

DUNDEE CITY COUNCIL

REPORT TO: Policy and Resources Committee - 12 December 2011
REPORT ON: Hate Incident Multi-Agency Partnership (HIMAP) - Operating Model
REPORT BY: Director, Leisure and Communities
REPORT NO: 522-2011

1.0 PURPOSE OF THE REPORT

1.1 The purpose of the report is to seek Committee's endorsement of the Dundee Partnership's Hate Incident Reporting Multi-Agency Partnerships Operating Model, to ensure that the Council fulfils its statutory duties in relation to hate incident reporting.

2.0 RECOMMENDATIONS

Committee is asked to:

- 2.1 Endorse the HIMAP Operating Model.
- 2.2 Agree that the Head of Policy (Leisure, Culture and Communities) takes on the Gatekeeper role for Dundee City Council.
- 2.3 Agree that Single Points of Contact are identified for each Council Department.

3.0 FINANCIAL IMPLICATIONS

3.1 Any costs associated with this report will be met within existing budgets.

4.0 BACKGROUND

4.1 Hate Incidents are any acts of harassment, victimisation or criminal act that the victim perceives as motivated by prejudice or hate, related to their actual or perceived disability, race or ethnicity, religion or belief, sexual orientation or transgender status. Hate Crimes are crimes committed against individuals or communities related to their actual or perceived disability, race or ethnicity, religion or belief, sexual orientation or transgender status. Hate Crimes can carry additional penalties in court sentencing.

4.2 The Offences (Aggravation by Prejudice) (Scotland) Act 2009 came into force on the 24th of March 2010. The Act created aggravations, similar to those which already exist for race and religion hate crime, for crimes motivated by prejudice relating to disability, sexual orientation and transgender status.

Equality Act 2010, Section 149 (1) places a duty on public authorities 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.

4.3 In August 2010, the Dundee Partnership Management Group received a report from the Community Safety Partnership on Hate Incident Reporting and in so doing

- noted the legislative changes requiring a review of the Dundee Partnership's arrangement for Hate Incident Reporting
- approved the establishment of a new body called the Hate Incident Multi-Agency

(HIMAP) to replace the Race Incident Multi-Agency Partnership (RIMAP), to address the Dundee Partnership's expanded role in relation to hate incident reporting

- agreed to the establishment of HIMAP as a sub group of the Dundee Community Safety Partnership chaired by a senior officer from Tayside Police
- noted that the Dundee Community Safety Partnership will provide annual reports on hate incidents to the Dundee Partnership Management Group

5.0 ROLE OF DUNDEE COMMUNITY SAFETY PARTNERSHIP

5.1 To support the delivery of the HIMAP operating model, the Dundee Community Safety Partnership will

Ensure the consistent and sustainable participation by all partner agencies in the development and delivery of inter-agency responses to reported hate incidents, crimes and trends.

Encourage partner agencies to nominate a Gatekeeper and/or Single Points of Contact to ensure that systems are in place for reporting, analysing and responding to hate incidents, crime or trends.

Take steps to encourage the reporting of hate incidents and endeavour to increase the confidence of the relevant social groups to seek support, information and advice.

Ensure accurate and consistent recording, diligent investigation, reporting and monitoring of all hate incidents.

Provide appropriate policy and statistical information in relation to hate incidents.

Monitor and review policy and procedures regularly and encourage the development of good practice.

Publish an annual report on hate incidents, crimes and trends.

6.0 HATE INCIDENT MULTI-AGENCY PARTNERSHIP (HIMAP)

6.1 The core membership of the HIMAP Group will be drawn from:

- NHS Tayside
- Tayside Police
- Victim Support
- Dundee City Council - Social Work Department
- Dundee City Council - Education Department
- Dundee City Council - Housing Department
- Dundee City Council - Chief Executive's Department (as appropriate)

6.2 The HIMAP Remit

Support the development of good working practices amongst partner agencies

Develop appropriate information sharing protocols across partner agencies to support information sharing around sensitive issues

Develop appropriate reporting structures to ensure the effective delivery, co-ordination and accountability of partnership responses to hate incidents, crimes and trends to the DCSP whilst delivering effective partnership responses.

Raise awareness about hate incident reporting across all partner agencies and to the wider Dundee Community.

Develop and deliver appropriate training on the handling of hate incidents across all partner agencies.

Accurately collate reported Hate Incidents Crimes and trends by partner agencies,

analyse them to identify trends and patterns to allow the development of strategies and co-ordinated action to address causes.

Provide an annual report to the Dundee Community Safety Partnerships on Hate Incidents, Crimes and Trends in the city no later than March 2012 and annually thereafter.

Take steps through the Dundee Community Safety Partnership to promote community confidence in Hate Incidents Reporting.

Involve the members of the Voluntary Sector in the understanding and tackling of Hate Incidents, Crimes and Trends policies and practices.

Support and promote the Dundee Community Safety Partnership initiatives to reduce the causes of Hate Incidents, Crimes and Trends.

7.0 PARTNER AGENCY ROLES AND RESPONSIBILITIES

7.1 All partner agencies will have the responsibility to establish the appropriate internal arrangements for reporting and responding to hate incidents, analysing trends and linking with the Dundee Community Safety Partnerships. Each partner will:

Participate in and develop inter-agency responses to Hate Crime Incidents

Encourage reporting of hate incidents and endeavour to increase the confidence of minority ethnic communities and other social groups in seeking aid and assistance.

Bring this policy statement to the attention of all employees who are required to respond on all occasions when members of social groups seek assistance.

Ensure that all staff receives appropriate training on the handling of hate incidents.

Ensure accurate and consistent recording, diligent investigation, and reporting and monitoring of all hate incidents.

Take account of the cultural and religious diversity of the population in the geographical area covered by the partner, through its service delivery.

Provide appropriate policy and statistical information in respect of hate (including translation into appropriate languages).

Establish and maintain links and consultation with ethnic minority communities and other social groups.

Monitor and review policy procedures regularly and will encourage and develop relevant programmes of good practice.

7.2 Partners will appoint a Gatekeeper who will be responsible for ensuring that the proper arrangements are put in place for reporting and responding to hate incidents whilst acting as a single point of contact. Gatekeepers will be expected to collate and analyse hate incident reports and feed this information into HIMAP.

Partner agencies may also nominate Single Points of Contact where appropriate to act as the lead within each department, liaise with the Gatekeeper and HIMAP as appropriate. The Single Point of Contact will provide appropriate advice on responses to hate incidents including the need for Multi-Agency Meetings (MAM's).

Note: In smaller agencies, the Gatekeeper, the Single Point of Contact and the HIMAP representative may well be the same person.

8.0 HIMAP OPERATING MODEL

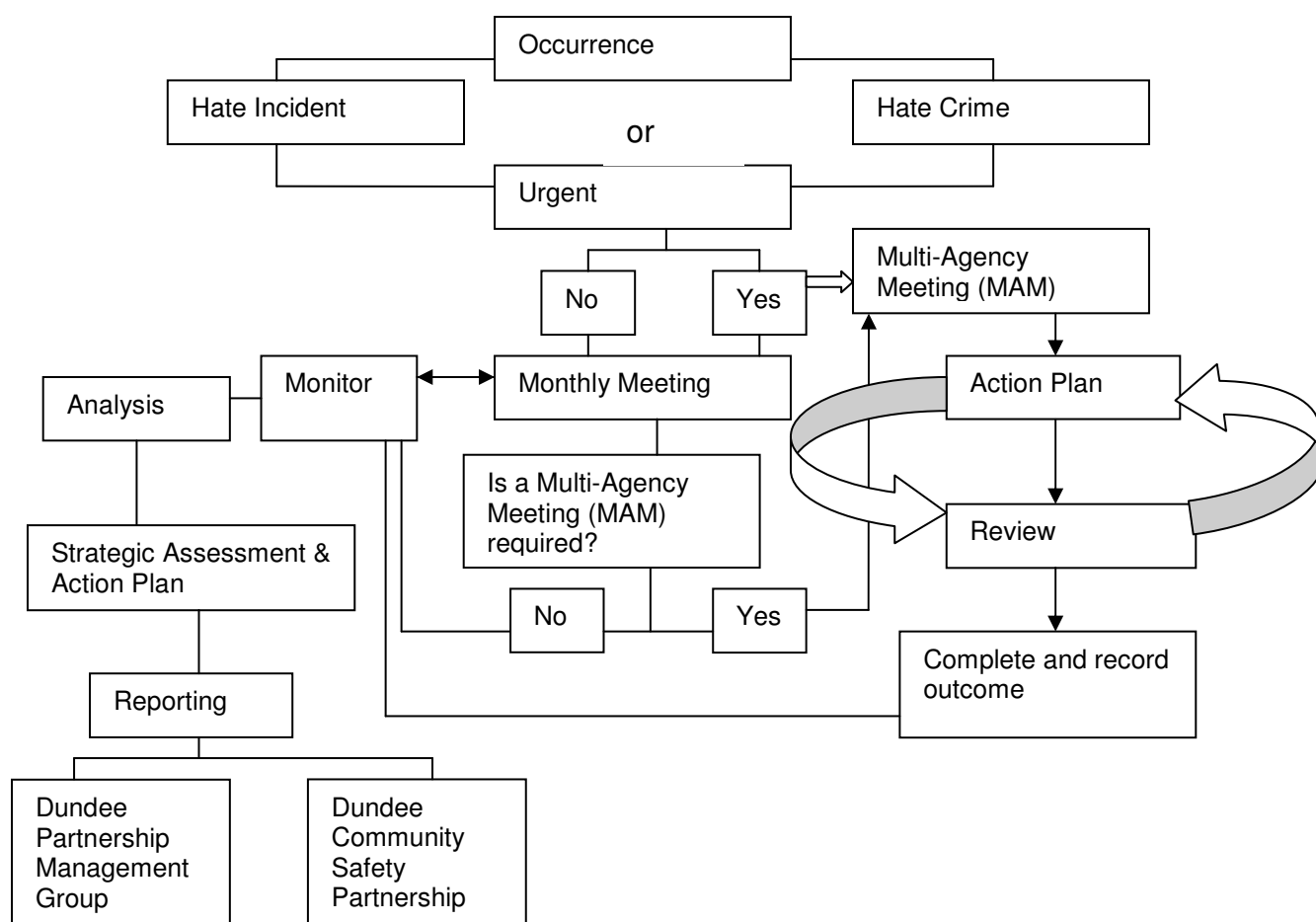
8.1 HIMAP will support partner agencies to develop appropriate mechanisms for reporting hate incidents and analysing hate incident reports to identify trends over time.

When a hate incident occurs, a hate incident report should be completed and sent to the gatekeeper/special point of contact. If the incident is urgent ie the incident is on-going and

there is a risk of harm, immediate action should be taken to address the issue. If the incident requires a multi-agency response, the gatekeeper/special point of contact will call an urgent multi-agency meeting (MAM) to which the victim of the hate incident can be invited to attend as appropriate. At the MAM, an action plan will be agreed and review dates will be set to monitor outcomes. All hate incident reports should be submitted to HIMAP for analyses.

If the hate incident is non-urgent, all incident reports should be acted on and submitted to the gatekeeper/single point of contact and brought to the regular monthly HIMAP meeting. HIMAP will then decide if a multi-agency meeting is required and will analyse and monitor all incidents. This analysis will be used to inform the Dundee Community Safety Partnership Action Plan and will be reported to the Dundee Partnership Management Group and the Dundee Community Safety Partnership on an annual basis.

Figure 1 - HIMAP Operational Model



9.0 POLICY IMPLICATIONS

- 9.1 This report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti-Poverty, Equality Impact Assessment and Risk Management. No major issues have been identified.
- 9.2 An Equality Impact Assessment will be made available on the Council website at <http://www.dundee.gov.uk/equanddiv/equipact>.

10.0 CONSULTATION

The Chief Executive, Depute Chief Executive (Support Services), the Director of Finance, the Chief Constable, the Chief Firemaster and the Chief Executive of NHS Tayside have all been consulted in the preparation of this report.

11.0 BACKGROUND PAPERS

11.1 The Offences (Aggravation by Prejudice) (Scotland) Act 2009.

11.1 The Equality (Scotland) Act 2010

11.3 Equality Impact Assessment

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29 November 2011