

# Disability Hate Incidents

## Community Safety Crime Reduction & Drug Strategy 2008-2011

### Disability Hate Incidents & Crimes 08-11

Objective: To prevent and reduce disability hate incidents and crimes.

To improve trust and confidence of disabled people, their carers and organisation supporting disabled people to increase reporting of incidents and accessing casework support.

OUTCOME 1	Increased reporting of disability hate incidents and crimes from all disabled people, including people with learning disabilities, their carers and others by developing a range of options to make reporting accessible to all.				
	Action	SMART	Individuals responsible		Milestone
1	1.1 Devise and mainstream a multi-agency form that all statutory, voluntary and community organisations can use to report disability hate incidents to the Partnership Community Safety Team.	1.1.1 Set up a multi-agency steering group, involve disabled people in the group. 1.1.2 Design a multi-agency reporting form in consultation with key partners. The form will also enable anonymous and third party reporting. 1.1.3 Create and maintain a list of agencies where the forms could be used. 1.1.4 Ensure wide distribution of the forms to all relevant agencies.	1.1.1 Nahida Shaikh & Eva Jarvis + ?? 1.1.2 to 1.1.4 Steering Group 1.1.3 Gabriel Saclain 1.1.4 Gabriel Saclain		
	1.2 Develop and distribute self-reporting packs widely to increase reporting of disability hate incidents.	1.2.1 Explore the options of using True Vision forms for self reporting. 1.2.2 If not above, then design a self reporting form with the involvement of disabled people and carers. Arrange printing of self reporting packs for disability hate incidents. 1.2.3 By involving people with visual disabilities and organisations, design self-reporting form in an appropriate format. 1.2.4 Target distribution of the forms at the right agencies and venues for visually disabled people. 1.2.5 Ensure wide distribution of the self reporting forms, track distribution.	1.2.1 DI Carwyn Hughes - AVU 1.2.2 Steering Group 1.2.3 1.2.4 Gabriel Saclain & Nahida Shaikh 1.2.5 Gabriel Saclain & Nahida Shaikh		

	1.3 Develop accessible and easy to read reporting form that people with learning disabilities can complete on their own or with support from carers / staff.	1.3.1 By involving people with learning disabilities and organisation, design an easy read form to report disability hate incidents. 1.3.2 Print the forms and target distribution of the easy read form to all relevant agencies and services. 1.3.3 Make the form available to download on the Council, Safe in the City, Learning Disability Partnership Board (brightpart) websites.	Taking Part in the City (Subgroup of the LDPB) Nahid Shaikh Karen Kingsland		
	1.4 Develop web-based and on-line reporting facilities that suits the needs of disabled people.	1.4.1 Explore options and costs for on-line reporting facilities 1.4.2 Set up dedicated webpages on the Police, Council and CDRP websites advising people about reporting, reporting forms and services available.			
	1.5 Enhance facilities to report and access services by creating reporting centres in the statutory, community and voluntary sector with particular focus on organisations supporting disabled people and their carers.	1.5.1 Create 6 reporting centres and support the staff. 1.5.2 Design guidance for reporting centres and ensure that they have the relevant material available to them. 1.5.3 Monitor participation of the reporting centres in the reporting schemes. 1.5.4 Ensure up to date list of reporting centres can be found on the website after agreement with the relevant organisations.	1.5.1 Caseworkers / PCST 1.5.2 Nahida Shaikh 1.5.3 Through the database - Gabriel Saclain 1.5.4 Nahida Shaikh		
	1.6 Develop easy to read and accessible publicity material to inform people about reporting schemes, reporting centres, and support services. Target publicity and support to organisations working with disabled people and their carers.	1.6.1 Develop Poster campaign 1.6.2 Develop leaflets suitable to the needs of the disabled people and their carers. 1.6.3 Repeat of actions stated in 1.1.3 and 1.1.4 (maintain a list of agencies and ensure targeted and wide distribution).			
	1.7 Increase reporting from the marginalised and vulnerable groups within the disabled population through joint work with the Refugee Forum, Migrant Workers Steering Group and the Racial Harassment Forum. For instance, engage with and increase reporting from disabled people including people with learning disabilities from the refugee, asylum seeker, LGBT, Black and Minority Ethnic communities, disabled people with mental health issues and people with compound or multiple disabilities.	1.7.1 Monitor groups that are reporting to identify groups that are believed to be under-reporting. 1.7.2 Make presentations to the RHF, Refugee Forum, BMECP, BHMF and Migrant workers steering group to raise awareness of learning disabilities, and disability hate incidents. 1.7.3 Make presentations to the staff fora (BME, disabled & LGBT workers) of the council and other statutory organisations to raise awareness of learning disabilities, and disability hate incidents. 1.7.4 Make presentations and hold stalls at the community events including Chinese community. 1.7.5 Targeted work with organisations supporting people with compound or multiple disabilities. 1.7.6 Keep track and make efforts to increase access to services from those believed to be under reporting.	1.7.1 Nahida Shaikh and Gabriel Saclain		
	1.8 Translate the information and make it available widely. Make the information available at public places.	1.8.1 Identify the needs and make translated material available as appropriate.			

OUTCOME 2	Deliver improved responses, casework support and services to those reporting disability hate incident by working in partnership with key agencies.					
2	2.1 Deliver a consistent high quality casework service to those reporting incidents, regardless of where they choose to report and wherever they access support.	2.1.1 Maintain hate incident report form as the centralised mechanism for recording and reporting disability hate incidents. 2.1.2 Maintain a centralised database. 2.1.3 Receive reports through the hate incident and self reporting forms, contact all victims (wherever possible) to offer support. 2.1.4 Develop clear casework protocols and casework manual. 2.1.5 take into account and meet people's access needs: home visits, sign/language interpreters etc.	2.1.1 PCST 2.1.2 Senior caseworker + Gabriel Saclain 2.1.3 & 2.1.4 Senior caseworker 2.1.5 Caseworkers, PCST, all organisations			
	2.2 Prioritise work with repeat victims (people who have reported more than one incident in any 12 months period) to support and protect them from further victimisation.	2.2.1 Develop systems to identify repeat victims on the database, and in the casework practice. 2.2.2 Monitor and track progress of repeat victims at weekly caseworkers meeting and the Casework Panel.				
	2.3 Create multi-agency Casework Panel to improve the response to disability hate incidents and to support victims. Build up membership from organisations working with disabled people.	2.3.1 Invite key statutory and voluntary sector and organisations working with disabled people to the bi monthly casework panel. Strengthen dissemination of information and good practice amongst front line practitioners. 2.3.2 Develop clear terms of reference, structure and processes 2.3.3 Develop multi-agency responses to the incidents, devise action plan as part of the panel meeting.	2.3.1 NS + GS 2.3.2 Casework Panel 2.3.3 Casework Panel			
	2.4 Routinely ask those reporting disability hate incidents for their feedback regarding services and respond accordingly to improve standard of services.	2.4.1 Design evaluation forms or other means suitable for the needs of disabled people. 2.4.2 Complete evaluation forms for all supported cases 2.4.3 Analyse feedback on a quarterly basis in order to adjust services where appropriate.	2.4.1 Nahida Shaikh, Gabriel Saclain and Steering Group 2.4.2 Caseworkers 2.4.3 Nahida Shaikh			
	2.5 Ensure clients are aware of statutory sector complaint procedures; for instance, ensure that the Council, Police, NHS, CPS complaint procedures are accessible (available in easy read format) and learn from complaints made.	2.5.1 Inform clients of up to date complaints procedures. 2.5.2 Through performance and casework management and also through the casework panel analyse complaints made and adjust or respond as necessary. Further actions to be agreed by the standards and complaints section of the council, police, CPS etc.	Mary Evans / Sara Tighe-Ford - Council Complaints and Standards Sussex Police / Ian Pollard + LDPB			

	2.6 Deliver a rolling programme of training to key statutory, voluntary and community agencies including staff from day centres, supported housing, social care, health care and organisations working with disabled people and people with learning disabilities. The training programme will raise awareness and improve recognition of disability hate incidents, mainstream the use of reporting forms and clarify referral pathways, effective interventions, link organisations to casework panel and multi-agency working. We will seek to involve disabled people in training wherever possible.	2.6.1 Devise training modules / training pack for agencies and for disabled people including people with learning disabilities. 2.6.2 Identify and create list of agencies to receive training on a priority basis 2.6.3 Deliver in total ten (10) training sessions (including training to disabled people) with participants evaluating the training session. See actions stated in 5.4.2. 2.6.4 Monitor number of sessions and number of participants.			
	2.7 Review, build on and mainstream learning from national and local research to ensure best practice.	2.7.1 Keep abreast of national best practice and disseminate information to key partners.			
	2.8 Safeguarding Adults Procedure to incorporate hate crime practice guidance.	2.8.1 Actions to be agreed with Adult social care and safeguarding adults board.	Brigid Day Naomi Cox		
<b>OUTCOME 3</b>	<b>Effective monitoring systems to develop crime reduction strategies and improved accountability / reporting to the disabled people and their organisations.</b>				
<b>3</b>	3.1 Design and maintain a city-wide centralised monitoring system of disability hate incidents. Through this data we will be able to build a better picture, identify how big the problem is, and what we need to do to tackle this problem.	3.1.1 Explore possibilities and costs to have a common database for all hate incidents including disability hate incidents or a stand alone database for disability hate incidents. 3.1.2 Consult with disabled people, organisations working with the disabled people and carers to identify what information or data should be monitored and reported on. 3.1.3 Commission a database to record disability hate incidents.	3.1.1 3.1.2 Steering group 3.1.3 Nahida Shaikh / PCST		
	3.2 Produce regular reports on levels, trends and patterns of disability hate incident and distribute them to the relevant forums including Learning Disability Partnership Board and make the report available on our website. This monitoring data will enable us to direct future preventative and development work.	3.2.1 Produce three quarterly and an annual report on the levels, trends and patterns of disability hate incidents. 3.2.2 Distribute reports to the relevant forums, including CDRP, Learning Disability Partnership Board etc. 3.2.3 Make the report available on the safe in the city website (safeinthecity.info)	3.2.1 to 3.2.3 Nahida Shaikh		
	3.3 Map and analyse hotspots for disability hate incidents to assist in problem solving and to assess the effectiveness of work undertaken.	3.3.1 Prepare quarterly hotspot maps to assist the casework panel in problem solving.	Crime and disorder analyst / PCST		
<b>OUTCOME 4</b>	<b>Prevent and deter offenders, bring offenders to justice wherever possible and reduce re-offending through improved rates of detection, prosecution and effective court outcomes</b>				

4	4.1 To review policies and practices relating to the recording and referral of disability hate incidents within Sussex Police and the Crown Prosecution Service, identify gaps and develop plan to address them. Monitor police and other criminal justice agency records to ensure early identification and tagging of disability hate incidents.	4.1.1 Sussex police to review their tagging system and ensure early and appropriate identification of disability hate incidents, and reporting to the PCST through the hate incident report forms. 4.1.2 The Crown Prosecution Services to agree further actions?	4.1.1 Carwyn Hughes / AVU		
	4.2 Monitor and increase the number of disability hate crimes recorded and detected along with the number of arrests, cautions, prosecutions and convictions. Increase the number of successful prosecutions and reduce the number of discontinued cases.	Police targets ? CPS targets ? 4.2.3 Courts to specify the uplift (increase) in sentence in accordance with the Section 146 of the Criminal Justice Act. 4.2.4 Raise awareness of successful prosecution, outcomes of cases and actions taken against offenders to act as a deterrent to potential offenders and to increase confidence in the community to increase reporting.			
	4.3 Work towards developing early intervention programmes with young people in young people's settings.	4.3.1 Youth services to set up a steering group to devise early intervention programme for young people. Further develop city wide prevention strategy.	Confirm action		
	4.4 Develop a mechanism to identify and manage risk presented by offenders persistently targeting disabled people.	4.4.1			
	4.5 Develop and monitor tracking of criminal cases to check progress and provide feedback to the victims and communities.				
	4.6 Work with perpetrators and their families to address their prejudices against disabled people by effective interventions and referral to appropriate services.	Develop clear referral routes to ASB Team, Youth offending team and Probation. Youth offending team and Sussex Probation to propose intervention with offenders of disability hate incidents.			
<b>OUTCOME 5</b>	<b>Increased public awareness and improved understanding of hate incidents against disabled people.</b>				
5	5.1 Develop a city wide awareness campaign relating to disability hate incidents. Promote greater understanding of hate incidents against people with learning disabilities in Brighton & Hove.	5.1.1 Publish articles or publicise in existing newsletters run by organisations for disabled people and advocacy groups for instance Carers Centre Newsletter.			
	5.2 Develop easy to read information and posters targeting general public, also specifically targeting people with learning disabilities. Translate the information and make it available in different formats.				

	5.3 The Partnership Community Safety Team and statutory partners of the Crime and Disorder Reduction Partnership to regularly consult and engage with disabled people, their carers and organisations working with disabled people in developing priorities and services.	5.3.1 Use the strategy and action plan to consult with a number of organisations working with the disabled people. Consultation and engagement to also take place through and within the steering group. 5.3.2 Consult with the reporting centres regularly.			
	5.4 Address safety concerns of disabled people and raise awareness of risks, reporting mechanisms and support available.	5.4.1 Devise training modules / training pack for disabled people including people with learning disabilities. 5.4.2 Deliver in total ten (10) training sessions/ presentations (including training to organisations) with participants evaluating the training session. See actions stated in 2.6.3. 5.4.3 Monitor number of sessions and number of participants.			
	5.5 Prioritise promotion of clear and consistent disabled friendly messages and raise awareness of disability hate incidents in young people's settings using a variety of young person friendly media and training.	5.5.1 Monitor reporting of bullying and disability hate incidents in schools. 5.5.2 Identify and analyse trends and patterns from existing data from the schools. 5.5.3 Conduct presentations at youth centres and schools if possible to raise awareness of disability hate incidents. Further actions to be agreed with the Children and Young People's Trust.	5.5.1 & 5.5.2 Melanie Parr + Sam Beale CYPT 5.5.3 Gabriel Saclain / PCST		