staff Training

28. The Hate Crime Reporting Co-Ordinator has delivered 6 Staff Training Workshops for 77 staff in 2022. Workshops include information on identifying and reporting hate crime so that frontline staff can support victims to report hate crime to the Police.

29. In 2022 Staff Training Workshops have been delivered to teams at the following Barnet organisations:

- Barnet Federated GP Service
- Age UK
- Probation Services
- Victim Support
- Jewish Care
- Muswell Hill Medical Centre

Zero Tolerance to Hate Crime Project - Community Engagement

30. During 2022 the Project has delivered the following community engagement and awareness raising work.
31. The Hate Crime Reporting Co-Ordinator has delivered 8 Hate Crime Awareness Raising Workshops/Webinars for 69 attendees. Webinars focused on: Online Hate Crime and Cyber Bullying; Racism and Children – *How to address hate speech concerns*; Hate Crime, Racism and Cultural Awareness; Hate Crime and Gender – *Are women targets of hate crime more than men*; and Financial Abuse and Scams.
32. The Project also continues to promote the **Barnet Hate Crime Reporting Champion Scheme**. In 2022 **32** volunteers signed up to become Hate Crime Reporting Champions, pledging to report hate crime to the Police if they encounter it in the community. Registration to become a Hate Crime Reporting Champion can be accessed online any time via the Barnet Mencap website. Hate Crime Reporting Champions continue to receive the Hate Crime Reporting Bulletins and opportunities to attend workshops.
33. In October 2022, the Project delivered its fifth annual **Hate Crime Awareness Week** for Barnet residents. Hate Crime Awareness and Information Stands were set-up in Finchley Central (Albert Place), Barnet Hospital, Islamic Centre Edgware, Golders Green Bus Station, Edgware Bus Station and Hendon Central Underground Station.
34. Staff and volunteers from Barnet Mencap, Barnet Council and the Metropolitan Police engaged with over **300** residents and signed up **32** Hate Crime Reporting Champions. The events were supported by Barnet's Councillors and Community Leaders.
35. Photos from the community awareness raising events during Hate Crime Awareness Week 2022 are attached to this Report below.
36. A Webinar was also delivered as part of Hate Crime Awareness Week. This focused on Hate Crime and Gender and panel guests discussed whether "*Women are targets of hate crime more than men?*". Speakers included Councillor Sara Conway (Chair of the Safer Communities Partnership) and Fiona Bateman (Chair of the Adult Safeguarding Board).
37. The Project also hosted a Hate Crime Information Stand at the Barnet Together Alliance Conference at the RAF Museum on 3rd October. The Hate Crime Lead (Barnet Council Community Safety Team) and the Hate Crime Reporting Co-Ordinator (Barnet Mencap) engaged with representatives from **15** organisations. This has led to opportunities for training workshops for staff and awareness raising workshops for residents.
38. The Hate Crime Reporting Bulletin was circulated to over 30 local organisations and Barnet residents. Information on Hate Crime Reporting Centres is also included in the Barnet Stay Safe Leaflet.

Hate Crime Reporting Centres

39. Barnet continues to operate a network of third-party Hate Crime Reporting Centres where victims and witnesses of hate crime, in particular our more vulnerable members, can access support to report offences to the Police and be referred or signposted to local community organisations for ongoing support. Barnet's Hate Crime Reporting Centres are selected to represent a diverse cross-section of the community and are in accessible locations across the borough. A full Directory of Barnet's Hate Crime Reporting Centres is available in hardcopy and via the Barnet Council and Barnet Mencap Websites.
40. Most Reporting Centres operate a physical and virtual system of reporting hate crimes and incidents. An extremely effective example of this is Middlesex University which officially launched as a community Hate Crime Reporting Centre in October 2021. The University has developed an online reporting platform, **Report.It.To.Stop.It** to facilitate students, visitors and members of the public to report any incident of discrimination, bullying, harassment, intimidation, violence or any other form of hate.
41. The Project continues to monitor and provide support to all Hate Crime Reporting Centres to ensure partnership in identifying and responding to all forms of hate crime that emerge in Barnet.
42. Barnet's Hate Crime Reporting Centre Network operates closely with Barnet's Community Safety Hubs and Victim Support Hub to create and maintain a community that keeps the people of Barnet safe by reducing crime, increasing people's confidence in reporting crime to the Police and providing safe places where people can access support to report crime.
43. These initiatives are being developed in collaboration with a number of Barnet's voluntary, community and faith organisations (VCF's) and via Barnet Council's Comms network.

Hate Crime and Restorative Justice

44. The Zero Tolerance to Hate Crime Project has worked with Why-me? a voluntary organisation which offers victims of crime the opportunity to take part in a restorative justice process. Over the course of the partnership, the Hate Crime Reporting Co-Ordinator has offered the opportunity to participate in the restorative justice process to all victims of hate crime who have reported via Barnet Mencap.
45. The partnership with Why-me? also involved a collaboration with Middlesex University and Fixation Academy to produce four Disability Hate Crime Short Films. The films were produced by Middlesex University Media Students and featured Barnet Mencap Clients. The films were launched by Why me? and Middlesex University in December 2021. They are an excellent learning resource which will be made available for viewing via the Barnet Mencap website and will be shown during future Hate Crime

Training Workshops. The films went on to win the Learning ON Screen Awards and were showcased at the ceremony which was broadcast live online in April 2022.

Safe Places Scheme

46. In September 2021 the Barnet Safe Places Scheme was relaunched. A Safe Place helps people (particularly those with learning disabilities, autism, or other care needs) if they feel scared, anxious or at risk when they are out in the community. The Safe place could be, for example, a café, a shop or supermarket, a library or a community centre. Trained staff can help vulnerable adults to phone a family member or carer and/or offer them somewhere safe to wait. Safe Place sites are identified via an official window sticker.
47. The Hate Crime Reporting Co-Ordinator together with Community Support Officers from the Metropolitan Police carried out focus groups with Barnet Mencap clients to identify suitable Safe Place venues across Barnet. Site-visits were then carried out to these venues, where staff/management were offered the opportunity to join the scheme.
48. Throughout 2022 there has been an overwhelming response from the community with over 40 businesses/venues in Finchley, Edgware, Burnt Oak, Hendon, West Hendon and High Barnet joining the scheme. The Scheme will be extended to cover all parts of Barnet in 2023.
49. Details of each of the registered Safe Places will be available via the Barnet Council and Barnet Mencap websites.
50. The Safe Places Scheme will connect with Barnet's other safety initiatives including VAWG, the Community Safety Hubs and the Victim Support Hub to create a wider network of Safe Places for all across the borough. The Project will work in collaboration with Barnet Council's Comms network and Barnet's VCF's to create a safe and strong community where people have confidence to report crime to the Police.

Plans and Project Outcomes

51. For the year 2023 the Project has set out the following plans:
 - Annual Review of Hate Crime Reporting Centres – The Hate Crime Co-Ordinator will meet with representatives of each Hate Crime Reporting Centre to review procedures and provide an update on the Project.
 - Working in partnership with the Barnet Community Safety Team to support clients with Autism and Learning Disabilities.
 - Collaboration with Barnet Community Safety Hubs and the Barnet Victim Support Hub.

- Review of Disability Hate Crime Cases in Barnet as recorded by the Metropolitan Police in 2021 as compared to 2022.
- Collaboration with Barnet Council's Violence Against Women and Girls Initiative (VAWG).
- Expansion of the Barnet Safe Places Scheme and promoting this to residents via service providers and partner agencies.

52. The progress and Outcomes of these Objectives will be reported to the Access to Justice Group and to the Safer Communities Partnership Board.

Report by:

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Table 1 - Barnet Hate Crime Figures

Table 1 shows the hate crime incidents recorded by the Metropolitan Police in Barnet for the years 2017 to 2022.

Category of Hate Crime	2022	2021	2020	2019	2018	2017
Race and Religion	735	819	794	824	738	702
- Anti-Semitism	141	148	129	180	193	127
- Islamophobic	27	28	20	35	26	67
Disability	16	26	15	18	14	23
Homophobic	81	79	66	70	35	48
Transgender	11	12	3	6	5	3

Table 2 – Zero Tolerance to Hate Crime Project Figures

This table shows the financial year data for the Hate Crime Reporting Project for Barnet based on the Project’s Delivery Plan Objectives.

Delivery Plan Objective	TOTAL Year 1 2018/19	TOTAL Year 2 2019/20	TOTAL Year 3 2020/21	TOTAL Year 4 2021/22	Apr-Dec Year 5 2022/23	Status
Number of Hate Crime Reporting Centres in Barnet	9	9	12	12	12	Ongoing
Number of residents signed up as Hate Crime Reporting Champions	285	271	41	60	32	Ongoing
Number of residents engaged with at Community Hate Crime Information Stands	Not running in Year 1	Not running in Year 2	175	200	300	Ongoing
Number of staff training workshops delivered across the partnership	11	9	12	6	2	Ongoing
Number of staff to receive training across the partnership	118	99	127	189	23	Ongoing
Number of Hate Crime Awareness Events/Workshops delivered across the borough / Webinars online	7	9	6	6	7	Ongoing
Number of attendees (including staff, residents, service-users and family/carers) to receive hate crime awareness raising information	141	110	281	108	91	Ongoing

Barnet Hate Crime Awareness Week 2022

Hate Crime Reporting and Information Stands where residents registered to become Hate Crime Reporting Champions and received information from community representatives.



Councillor Sara Conway (Chair of the Safer Communities Partnership Board) joined members of the Metropolitan Police (Hate Crime Unit and Safer Transport Team), Barnet Council, Barnet Mencap and Barnet Hospital (Learning Disability Team) at locations across the borough including: Barnet Hospital, Islamic Centre Edgware, Golders Green Bus Station, Broadwalk Shopping Centre and Finchley Central's Albert Place to raise awareness about reporting hate crime.

