



Hate Crime Policy

Version 1.0

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Version Control

Note: minor updates increase version number by 0.1, major updates increase version number by 1.0.

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1. Introduction

Yarlington recognises the importance of producing a bespoke Hate Crime Policy. We know that hate crimes and incidents can have a serious impact on victims and their quality of life. It has a negative impact on the communities in which we and our customers live. We are committed to stamping out all incidents and crimes motivated by prejudice and hate. Victims will always be treated professionally and sympathetically by our staff. Yarlington is committed to dealing with all reports of hate crime for all customers regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. This policy is closely linked to our Anti-Social Behaviour (ASB) Policy and Procedure in particular the Category 1 incidents in that Procedure of responding to hate crime incidents within one working day.

2. Definition

Yarlington has adopted the Association of Chief Police Officers definition of Hate Incident and Hate Crime;

A **Hate Incident** can be:

- When hate is present in someone's behaviour or actions, but no crime is committed.
- Any incident which the victim (or anyone else) thinks is based on someone's hate because of the victim's race, religion, sexual orientation, disability or because they are transgender.

A **Hate Crime** is:

"Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender."

Hate crimes and hate incidents can be committed against a person or their property. The victim does not necessarily have to be a member of a particular targeted group. They may be a victim due to their association or perceived membership of a group.

Hate crime legislation covers criminal offences which are motivated by someone's hatred/prejudice against a person. There are five monitored strands of hate crime;

- Disability
- Race
- Religion
- Sexual orientation
- Transgender

We recognise that other protective characteristics can lead to incidents or crimes motivated by prejudice, and we will not tolerate any form of hate incident or crime.

Crimes that are often committed as hate crimes are:

- Physical attacks such as assaults;
- Criminal damage such as vandalism, graffiti or arson;
- Hate mail (Malicious Communications Act 1988) including letters, text messages or phone calls;
- Causing harassment, alarm or distress (Public Order Act 1986);
- Verbal abuse or abusive gestures;
- Cyberbullying;
- Offensive leaflets and posters;
- Threats of an attack.

3. Aim of the Policy

Aim of the policy is to:

- Have systems in place that deal with incidents of Hate Crime efficiently and effectively by taking a victim orientated approach.
- Ensure that individuals experiencing Hate Crime are provided with a fair, consistent and sympathetic service, within the constraints of the law.
- Supporting victims by giving them information about services available to them.
- Ensure that our overriding priority is the safety of victims of Hate Crime, and in particular any children and vulnerable people within that household.
- Ensure a co-ordinated multi-agency approach when dealing with reports and supporting victims of Hate Crime.
- Support the Yarlington's overarching Anti-Social Behaviour Policy and related policies, providing further guidance where there is Hate Crime.

4. GDPR and Information Exchange

Yarlington has entered into a Housing Information Sharing Agreement with the Police through the Community Safety and Crime and Disorder Partnership. Information may be shared with the Police, and other partner organisations, provided it relates to the prevention of hate crime and the correct procedures are followed.

5. Publicising

Yarlington may publicise selected cases where legal action has been pursued successfully to make all of its customers aware of the consequences of tenancy breaches.

We will use customer publications and other media to encourage reporting and seek to deter incidents/crimes by publicising the action we take against perpetrators, working with external

agencies tackling hate crimes and making new tenants aware of their tenancy obligation not to perpetrate hate crimes.

We will promote and display this policy and other linked procedures internally to staff and on our website where it can be accessible to customers. We will work closely with the PAHC (Partners Against Hate Crime), the Local Authority and other support agencies to promote Yarlington's tackling of hate incidents and to assist us with targeting hard to reach groups and promoting the message to reduce hate crime within schools.

6. Confidentiality

Victims will be encouraged to allow us to share information with other agencies, including the Police, Partners Against Hate Crime and local authority departments, to ensure that the full range of civil and criminal action can be pursued and appropriate support provided. However all information provided by the victim will be treated with the utmost confidence and only passed to external agencies with proper consent. Where we consider a person is at serious risk a manager may approve disclosure without the victim's consent. We will adhere to our GDPR Policy.

7. Equality and Diversity

In dealing with ASB Yarlington will ensure that all customers and others are dealt with fairly and equitably, and in accordance with Yarlington's policy on Equality, Diversity and Inclusion.

8. Review

This policy should be reviewed annually or in accordance with legislative changes, Government initiatives or changes in best practice.