

**LANCASHIRE CONSTABULARY**  
**EXTERNAL HATE INCIDENTS AND HATE CRIMES POLICY**  
**SUPPORTING PROCEDURES**

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See also:

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**1. Hate Incidents**

**A hate incident is defined as:**

**“Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate”.**

The recording of hate incidents is therefore based on the perception of any person that the incident is hate or prejudice related and there is no need in these circumstances to show harassment, alarm or distress to any person. Nor does the person making the report need to have any evidence to show that the incident was in fact based on hate or prejudice.

It is entirely possible that the reporting officer may be the only person that perceives a hate or prejudice element to an incident. In that case the incident should still be recorded.

It may be that after the event persons unconnected with the initial incident claim that it was hate or prejudice related. In this case the incident should be treated as such and again recorded.

This creates difficulty in terms of the type of behaviour that is alleged to have occurred particularly where two or more diverse groups clash.

It is perhaps important to establish at the start whether the incident involves a crime. If it does not then it will be an incident.

Historically Lancashire Constabulary has implemented a one size fits all response, to hate incidents. This has created problems where no malice could be shown on the part of the alleged perpetrator. This policy advocates an incremental response to hate incidents (not hate crimes) so that where it can be shown the incident is perception based alone or that the behaviour did not involve malice, then varying levels of response can be implemented. These can include the officer:

- Submitting a hate incident report with no further action taken.
- Submitting a hate incident report and informing the alleged perpetrator that an allegation has been made against them.
- Submitting a hate incident report and informing the alleged perpetrator that their behaviour is offensive.
- Dealing with the alleged perpetrator for any offences that may have been committed.

It is important that officers liaise with their supervisors when considering a response to hate incidents and equally as important that the Constabulary provides support to supervisors and managers who oversee the response to hate incidents in a positive way but ultimately result in complaints being made against them.

## **2. REPORTING AND RECORDING OF HATE INCIDENTS**

### **2.1 General**

Lancashire Constabulary will do all it can to increase the reporting of hate incidents. The measures used will include telephone reporting, face-to-face contact, online via the 'True Vision' website [www.report-it.org.uk](http://www.report-it.org.uk) and self-reporting mechanisms.

Where an incident is based on perception alone, and is the first incident, it will be recorded using the appropriate hate incident category and no further action taken. In order to determine whether an incident is based on perception alone it will be important to establish exactly what happened and most importantly, the action or exact words used by the alleged perpetrator.

Where the incident is again based on perception but is a repeat incident, a hate incident report should be submitted and the person against whom the complaint is made should be informed that a hate incident report will be submitted per policy and no further action taken.

Where incidents that occur can be shown to have been committed in order to cause offence i.e. with malice, consideration should be given to any criminal offences that may have been committed.

At the very least, in these circumstances, the alleged perpetrator should be warned that their behavior is offensive and a hate incident report submitted with perpetrator details recorded on it.

## **2.2 Recording**

Where multiple incidents occur with one or more victim, Lancashire Constabulary will record each incident individually.

Where one incident occurs with multiple complaints, one incident will be recorded.

Where one incident occurs with multiple offenders, one incident will be recorded.

The wishes of the complainant should always be considered. Where a hate incident might border on a public order offence but the complainant does not wish to progress the matter, a hate incident should be recorded with appropriate explanation on the officer's report and no further action taken.

It should not be the case that a complainant is pressured into making an allegation of a crime when their wishes were simply to have the matter recorded as an incident. This approach can damage the confidence our communities have in us.

## **2.3 Statutory Partner Agencies**

If an incident is reported to the Constabulary by a statutory partner agency and in some way involves them, the partner agency has primacy over the incident. Our statutory partners have a responsibility to record the incident and should have a hate incident procedure. Lancashire Constabulary will not record these incidents.

Create a CRS log and provide guidance and assistance to the partner agency in respect of appropriate intervention measures. Once you are satisfied with the measures that have been put in place endorse the CRS log accordingly. There is no need to take any further action.

If the incident develops into a crime, the Constabulary will then take primacy and deal with the crime.

If as part of our third party reporting procedures, a report of an incident is received where it is felt a partner agency should record the incident, the documentation should be forwarded to the partner agency. A CRS log should

be created and endorsed accordingly.

An example of this would be someone writing to the Constabulary complaining about literature that has been published by the local authority, that the complainant perceives to be a hate incident.

## **2.4 Non-Statutory Partners**

Some non-statutory partners may have recording procedures in place, for example colleges of higher education. If this is the case encourage the partners to record the incident themselves. If they are reluctant to or have no procedure in place we will record the incident.

In all other third party reporting cases we will record the incident. For example a third party reporting form making a complaint about the actions of a member of the public not directly involving the actions of a partner agency.

## **2.5 Media**

Some incidents will be reported as a result of issues raised within the local and national media. For example, a prominent figure makes a statement as a consequence of a national debate that is perceived to be hate based by the complainant.

If these incidents are perception based, Lancashire Constabulary will not record these incidents. Every effort should be made to refer the individual to the appropriate Police Force or appropriate governing body i.e. the advertising standards agency, press complaints commission.

The exception to this would be where the incident occurs in Lancashire and can be shown to be malicious in some way. For example, a personal attack on an individual or group. In this case, record the incident and consider any offences that may have been committed.

## **2.6 Recording-Multiple Hate Categories.**

On occasions, an incident may cross multiple hate categories, for example, a disabled person that is also gay is targeted or perceives that they have been targeted as a consequence of both.

Where this occurs Lancashire Constabulary will record one incident with the appropriate hate markers on the incident or crime report set to YES. (In this case disability and homophobic markers)

This will generate the appropriate hate incident reports without the need to record each separately.

## **2.7 Incidents reported anonymously**

Some people may not wish to provide personal details when reporting a hate incident. Providing these incidents are ones that the Constabulary has stated it will record in its policy, they should still be recorded on the Crime 2 system with as much information as is available.

It is not necessary to record the complainant's personal details on the incident and these incidents should not be recorded on the intelligence system.

## **2.8 Creation of CRS log for referred incidents**

Where incidents are referred to statutory partners or external organisations, a CRS log should be created and the circumstances of the incident recorded to comply with national incident recording standards.

## **2.9 Re-Contact**

Re-contact with the complainant or victim of a hate incident should be made within 72 hours.

## **3. Hate Crime**

**A hate crime is defined as:**

**“Any hate incident, which constitutes a criminal offence, perceived by the victim or any other person, as being motivated by prejudice or hate.”**

All hate crimes require the commission of an offence with the added element of hate or prejudice. All hate crimes are abhorrent acts often carried out against vulnerable victims and therefore require a robust and positive response.

### **3.1 Racially or Religiously Aggravated Offences**

Because of the seriousness of the offence and the detrimental effects of hate crimes on individuals and communities alike, the Crime and Disorder Act 1998 introduced racially aggravated offences which on conviction attract a higher sentence than the same offences where no aggravating factors are involved. The Anti-Terrorism, Crime and Security Act 2001 expanded the range of these offences to cover religiously aggravated offences.

**An offence is racially or religiously aggravated if:**

At the time of committing the offence, immediately before or after doing so, the offender demonstrates towards the victim hostility based on the victim's membership (or presumed membership) of a racial or religious group. **OR**

The offence is motivated (wholly or partly) by hostility towards members of a racial or religious group based on their membership of that group.

A “**racial group**” means a group of persons defined by reference to race, colour, nationality (including citizenship) or ethnic or national origins.

A “**religious group**” means a groups of persons defined by reference to religious belief or lack of religious belief.

Sections 29 to 32 of the Crime and Disorder Act 1998 creates racially or religiously aggravated provisions of the following offences:

- assaults (Section 39, 47 and 20)
- criminal damage (Section 1)
- public order offence (Section 4, 4a and 5)
- harassment (Section 2 and 4)

### **3.2 Increase in sentences for aggravation related to disability or sexual orientation**

Although similar aggravated offences do not exist for sexual orientation or disability, Section 146 of the Criminal Justice Act 2003 requires the courts to consider disability or sexual orientation hostility as an aggravating factor when deciding on the sentence for any offence. This section applies where the court is considering the seriousness of an offence committed in any of the circumstances outlined below.

These circumstances are:

That, at the time of committing the offence, immediately before or after doing so, the offender demonstrated towards the victim of the offence hostility based On:

- 1) the sexual orientation (or presumed sexual orientation) of the victim, or
- 2) the disability (or presumed disability) of the victim, OR

That the offence is motivated (wholly or partly) –

- 1) by hostility towards persons who are of a particular sexual orientation, or
- 2) by hostility towards persons who have a disability or a particular disability.

The court must treat the fact that the offence was committed in any of these circumstances as an aggravating factor, and must state that finding in open court.

It is immaterial for the purposes of paragraph (a) or (b) whether or not the offender’s hostility is also based, to any extent, on any other factor not

mentioned in that paragraph.

In this section “disability” means any physical or mental impairment.

## **4. REPORTING AND RECORDING HATE CRIMES**

### **4.1 General**

Lancashire Constabulary will do all it can to increase the reporting of hate crimes. The measures used will include telephone reporting, face-to-face, online via the ‘True Vision’ website [www.report-it.org.uk](http://www.report-it.org.uk) and self-reporting forms.

On occasions hate crimes occur where people are repeatedly targeted. Where the Police are aware of this, our response will be more urgent and robust and should be tailored accordingly.

### **4.2 Recording**

Unlike hate incidents, Lancashire Constabulary will record and investigate all hate crimes brought to its attention that occur within Lancashire. If the crime occurred within a different force area notify the relevant Police Force and provide any assistance deemed appropriate.

Where multiple crimes occur with one or more victims, Lancashire Constabulary will record each individually.

Where one crime occurs with multiple complaints, one crime will be recorded.

Where one crime occurs with multiple offenders, one crime will be recorded.

### **4.3 Corporate Aggrieved**

In the case of a corporate aggrieved of a crime that has a hate element i.e. British Telecom having a phone booth damaged with offensive words, re-contact is not necessary within 72 hours. Endorse Vicman to the effect that re-contact has not been made and the reasons why.

However, if and when an offender has been identified, the victim should be re-contacted to provide them with an update. Again endorse Vicman accordingly.

### **4.4 Crimes reported anonymously**

Some people may not wish to provide personal details when reporting a hate crime. The minimum requirement to record a crime is a name. If this information is not available then a CRS log should be created and closed as a crime related incident. A hate incident report should also be submitted with appropriate comments on the officer’s report. The CRS log should be cross referenced with the hate incident report.

#### **4.5 Positive action when charging and during file preparation**

Wherever evidence exists to support a charge of racially or religiously aggravated offences, these should be preferred to other less serious offences. The views of the victim however must be sought in all circumstances.

If a charge is not possible because an aggravated offence in terms of hate crime does not exist, then the aggravating factors must be placed on the file as confidential material for the prosecutor and courts to take into account.

#### **4.6 Creation of CRS log for referred crimes**

Where crimes are referred to other Constabularies for investigation, a CRS log should be created and the circumstances of the incident recorded to comply with national incident recording standards.

#### **4.7 Re-Contact**

Details of re-contact with the complainant or victim of a hate crime should be made within 72 hours.

### **5. Scenarios of Hate Incidents and Crimes.**

The following scenarios may assist in identifying hate incidents and crimes.

#### **Scenario 1: (Hate Incident)**

A person with deeply held religious beliefs considers homosexual acts to be contrary to their religious beliefs. The person writes to their local authority expressing their disapproval of a gay event held within the town.

Within the letter the author expresses their belief that homosexuals are leading people astray, undermining social morals and encouraging pedophilia.

The person opening the letter within the council perceives it to be homophobic and reports it to the Police.

#### **Response**

If the above scenario had not involved the direct actions of a partner agency, in this case the local authority, the correct course of action would have been to record the incident and take no further action.

If it was a repeat incident record the incident again and notify the alleged perpetrator that a complaint has been made against them.

As the above scenario involves the local authority, confirm what intervention measures have been put in place by the LA and ensure they have recorded it as a hate incident.

We will not record this incident. If necessary provide guidance and advice and when happy that appropriate measures are in place, endorse the CRS log accordingly.

In all cases, if the incidents persist and involve the same perpetrator, consider any offences that may have been committed. For example, malicious communication, harassment and public order. Record the perpetrator details on the incident report for intelligence purposes.

### **Scenario 2: (Hate Incident)**

Whilst driving along a residential street a white person is forced to stop her vehicle due to another vehicle that has stopped in the middle of the road with several Asian youths standing around it. When asked to move, the youths start to back chat and when walking off one of them says 'this is a Black mans patch'.

### **Response**

There is no crime here but quite clearly this is a racist incident, intended to cause offence and hurt. The appropriate course of action to take would be to record the incident and inform the perpetrator (if they can be identified) that their behaviour is offensive and that a hate incident form will be submitted. If it is a repeat incident involving the same perpetrator consider any offences that may have been committed. For example malicious communication, harassment and public order. Record the perpetrator details on the incident report for intelligence purposes.

### **Scenario 3: (Hate Crime)**

Damage is caused to a vehicle overnight and the aggrieved, a Sikh female, contacts the police to report the damage. She believes the only reason why her car has been damaged is the fact that she is Sikh. The damage is to a window and there is no other evidence to suggest it was caused because of the ethnicity of the aggrieved.

(Note: members of the Sikh faith are also classed as a racial group for the purposes of racially and religiously aggravated offences. The only other faith that falls into this category at present is the Jewish faith)

### **Response**

For an offence of racially/religiously aggravated damage to have occurred there must be some supporting evidence of the aggravating factor i.e. the demonstration of hostility towards the victim based on the victims membership or presumed membership of a racial or religious group. (The relevant racially or religiously aggravated offences are described at section 3.1)

We must also prove this occurred at the time or immediately before or immediately after the commission of the offence.

If this evidence cannot be shown the correct course of action to follow would be to investigate the offence as a criminal damage record the offence as such. Establish if it is as a consequence of faith or race that the victim feels she has been targeted and place a YES marker in appropriate field(s) of the Crime2 system. This will automatically class the crime as a hate crime. There is no need to submit a separate hate incident report.

#### **Scenario 4: (Hate Crime)**

Two perpetrators being pupils at the same school that the aggrieved attends wait outside of the school for the aggrieved at the end of the school day. As the aggrieved leaves the school both offenders block her path and taunt her about her disability calling her a 'spastic'. As the aggrieved tries to get past the perpetrators they push her to the floor pulling her hair in the process prior to running off.

An incident where hate or prejudice is shown as a consequence of a person's disability is now recorded as a hate incident or crime by Lancashire Constabulary.

#### **Response**

Clearly the above is a crime with a hate element attached to it.

Record the crime and set the disability field marker to YES on the Crime2 report.

Investigate the crime and where a charge is to be laid, charge with the appropriate offence and provide supporting evidence of the hate element on form MG6 to allow the courts to take it into consideration when sentencing. This provision is facilitated under section 146 of the Criminal Justice Act 2003. The same should course of action should be pursued if it had been a crime relating to sexual orientation.

Further details are shown in section 3.2 above.

#### **Scenario 5: (Hate Crime-Aggravated Offence)**

An altercation occurs between neighbours resulting in one of the neighbours pulling the other off a pedal cycle causing bruising and grazing to the shin. When challenged by a bystander the offender is heard to say 'are you taking the side of these Paki's as well?' He then leaves the scene.

#### **Response**

Has a crime been committed?

Did the offender, at the time, immediately before or after committing the offence demonstrate hostility towards the victim based on the victim's membership or presumed membership of a racial or religious group. Quite clearly a crime has occurred and the offender demonstrated hostility as described above. This will therefore amount to a racially aggravated assault. Charge the offender with a racially aggravated assault.

Record the crime and request crime bureau tick the 'Racist' box on the Crime2 report and deal with the crime.

### **Scenario 6: (Hate Crime-Non aggravated)**

A large-scale disturbance occurs in the street during which a man is stabbed to death using a knife. The offenders are heard to shout 'Paki' and 'Paki bastard' whilst the disturbance is taking place.

### **Response**

Clearly this is a crime with racial motivating factors. However murder does not fit into one of the nine racially/religiously aggravated offences and therefore cannot be charged as such. The crime is still classed as a hate crime even though it is not aggravated and should again be recorded with the racial field on Crime2 set to YES. This will automatically generate a hate incident report. There is no need to submit a separate hate incident report.

## **6. Roles and responsibilities in receiving reports of hate incidents and crimes**

### **6.1 Staff receiving written complaints of hate incidents and crimes**

- If a complaint is received in writing, you should create a CRS log on receipt. This must be done within 72 hours of receipt.
- You should make contact with the complainant to inform them their complaint has been received and will be actioned accordingly.
- Endorse the CRS log accordingly.
- If the complainant wishes the complaint to be progressed it should now be dealt with as if it was received by telephone or in person.

### **6.2 Staff receiving complaints of hate incidents and crimes via telephone or in person.**

- Any report of a hate incident and crimes should be dealt with sensitively affording the person reporting dignity and respect.
- Create a CRS log and use the hate incident and hate crime investigation pack to deal with the incident.

### 6.3 Communications Room Radio Operator

- Lancashire Constabulary is committed to the provision of 'Quality of Service' to members of the public. To deliver on this commitment we must deal with the complainant with dignity and respect.
- If language is a barrier to effective communication, consider the use of interpreters.
- These can be sensitive incidents and the complainant may be very distressed. However to provide a quality service we must establish as accurately as possible what has occurred. Ensure at the very least that the CRS log includes the **exact words** used during an incident.
- If an incident is not classed as an emergency. **It must be graded at least PASS 2.**
- The reasons for any delay in responding to a hate incident or crime **MUST** be recorded as part of the incident log.
- When deploying an officer to a hate incident or crime check local records for relevant information. This should include checks of the INTL (2), CRIME2 and PNC systems.
- CRS II will automatically highlight information in relation to previous hate incidents at an address or location. This information must be forwarded to the attending officers to ensure that they are able to meet the needs of the aggrieved.
- Inform both the communications room team leader and the patrol Sergeant for the area that a hate incident or crime has been reported.
- When closing the CRS log, ensure the most appropriate NICTL/Crime class is used and **ensure a hate qualifier is applied** if the victim perceives that a hate incident/crime has occurred, even if the officer/comms disagree.

### 6.4 Communications room supervisor

- When a hate incident or hate crime is reported the person taking the call should make you aware of this.
- Ensure the appropriate PASS response is given to the incident.
- If an incident is not classed as an emergency. It must be graded at least PASS 2.
- Ensure the patrol Sergeant for the area has been notified that a hate incident or crime has been reported.

- Ensure the CRS log has been closed with the correct qualifier.

## **6.5 First officer attending**

### **6.5.1 Victim and witness care**

- Remember you must give the victim a quality of service 'Victim Care Pack'
- You must attend the scene as soon as possible after being deployed or being informed of a hate incident or crime. If you are unable to do so inform a supervisor.
- Use a Hate Incident or Hate Crime Investigation Pack.
- On arrival identify yourself stating your name and collar number.
- Treat victims and witnesses with dignity and professionalism.
- You should explain your role in the investigation and evidence gathering processes.
- Listen carefully and be attentive.
- Allay the fears of victims and witnesses.
- Inform the victim or witness that Lancashire Constabulary actively adopts a positive arrest and prosecution policy in relation to hate crimes and repeat hate incidents.
- Use the services of an interpreter if needed. (consider language line)
- Be culturally sensitive - if in doubt about this consult the Hate Crime and Diversity Unit (or equivalent) at once. **ASK!**
- Do not make any assumptions.
- Use appropriate language and avoid incorrect terminology **but don't be frightened of making mistakes. If in doubt, ASK!**
- Inform victim of re-contact process and ensure this is undertaken.
- Be honest at all times and be realistic.
- Explain that details of the incident may be shared with other agencies subject to their agreement.

- Explain Victim Support to the aggrieved and refer in all cases unless the victim states otherwise.
- Consider special measures with the CPS for vulnerable victims.

### 6.5.2 Investigation

- Identify victims and witnesses and get detailed description of offender(s) as soon as possible.
- Is the offender still likely to be in the area? Consider searching and street identification. Consider showing photographs if appropriate.
- Assess the vulnerability of the victim and the impact on the community. **If there are community tensions involved inform your supervisor immediately.**
- Tell the victim what you intend to do and why you intend to do it.
- If a scene is identified – protect and preserve it.
- Photograph the scene. Use CSI if possible.
- Forensic evidence? Are there fingerprints, footwear marks or DNA?
- Arrange photographs of injuries or damage/graffiti if required.
- Search the locality for CCTV.
- Found CCTV? View, preserve and seize it whether it shows the crime or not and book into ERP store.
- Obtain detailed statement(s) from the aggrieved or witness. Include full descriptions of offender(s), actions and words used. Remember A.D.V.O.K.A.T.E.
- Ensure that a medical consent form is signed if appropriate.
- Record all information accurately and pay attention to detail.
- Ensure victims and witness details are correct including daytime telephone numbers.
- Record stolen property details accurately (if appropriate).
- Report incident or crime prior to end of tour of duty-be specific about the type of incident or crime you are reporting.
- **REMEMBER – keep the victim informed**

## 6.6 First Line Supervisors

- On being made aware of a reported hate incident or crime it is your responsibility to ensure that the reporting, recording and investigation guidelines are complied with.
- You must ensure that sufficient resources are deployed to respond to the report in a timely and effective manner.
- Circulation of any identified suspect should be actively considered at an early stage.
- You should be aware of any potential for forensic evidence at the scene. You should ensure that securing forensic evidence from the scene is cost effective. Authorisation for forensic submissions should be sought from a Detective Inspector.
- Where for whatever reason arrest of a suspect is not an option you should satisfy yourself that all avenues have been explored by discussion with the investigating officer.
- Where an arrest is not an option, you should consider whether other agencies are in a position to assist the victim or take effective action against offenders.
- The investigation of hate incidents or crimes can be intense and emotionally draining. You should consider establishing a clear support structure for the investigating officer.
- You are responsible for resource allocation and it is for you to balance the cost and time implications of carrying out a prompt and effective investigation against other operational priorities. In doing this you should bear in mind the high priority given by Lancashire Constabulary to dealing with hate incidents and crimes.
- Once the incident is recorded you should review the investigative options. You should consider whether the reporting officer could continue the investigation alone, continue with guidance or whether the investigation should be passed to a specialist department such as CID or Community Safety Teams (Minority Teams / Hate Crime and Diversity Units).
- Transfer of investigative responsibility should be discussed with the department concerned and noted in the Officers Report section of the incident or hate crime report.
- If you are not the direct first line supervisor of the reporting officer you should ensure that the reporting officers' direct first line supervisor is made aware of the incident or crime.

## **7. ROLES AND RESPONSIBILITIES OF DIVISIONAL COMMANDERS OR DEPARTMENTAL HEADS AND HQ.**

### **7.1 Divisional Commanders or Departmental Heads.**

The following have been identified as important functions for Divisional Commanders or Departmental Heads in ensuring external hate incidents or crimes are reported and recorded effectively:

- The identification of a member of their management team who will have responsibility for performance in relation to external hate incidents or crimes.
- Implementation of the Constabulary's policy in relation to external hate incidents or crimes across their territorial division.
- The quality assurance of incident or crime recording practices by supervisors within their divisions.
- The training of all relevant staff in the reporting, recording and investigation of external hate incidents or crimes within their territorial divisions.
- The provision of robust support mechanisms for all those involved in hate incidents or crimes.
- Ensuring that officers and police staff maintain a consistent approach in respect of reporting, recording and investigation, - particular emphasis should be placed upon accurate and timely completion of hate incident or crime reports, gathering of intelligence and investigating offences.
- Ensuring a system exists for the identification of repeat victimisation.

### **7.2 Headquarters Crime Input Bureau (CIB)**

The CIB is responsible for the following:

- Maintaining a Database of all external hate incidents or hate crimes to which this policy applies.

### **7.3 Headquarters Diversity Unit**

The HQ Diversity Unit will have a central co-ordinating function in respect of the Lancashire Constabulary external hate incidents and hate crime policy.

The HQ Diversity Unit will have responsibility for the following:

- Ownership of the Lancashire Constabulary policy on external hate incidents or hate crime, review of the policy, and evaluation of

Constabulary performance.

- Identification and dissemination of good practice across Lancashire Constabulary, including problem-solving initiatives.
- Promotion and circulation of the external hate incident or hate crime policy on the Constabulary Intranet site.
- Monitoring and reporting in relation to Constabulary performance in dealing with hate related issues. This will include the dissemination and publication of statistics and related information at a strategic level.
- Advising Chief Officers and Divisional Commanders or Departmental Heads with regards to reporting, recording and investigation.
- Providing a central point of communication for other organisations.
- Monitoring, evaluating and disseminating statistics on hate incidents or hate crimes and publicising such information to the local community.
- Ensuring consistency of recording of data across the Constabulary.
- Facilitating an audit/inspection process across divisions.

## **APPENDIX A**

### **DEFINITION OF A HATE INCIDENT/CRIME**

A hate incident is defined as:

“Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate”.

A hate crime is defined as:

“Any hate incident, which constitutes a criminal offence, perceived by the victim or any other person, as being motivated by prejudice or hate.”

Specific Definitions.

- A racist incident is “any incident which is perceived to be racist by the victim or any other person.”

- A homophobic incident is “any incident which is perceived to be homophobic by the victim or any other person.”
- A transphobic incident is “any incident which is perceived to be transphobic by the victim or any other person.”
- A faith related incident is “any incident which is perceived to be based upon prejudice towards or hatred of the faith of the victim or so perceived by the victim or any other person.”
- A disablist incident or a disability related incident is “any incident which is perceived to be based upon prejudice towards or hatred of the victim because of their disability or so perceived by the victim or any other person.”