



Hate Crime & Hate Incident Reporting Policy 2008/2009



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Anti-Hate Crime Policy

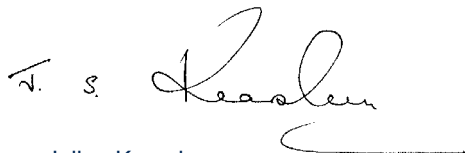
Foreword

We are pleased to present the first Blackpool Hate Crime and Hate Incident Reporting Policy which has been developed under the guidance of Lancashire Hate Crime Incident Group. This policy highlights our commitment to reducing hate crime and improving the quality of life of the residents of Blackpool.

Hate Crime can take many forms, from verbal abuse, graffiti and nuisance telephone calls through to assault and refusal of services. Within this policy we set out how we will address these types of behaviours that can blight neighbourhoods, communities and the workplace. Our primary objectives are to focus on encouraging reporting, improve responses and facilitate community cohesion

We want to reduce the fear of hate crime in Blackpool so that people feel safer, living free from harassment and fear. We also aim to improve the quality of life for communities in Blackpool by taking a fast and effective victim centred approach to hate crime and by encouraging respect for individuals and families of all cultures and backgrounds

We will continually review our activities and address the areas of most need as they arise, through regular consultation with other agencies and communities in Blackpool. Partnership working and involving the voluntary and community sector play a key role in the implementation of this policy and the continued support of the community will be vital to its successful implementation.



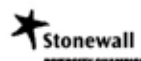
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Blackpool
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www.blackpool.gov.uk/hatecrime

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1.1 Introduction

The effects of hate crimes/incidents can be severe for individuals, families and the community. Blackpool Council, as an employer and service provider, has an important part to play in:

- › Providing services that support victims of hate crimes/incidents;
- › Challenging alleged perpetrators;
- › Acknowledging the significance of hate crimes/incidents on the community; and
- › Taking action as an individual organisation and, where appropriate, in partnership with other agencies to eliminate hate crimes/incidents in Lancashire.

1.2 What is a Hate Crime/ Incident?

Hate crimes/incidents can cause a person to feel humiliated, embarrassed or angry. In extreme circumstances, they can cause death or injury, and will almost always cause stress, ill health and fear. Repeated episodes may lead to severe distress, making life intolerable.

People may be targeted on multiple grounds. For instance, black and minority ethnic women may face 'multiple abuse' if they are subjected to both sexual and hate crime harassment. Other groups, such as people who have a disability, lesbians and gay men, older people, lone parents or young people may also experience multiple abuses.

Hate crimes/incidents may not always be explicit. There may be circumstances where it is disguised, or results into repeated requests for advice and help. For example, a tenant with broken windows could repeatedly contact a Landlord, when the real problem is harassment because of the tenant's race, gender, disability, sexual orientation, age or faith.

Hate crimes/incidents can create a climate of fear. They can stop people from taking part fully in everyday life, and in democratic processes because of their ever-present fear. It can also discourage reporting.

Episodes of hate crimes/incidents are not only significant for an individual, family or group; they have widespread and long-term implications for the whole community. All hate crimes/incidents have far-reaching effects, having greater impact on people than instances of neighbour nuisance, anti-social behaviour and harassment that is not hate crime motivated.

1.3 Our Commitment

Blackpool Council is committed to equality and access for all. As a provider of services and one of the largest employers in the town we recognise our important role in improving the quality of life for everyone in Blackpool. We are committed to working to promote equality of opportunity, to combating discrimination and promoting good community relations within our organisation and across Blackpool. We value the diversity of Blackpool and recognise that this is one of the many things that make the town special. Our commitment extends beyond what we promise to do and can be identified in our policies, working practices and behaviours. We have established policies, procedures, staff training and monitoring arrangements to ensure that people are treated fairly regardless of their gender, age, ethnicity, disability, religion or belief or sexual orientation and can access what they need.

Blackpool Council is committed to tackling all hate crimes/incidents based on people's race, gender, disability, sexuality, religion, faith and belief by creating a culture whereby discrimination real or perceived, is challenged and eradicated.

Blackpool Council expects all employees to take action to report, challenge and prevent hate crimes/incidents whatever their origins, when carrying out their duties and this policy is intended to complement existing policies such as:

- › Dignity at Work Policy
- › Preventing and Resolving Bullying and Harassment Procedure.
- › Race Equality Scheme
- › Disability Equality Scheme
- › Gender Equality Scheme
- › Comprehensive Equality Policy
- › Equal Opportunities and Diversity Guidelines for Consultants delivering Training

This policy and procedure covers all hate crimes/incidents because they have a detrimental effect on people, both as individuals within their community and as members of the wider community. Hate crimes/incidents adversely impact on people's health and quality of life.

Many hate crimes/incidents also share other common features relating to under-reporting and repeat victimisation. Blackpool Council will encourage the reporting of hate crimes/incidents from employees, service users and members of the public.

2. Aim

The aim of this policy is to:

Provide a mechanism for the reporting, recording, investigation, monitoring and evaluation of all hate crimes/incidents and to encourage and promote inter- agency responses to them.

3. Purpose

- 3.1. The purpose of this policy is to give guidance to all Blackpool Council employees on how to respond to hate crimes/incidents and to ensure that all such episodes are reported and are dealt with promptly, appropriately and effectively.
- 3.2. Responding to cases of hate crime/incidents is a corporate responsibility. However, there will be instances where action will be taken in partnership with external agencies.
- 3.3. The implementation of this policy will enable the monitoring of all hate crimes/incidents within (and reported to) Blackpool Council and aid the evaluation, review and development of best practice.
- 3.4. This policy covers both employment and service delivery within Blackpool Council, however, this will not take away the right of any employee/service user to report hate crimes/incidents to other agencies.

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4. Scope Of The Policy

- 4.1. This document sets out Blackpool Council's Policy on the reporting and recording of hate crimes/incidents based primarily on race, gender, disability, sexual orientation, faith and age. It provides guidance to help employees implement the policy. This policy applies to service users, members of the public, and those who are contracted to work for Blackpool Council.
- 4.2. Employees wishing to register a complaint against another employee should also consider Blackpool Council's Dignity at Work Policy and the Preventing and Resolving Bullying and Harassment Procedure.
- 4.3. Employees who work for, or who are contracted to work for, Blackpool Council have a responsibility under this policy, when carrying out their duties, to record and report and /or challenge hate crime/incidents.
- 4.4. This policy is intended for everyone, whether complainant or witness, who wishes to report hate crimes/incidents, which occurred on Blackpool Council premises or during the delivery of a service, as well as any hate crimes/incidents within the community that a member of the public wishes to report.

5. Responsibilities of All Employees

- 5.1. **Employees** – Employees who work for (or who are contracted to work for) Blackpool Council have a responsibility under this policy when carrying out their duties to record and report and/or challenge hate crimes/incidents if they:
 - Witness them (this includes seeing, hearing or reading them)
 - Have incidents reported to them by victims or witnesses.
 - Have strong suspicion or evidence of hate crimes/incidents.

In recording, reporting and challenging incidents, employees should pay due regard to their own health and safety, particularly if working off site and alone.

Employees should note that hate crimes/incidents, might not always be obviously or directly disclosed, by either the victim or the alleged perpetrator. There are many reasons why a victim may not directly report an episode of hate crime/incident. However, hate crimes/incidents could be occurring in a number of circumstances and you should be alert to this.

5.2. **Managers** – Blackpool Council is committed to creating a harassment free environment and has a legal and moral responsibility to employees to protect and support employees who may be subjected to harassment from members of the public.

As a provider of services Blackpool Council also recognises it has a responsibility to protect and support service users.

Although it is the responsibility of all employees to report and challenge episodes of hate crime/incidents, management have a specific responsibility to ensure that they do everything they can to support and protect employees and service users from intimidation and harassment.

This may be by:

- › Stating clearly to members of the public who harass employees that their behaviour will not be tolerated.
- › Stating that the service may be withdrawn, if necessary and appropriate, in order to protect employees.
- › Supporting and advising employees who experience hate crimes/incidents from service users, by protecting them and by offering assistance where needed.
- › Supporting and advising a member of the public who has experienced or is reporting a hate crime/incident.
- › Ensuring details of incidents are recorded and seek further guidance if required.
- › Ensuring that all complaints of hate crimes/incidents are taken seriously and investigated as quickly and as effectively as possible by an appropriate person.

An employer is potentially liable for the welfare and conduct of its employees. An employee or service user may have a strong case of unlawful discrimination against Blackpool Council if it can be shown that alleged hate crimes/incidents were not investigated or remedied. Therefore Managers must take all reasonable steps to prevent discrimination and ensure employees and service users are protected.

5.3. **Role of the Faith, Equality and Diversity Unit** – **In order to ensure that employers are meeting their legal liabilities and to fully implement the recommendations of this policy, reports of hate crimes/incidents MUST be referred to the Faith, Equality and Diversity Unit (FED Unit).**

The FED Unit will:

- › Acknowledge all hate crimes/incidents reported, within five working days of receiving a complaint.
- › **Ensure that all incidents that could be classed as criminal are referred to the Police.**
- › Ensure that all other incidents are investigated
- › Recommend the action to be taken, in consultation with the investigating officer, following completion of the investigation.
- › Provide guidance and support to people experiencing hate crimes/incidents e.g. ensure service users are aware of any support services available.
- › Where necessary, ensure that incidents are referred to other agencies.
- › Provide reports for any relevant forums on the hate crimes/incidents.
- › Share good practice when dealing with hate crimes/incidents, with partner agencies.

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6. Reporting, Recording, Investigation and Monitoring of Incidents

6.1. Reporting And Recording Hate Crime

– These guidelines are intended as a helpful guide for employees throughout Blackpool Council. They cover the action you are expected to take if you witness or deal with reported hate crimes/incidents whilst at work, whether within your own service or relating to another service area. The victim or alleged perpetrator could be either an employee or a member of the public.

The first point of contact for any incident of hate crime may vary. Reports may be verbal, written or by phone call, it is therefore important that all staff members are aware of how to record these incidents whatever the source of the complaint. Anyone who wishes to report an incident may do so in person, by telephone or by reporting form.

6.2. All reported incidents will be recorded and forwarded to the FED Unit, who will assume responsibility for ensuring that incidents are:

- Acknowledged within 5 working days of receipt and set out what action is to be taken.
- Forwarded to the relevant investigating officer (FED Unit), who will start the investigation within 10 working days.
- Completed within 20 working days and a written response provided to the complainant and recommendations implemented as appropriate.
- Outcomes are logged and recorded.

6.3. Hate crimes/incidents must be recorded and responded to.

The 'Hate Incident Reporting Form' should be completed immediately or as soon as possible.

On completion of the form, a copy should be given to the victim/ complainant, a copy sent to the FED Unit for further action and a copy kept for monitoring purposes.

In the event of hate crimes/incidents being reported which are not about Blackpool Council services, the initial reporting form should still be completed and sent to the FED Unit, who will decide on what action is to be taken.

On receipt of the completed initial reporting form the FED Unit must contact the reporter within 5 working days.

If there has been violence or threats of violence, the police should be informed as soon as practicable (within 24 hours wherever possible).

At other times, it may be necessary for the investigating officer or the relevant partner agency to make a visit to the victim or complainant. The purpose of such a visit will be to:

- Make an assessment for further action
- Identify appropriate support for the victim.
- Consider actions to prevent the recurrence of further incidents and with the consent of the victim, notify other relevant agencies.

- Collection of evidence. **If the complaint is identified as being criminal in nature it should immediately be reported to the Police for them to follow up and investigate. In these circumstances, any collection of evidence should only be carried out by the officer in charge of the investigation.**
- Offer external support.

Contact with the victim/complainant should be maintained whilst action is pursued and/or crimes/incidents stop.

After or during the visit the Investigating Officer(s) should make comprehensive notes on the proceedings. At the same time arrangements should also be made to interview the alleged perpetrator(s) and any witnesses as appropriate.

The FED Unit will be responsible for overseeing the investigation, any follow-up action and monitoring reports.

- 6.4. **Collection of Evidence** – As soon as a complaint is made, evidence should be collected. **If the victim is in receipt of abusive written material, handle the document with care as the police can check for forensic evidence.** If this is not done at an early stage, it may not be possible to pursue the case at a later date through legal channels.

Everyone who is involved in interviewing a person experiencing a hate crime/incident should consider the following points:

Details taken should be full and accurate. A case could be made stronger by evidence from a number of witnesses about one alleged perpetrator. Therefore, details of minor incidents should be fully recorded.

- › Taking a clear statement from a distressed person is by no means an easy task and adequate time should be allowed.
- › Consideration should be given to the need for a private and accessible place to conduct the interview.
- › Attention should be paid to any special, individual requirements, such as the need for an interpreter.
- › Support from a relative or friend should be encouraged.
- › If the victim has suffered injuries they should be encouraged to visit a GP or hospital for medical reports to be made.
- › The victim should be encouraged to pursue photographic evidence of any visible injuries.

7. Support the Complainant

- 7.1. Appropriate support is dependent upon circumstances. **It is also important to remember to check any action you plan to take with the complainant before you do so- including contacting the Police.**

The victim has a right, but not an obligation to pursue a complaint against the alleged perpetrator.

- 7.2. If the complainant makes a complaint in person, explain who you are and what you can do to help and ask the victim what they would like you to do. If the complainant is a child under 17, try to make contact with parents or guardians as early on as possible. Where the parent or guardian is the alleged perpetrator, the FED Unit will refer the case to the First Response Unit (Children and Young People).

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7.3. The following actions may be appropriate immediately or at the follow-up meeting.

- Encourage the complainant to give their consent to inform the relevant and appropriate agencies (e.g. police, Victim Support, doctors, children's school).
- Provide immediate quiet and confidential space to discuss the incident with the complainant if possible. Clarify whether an interpreter is required.
- Ensure that the initial reporting form is completed, a copy given to the complainant (when requested) and the other copy forwarded onto the FED Unit for further action and monitoring purposes.
- Make a list of community and voluntary support organisations available. They will be able to provide help, advice, counselling and practical help for the complainant.

8. Action related to any Alleged Perpetrator(s)

8.1. **Immediate Action** – **Do not collude with hate crime and harassment by doing nothing about it. For example it may be appropriate to say:**

- “Blackpool Council has a policy opposing all hate crimes/incidents and you will need to seek further guidance - and then withdraw if appropriate.”
- “I find that (remark or action) inappropriate, unacceptable or offensive.”

Ensure that the alleged perpetrator is treated fairly and appropriately in all situations.

Take or assist in legal action against the alleged perpetrator(s).

- In certain cases the Blackpool Council may be a witness to, or initiator of, legal action against the alleged perpetrator.
- If relevant (and the complainant agrees) report the incident to the police and be prepared to use your own records of the incident and to act as a witness.
- If the complainant requests Blackpool Council to take action against the alleged perpetrator, seek advice from your line manager immediately.

8.2. **Withdrawing services** – If you are in the process of delivering a service to the alleged perpetrator it may be possible to withdraw that service either immediately or by issuing a warning for future withdrawal.

- Employees have a right to work in an environment, which is free from harassment and is safe. Hate crimes/incidents committed by service users can create an intimidating working environment for all.
- All employees have a right to report episodes of hate crimes/incidents (whether committed by a service user or another employee) immediately to their supervisor or service manager and to remove themselves from a situation in which they feel threatened or in danger. It is management's responsibility to make decisions on future provision of service to the alleged perpetrator. If the manager or supervisor is the alleged perpetrator or suspected perpetrator an employee should seek advice from the FED Unit.
- Hate crimes/incidents may also break a number of lease, hire and contract arrangements.

9. Responsibilities Of Service Departments

9.1. The Hate Crimes/incidents Policy and Procedure outlines the responsibilities of individual employees in challenging and recording incidents. However, Service Departments and Management Teams have a responsibility to:

- › Ensure that information on hate crimes/incidents are accurately recorded and monitored.
- › Ensure that employees are trained in the use of Blackpool Council's Procedures for reporting hate crimes/incidents.
- › Have a process to review and discuss of hate crimes/incidents and their implications within the service.
- › Have systems for reporting, recording and investigating hate crimes/incidents.

- › Clarify the responsibility, collectively and individually, for dealing with hate crimes/incidents.
- › Make new staff aware of the policy and procedures as part of their induction programme.
- › Train staff to recognise and investigate hate crimes/incidents.
- › Ensure that line managers are able to support employees who are affected and advise them on the actions that can be taken to support complainants in taking action against alleged perpetrators.



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Appendices

Appendix A:

Blackpool Community Profile

Blackpool, with its population of just under 143,000, is the most densely populated district in the northwest. As a local authority, we recognise the diversity of Blackpool as a great strength and one of the things that makes Blackpool special.

We recognise that all people are different and that identity is a complex issue and is about as much about an individual's sense of belonging to any given community, or place, as it is about how they view the world.

Ethnicity:

Blackpool has a low proportion of ethnic minority residents compared to the UK average. Nearly a quarter of all Non-White people live in just two wards, Bloomfield and Park.

According to the 2001 Census figures, minority ethnic groups make up a small proportion of Blackpool's residents. Non-white ethnic origins account for 1.6% of total population for Blackpool, compared to 5.6% for the North West region and 9.1% for England. People from BME (Black and Minority Ethnic) groups are most likely to be of mixed ethnic origin as shown below. However, the most recurrent single ethnic origin in Blackpool is Chinese.

Composition of Blackpool's BME Population, Census 2001

Ethnicity		2001		2004 (Estimates)	
		Number	Percent	Number	Percent
White	White Irish	1390	28.1%	1300	18.8%
	Other White	1290	26.1%	1600	23.2%
Mixed	White & Black Caribbean	288	5.8%	400	5.8%
	White & Black African	104	2.1%	100	1.4%
	White & Asian	247	5.0%	300	4.4%
	Other Mixed	161	3.3%	200	2.9%
	Asian or Black	Indian	248	5.0%	700
British	Pakistani	214	4.3%	600	8.7%
	Bangladeshi	159	3.2%	200	2.9%
	Other Asian	84	1.7%	200	2.9%
	Black or Black	Black Caribbean	83	1.7%	300
British	Black African	97	2.0%	200	2.9%
	Other Black	38	0.8%	100	1.4%
Chinese or Other	Chinese	370	7.5%	400	5.8%
	Ethnic Group	Other Ethnic Group	174	3.5%	300
All BME Groups		4947	100.0%	6900	100.0%

(Dataset UV09, Census 2001 & ONS 2004 Mid Year Estimates)

*(It is not reflected on the table above but through monitoring requests for information in other languages we have found that we have a rapidly expanding Eastern European community. Last year, Polish was the most requested translation language at Blackpool Council.)



Gypsies and Travellers: Despite limited statistics and details we do know that Blackpool has a large number of Gypsies and Travellers who visit or are settled within the area. We believe that Gypsies and Travellers may be one of the largest ethnic groups in Blackpool.

We recognise that Gypsies and Travellers are an important part of Blackpool's history and heritage and we are keen to ensure their needs are considered as part of our work to deliver the Race Relations (Amendment) Act 2000.

National research shows that Gypsies and Travellers suffer high levels of deprivation and social exclusion and experience considerable discrimination and inequalities.

Experiences and needs are often unrecorded and not addressed.

EU migrant Population: The available evidence from local public service providers points to a large inward migration of workers from the EU accession countries into Blackpool in the period since 2004. Robust estimates of the numbers, as elsewhere have proved difficult to measure. We know that there were 1,380 non-UK NI registrations in Blackpool during 2005/06 including 870 from Poland. Unofficial estimates from local public service providers range from 2,000 to 8,000 Migrant workers now living in Blackpool.

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Racist Incidents and Crimes: 2007, **202** racist crimes and **84** racial incidents were recorded in Blackpool.¹

*Detections*²

The detection rate for the period 1st July 2006 to 30th June 2007 for all racially aggravated crimes in Blackpool was **59.8%**.³

Potentially, there is the possibility that race relations in Blackpool may be subject to further tensions due to the significant increase in size of the resident BME community. The Office of National Statistics 2004 mid year Census estimates that:

- › the Asian and Asian British population in Blackpool has increased by approx. 150% (1000 people) and
- › the Black and Black British population has increased by almost 200% (almost 400 people).⁴

Anecdotal evidence suggests that these numbers have increased yet again since 2004 (also shown in the schools section below).

- › **Polish PACT:** Police and Communities Together meetings for the Polish community in Blackpool have revealed that many Polish and EU migrant workers are subject to bullying and harassment in their places of work. They are reluctant to report this due to negative past experiences at home. Incidents reported include name calling, refusal of health and safety equipment and withholding sick pay.

› **Incident reporting in schools:** The number of racist incidents reported in schools has fluctuated over the last two years with between 22 and 45 incidents being reported per term. This figure appears relatively low as the number of BME residents in Blackpool has increased and, anecdotally, incidents are as frequent as ever. The total number of languages (other than English) spoken by pupils attending schools in Blackpool has increased to 48.⁵

› **Incident reporting within Blackpool Council:** Since 2005, the number of incidents reported within Blackpool has risen steadily. All incidents have been followed up by taking immediate action or by referral to another appropriate agency (e.g. Police, Racial Equality Council).

Lesbian Gay and Bisexual Community

According to the Lesbian and Gay Foundation "Blackpool has the largest LGBT (Lesbian, Gay, Bisexual, Transgender) community in Lancashire, and acts as a magnet for visitors from within Lancashire and other parts of the UK... There are (many) gay venues in the town ensuring a thriving Gay and Lesbian community and vibrant nightlife.⁶ In this way, the LGBT community appears to be more visible in Blackpool than BME groups but this is not reflected in the levels of reporting.

¹ Source: B safe Blackpool (Blackpool Community Safety and Drugs Partnership)

² A detection is achieved when an offender is located and one of the following occurs:

- The offender is Issued with a fixed penalty notice (They can be issued on the street or at the Police Station for a variety of offences but should not be issued for a racially aggravated offence);
- The offender receives a reprimand, final warning or caution. (This is usually done at the Police station);
- The offender is reported for summons (a summons is issued for them to attend court);
- The offender is charged with the offence (and attends court).

³ Source: Lancashire Constabulary, Western Division.

⁴ ONS: www.statistics.gov.uk

⁵ Ethnic Minority Achievement Service, Blackpool Council

⁶ The Lesbian and Gay Foundation: www.lgf.org.uk

Homophobic Incidents and crimes: Between 1st July 2006 and 30th June 2007, **139** homophobic crimes and **68** homophobic incidents were recorded in Blackpool.⁷

Detections

The detection rate for the period 1st July 2006 to 30th June 2007 for all homophobic crimes in Blackpool was 39%.⁸

In 2004, Blackpool's Community Safety and Drugs Partnership funded a six month multi-agency project named Action Against Abuse (AAA). It aimed to map homophobic crime in Blackpool and gain an insight into what the LGBT community would like to see being done about homophobic hate crime. AAA conducted surveys, focus groups and surgeries, finding that out of the 199 people surveyed, 157 had been attacked, half of these outside a gay venue, and the majority by a stranger with most attacks occurring in the early hours of the morning.⁹

› **Middle Walk:** An area on Blackpool's North Promenade well known and advertised as a cruising¹⁰ site and a dangerous 'hot-spot' for homophobic hate crimes and anti-social behaviour because it:

- Has limited access points
- Has pillars for victims and offenders to hide behind
- Is isolated – there is no public vehicular access and limited pedestrian traffic

Looking at police records, offenders are likely to be young males and females who are aware that this is an isolated location. They are also aware that their victims are likely to be vulnerable and unlikely to report any incidents that take place. There is also a potential lack of witnesses, so victims can be assaulted and robbed without disturbance.

The victims are likely to be men cruising, possibly married or with a partner, or not 'out' and so, unlikely to report. There are also those who cruise because they enjoy the thrill of being in a potentially dangerous scenario. Some may also believe that the Police are homophobic and may prosecute them for cruising related public order offences.

In January 2007, a gang of three men (who went out with the intention of attacking gay men) murdered a Blackpool resident on Middle Walk. There have been further incidents reported on Middle Walk, including cases of juvenile nuisance, drunkenness, drug-taking, serious hate crime, sexual offences, assault and robbery.

- › To date, the police and various agencies such as Blackpool, Wyre and Fylde LGBT Forum, Blackpool Council, Bsafe Blackpool and Drugline have:
 - Distributed advice and information in venues by staff and officers
 - Invested £35,000 in an improved lighting system.
 - Made plans to redesign the area using community arts projects and

⁷Source: Bsafe Blackpool (Blackpool Community Safety and Drugs Partnership)

⁸Source: Lancashire Constabulary, Western Division.

⁹Community Safety and Drugs Partnership Audit 2004

¹⁰Looking for casual sex. Not all men who cruise identify as gay. Some may be in a heterosexual relationship and are looking for casual sex with other men. (Stonewall)

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incorporating illuminated displays.

- Worked in partnership with Public Sex Environment workers
- Offered alarms and personal safety advice to persons on the Walk
- Raised awareness through LGBT Media

➤ **Blackpool, Wyre and Fylde LGBT**

Forum: The forum was set up to raise awareness of LGBT issues for the community at a strategic level and to ensure the LGBT community has a say in all local decisions made by the Council, Police, Local Strategic Partnership and Primary Care Trust. Hate crime reporting and community safety are discussed regularly, with 'Middle Walk' as a set agenda item each month. The forum also discusses instances of Transphobic hate crime/incidents.

The forum has also recently set up a number of community-specific sub-groups for trans-people, lesbians and older LGBT people.

Trans Issues

Blackpool's vibrant LGBT community, support and social networks and trans friendly venues has attracted a considerable trans population to the town. There are various support groups such as the LGBT Forum (mentioned above) and Trans men's and Trans women's groups.

From January 1st 2006 to March 27th 2007, 15 transphobic hate crimes and incidents in Blackpool were recorded by Lancashire Constabulary.



Faith, Religion and Belief

Religion & Belief	Blackpool		North West	
	Number	Percent	Number	Percent
All People	142283	100.00%	6729764	100.00%
Christian	111875	78.63%	5249686	78.01%
Buddhist	236	0.17%	11794	0.18%
Hindu	175	0.12%	27211	0.40%
Jewish	302	0.21%	27974	0.42%
Muslim	619	0.44%	204261	3.04%
Sikh	47	0.03%	6487	0.10%
Any other religion	329	0.23%	10625	0.16%
No religion	16201	11.39%	705045	10.48%
Religion not stated	12499	8.78%	486681	7.23%

(Dataset UV15, Census 2001)

The table above shows information on Blackpool's population from the 2001 Census. For the first time the census asked a question on peoples religious belief. The figures show that a large majority of Blackpool people (79.8%) have a self-declared Faith. The figures also show the spread of minority faiths traditions in the North West and Blackpool. Blackpool has attracted people from a broad range of faith traditions, and it appears likely to become even more richly diverse in both its ethnic and faith traditions in the future.

The Faith Forum: The Blackpool Faith Forum was established in 2001 both to provide an opportunity for local inter faith dialogue and a focus for consultation among Faith communities in Blackpool, the Council and other key public agencies in the town. They have identified the need for the following Key actions in their Interfaith Development Plan for Blackpool, "Faith in the Future".¹¹

- To work together with the Blackpool Equalities Forum on issues of mutual concern such as Community cohesion, race and religious hate issues homophobia and wider work to combat discrimination and prejudice where ever it occurs.
- To assign responsibility for religious discrimination issues to a member of the Faith Forum Executive Council, to represent the forum on these issues and liaise with the equalities forum as appropriate.

Further information on the faith communities in Blackpool is available in "Belief in Blackpool – A Directory of Faith Groups in Blackpool".¹²

¹¹ http://www.blackpool.gov.uk/services/g-l/interfaith_development/home.htm

¹² <http://www.blackpool.gov.uk/Services/M-R/ReligionandBelief/>

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Disability

Limiting Long-term Illness	Blackpool	
	Number	Percent
All People	142283	100%
With a Limiting Long-Term Illness	36184	25.4%
Without a Limiting Long-Term Illness	106099	74.6%

(Dataset UV22, Census 2001)

Blackpool has a very large population of people with a long-term limiting illness (25.43%); they make up a much greater proportion of the total population than the averages for England (17.93%) and the U.K (18.47%). When we look at people of working age in Blackpool with a limiting long-term illness (20.55%) we found that this is considerably higher than the figures for England (13.29%) and the U.K (13.84%).

HIV and AIDS are now covered by the Disability Discrimination Act (DDA) with Blackpool accounting for more than one third of all new HIV cases diagnosed in Lancashire and Cumbria in 2004.

There were 1,592 people with severe mental health problems being followed up in primary care in 2004/5, representing more than 1 % of Blackpool's total population.

The Ageing Population

This is a national issue, which particularly affects Blackpool. The proportion of older people in the population is increasing as more people live longer and the birth rate slows. In Blackpool, the proportion of older people is already high compared to the regional average. 36,000(25%) of people in Blackpool are aged 60 years and over.

People over 65 make up 4.6% of the total population for BME groups. This means that BME groups have a younger age profile than the general population in Blackpool.

¹³ Blackpool Council, Disability Equality Scheme, [http://www.blackpool.gov.uk/Services/A-F/Equality leafletsandpublications.htm](http://www.blackpool.gov.uk/Services/A-F/Equality%20leafletsandpublications.htm)

¹⁴ 2001 Census, dataset UV04, ONS

Appendix B: Hate Incident Reporting Form

Hate Incident Reporting Form



What can I report?

Hate incident: This is any incident where you or anyone else has been targeted because they are believed to be different. Someone can be harassed, victimised, intimidated or abused by someone else because of their race, religion, disability or because they are lesbian, gay, bisexual or trans.

Some examples of hate incidents

Graffiti or Arson	Making nuisance phone calls that upset or annoy you	People swearing at you or making abusive remarks and calling you names
Someone attacking you, hitting you, spitting or throwing things at you	Someone threatening you or doing things that frighten, intimidate or distress you	Sending you nasty letters, e-mails or text messages
Domestic violence		

People may say or do things that make you feel alarmed, scared, upset or in fear of violence. It may be a neighbour or someone else who keeps calling you names, threatens to hurt you or damages your property. If someone commits a criminal offence that makes you feel like this, it is called a **hate crime**.

Anyone can be a victim; you do not have to be a member of a minority community, or someone who is generally considered to be vulnerable.

Why report it?

If you have witnessed or been the victim of a hate incident then please report it. The information will be recorded and used by the Council and partner organisations such as the Police to provide help and support to the victim, deal with the person(s) responsible and prevent similar incidents happening in the future. All incidents are taken very seriously and treated in the strictest confidence.

- **In an emergency call 999 to contact the Police**
- Complete this form and return it (no stamp required) to: FREEPOST, FED Unit, PO Box 117, Westgate House, Squires Gate Lane, Blackpool, FY4 2GD
- Telephone Blackpool's dedicated Hate Crime Police Officer on **01253 607242**
- Call Crimestoppers on **0800 555111**
- Report online at www.lancashire.police.co.uk



Confidentiality

All incidents reported to the council or to the police will be treated confidentially and will only be disclosed to other relevant agencies if you give your consent. You may be contacted by a Council officer to obtain further details unless you do not wish to be contacted.

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Today's Date _____


**If you need help filling in this form,
please telephone 01253 477477**

Name _____

Address 


Postcode

Do you work for Blackpool Council?
 Yes No
 If yes, please tell us your department or service



Telephone/textphone number 


Which language do you prefer to use?

E-mail address 

Are you the: 
 Victim Witness Third party

What Happened?

- | | |
|--|---|
| <input type="checkbox"/> Assault | <input type="checkbox"/> Offensive Graffiti  |
| <input type="checkbox"/> Damage to Property | <input type="checkbox"/> Refusal to co-operate  |
| <input type="checkbox"/> Harassment, Bullying and Victimisation | <input type="checkbox"/> Ridicule or humour |
| <input type="checkbox"/> Hate Mail (includes email & text messages) | <input type="checkbox"/> Isolation from Social Events/Activities |
| <input type="checkbox"/> Verbal Abuse (including name calling and use of offensive language) | <input type="checkbox"/> Threatening behaviour (including malicious telephone calls) |

Please tell us what happened* - anything that you can remember. Such as the time, date, place and the damage caused: 

*Please send in any evidence (e.g. sketches, photocopies or photographs) with this form.


Do you think that it was about your*: 


- | | |
|---|--|
| <input type="checkbox"/> Race Because of your race, nationality, skin colour or language | <input type="checkbox"/> Sexual Orientation Because you are Gay, Lesbian or Bi-sexual |
| <input type="checkbox"/> Religion Because of your religious beliefs | <input type="checkbox"/> Gender Because you are trans, female or male |
| <input type="checkbox"/> Disability Because you have a disability | <input type="checkbox"/> Age Because of your age |

Other: 

*The victim's


How many people did this? Did you know them? Yes No


Please tell us their name(s) and address(es) 


Can you tell us more about them? 

E.g.

- Age
- Gender
- Hair colour
- Car registration number
- Ethnicity
- Job title/where they work
- Anything else that you think may be helpful





Has this or anything like this happened before? Yes No 

If Yes, please tell us about it 


Did you report it? Yes No



About the Victim


Are you: Female Male Prefer not to say 

Do you have a disability? Yes No 

(A physical or mental impairment that has a substantial and long-term effect on your ability to carry out normal day-to-day activities)


Please can you tell us about it? 



Are you: Bisexual Heterosexual 
Gay/Lesbian Prefer not to say 

Are you: Christian Jewish Sikh Prefer not to say
Buddhist Hindu Muslim No Religion Other 

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Are you:


White		Black or Black British	?
White British	<input type="checkbox"/>	African	<input type="checkbox"/>
White Irish	<input type="checkbox"/>	Caribbean	<input type="checkbox"/>
Other White background 		Any other Black background 	

Asian or Asian British	Mixed	Chinese, Traveller & other Ethnic Group
Indian <input type="checkbox"/>	White & Black Caribbean <input type="checkbox"/>	Chinese <input type="checkbox"/>
Pakistani <input type="checkbox"/>	White & Black African <input type="checkbox"/>	Gypsy or Traveller <input type="checkbox"/>
Bangladeshi <input type="checkbox"/>	White & Asian <input type="checkbox"/>	
Any other Asian background 	Any other mixed background 	Other ethnic group 

Are you an Asylum Seeker or Refugee? Yes No ?

Further Action

Have you already done anything about what happened? E.g. told anyone else.



Do the Police know? Yes No ?

If Yes, please give the crime reference number

May we share this form with other organisations who may be able to help?
E.g. Police and Racial Equality Council Yes No ?

What would you like to happen next?



What is the best way to contact you?



Signature..... **Date**

Personal data will be filed and stored in strict accordance with the Data Protection Act 1998 and will only be disclosed to other relevant organisations or Council departments where the victim's consent is given or where there is a statutory requirement to do so (e.g. child protection).

To ensure our services are accessible to all, documents prepared by Blackpool Council are available in large print, Braille, on audio-cassette or computer disk upon request. We can also provide help for British Sign Language users and provide information in other languages. Please ask for details or telephone 477477.

Appendix C: Hate Incident Reporting: Staff Guidance (Short Form)

Hate Incident Reporting Guidance



This guidance is intended for Blackpool Council employees. It covers the action you are expected to take if you witness or receive reports of hate crimes or incidents whilst at work, whether within your own service or relating to another service area. The victim, reporter or alleged perpetrator could be either an employee or a member of the public.

The first point of contact for a reporter of a hate crime or incident may vary. Reports may be verbal, written or by telephone, so it is important that all employees are aware of how to record these incidents whatever the source of the complaint. Anyone who wishes to report an incident may do so in person, by telephone or by reporting form.

As a member of staff you have a responsibility to record and report hate crimes and incidents if you:

- Witness them (this includes seeing, hearing or reading them)
- Have incidents reported to you by victims or witnesses.
- Have strong suspicion or evidence of hate crimes/incidents.

You should remember that hate crimes/incidents, might not always be obvious. There are many reasons why a victim may not want to report a hate crime/incident openly and directly.

Hate incident: This is any incident where you or anyone else has been targeted because they are believed to be different. Someone can be harassed, victimised, intimidated or abused by someone else because of their race, religion, disability or because they are lesbian, gay, bisexual or trans. People may say or do things that make you feel alarmed, scared, upset or in fear of violence. It may be a neighbour or someone else who keeps calling you names, sends nasty letters, e-mails or text messages, threatens to hurt you or damages your property. If someone commits a criminal offence that makes you feel like this, it is called a **hate crime**.

When you receive a report:



- Encourage the reporter to give their consent for us to inform the relevant and appropriate agencies (e.g. Police, Victim Support, doctor, children's school)
- Ensure that the reporting form is completed. If requested, give a copy to the reporter and send the other copy to the FED Unit for further action. **Unless it is an emergency, where the police must be informed (with the consent of the reporter) as soon as possible.**



When recording or reporting incidents, you should not put yourself at risk, particularly if working off site and/or alone.

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Professional & Agency Referral Form (Child Protection)

**BLACKPOOL BOROUGH COUNCIL
HOUSING & SOCIAL SERVICES DEPARTMENT
CHILDREN'S SERVICES DIVISION**

**PROFESSIONAL & AGENCY REFERRAL FORM
CHILDREN & YOUNG PEOPLE**

HOW TO USE THIS FORM

In all Child Protection cases the referral should be made in the first instance to the First Response and Assessment Service Social Work Duty Officer on (01253) 477664/8. This form should then be completed within the same working day and faxed to:

**Blackpool Borough Council
Children and Young People's Department
First Response and Assessment Team
Progress House, Clifton Road Blackpool FY4 4US
Fax: (01253) 477667**

In cases where the immediate safety of a child is not at issue the referral can be made using this form, and there is no need for an initial telephone call.

If, in making the decision to refer, you have any doubt about what action you should take you should contact the Reception Team Social Work Duty Officer for advice.

It is important in all cases, but particularly in cases of Child Protection, that this form is completed promptly and in as much detail as possible

Referrer

Referred by: _____ Job Title & Agency: _____

Address: _____

_____ Postcode: _____ Tel: _____

Signature: _____ Date: ____/____/____

Has this referral been discussed with parents?

Yes No

Have the parents/carers given (written) permission for SSD jto approach other agencies?

Yes No

Child/Young person's name and address

Family Name: _____ Forenames: _____ DOB: _____ Gender: _____

Address: _____

_____ Postcode: _____ Tel: _____

Current address if different from above: _____

_____ Postcode: _____ Tel: _____

In the case of an unborn child, expected date of delivery: ____/____/____

Child/Young person's principal carers

Name	DOB	Relationship to child/young person
_____	_____	_____
_____	_____	_____

Does the carer have Parental Responsibility?

Yes No

Yes No

Other household members (including non-family members)

Surname	Forename	DOB	SSD case number (If appropriate)	Relationship to child	Tick if referred to SSD
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____

Significant family members who are not members of child's household

Name: _____	Name: _____
Relationship: _____	Relationship: _____
Address: _____	Address: _____
_____	_____
_____	_____
_____	_____

The Child/Young person

Child/Young Person's religion: _____ Child/Young Person's ethnicity: (please tick box/es below)

Caribbean	<input type="checkbox"/>	Indian	<input type="checkbox"/>	White British	<input type="checkbox"/>	White & Black Caribbean	<input type="checkbox"/>	Chinese	<input type="checkbox"/>
African	<input type="checkbox"/>	Pakistani	<input type="checkbox"/>	White Irish	<input type="checkbox"/>	White & Black African	<input type="checkbox"/>	Any other Ethnic Group	<input type="checkbox"/>
Any other Black background	<input type="checkbox"/>	Bangladeshi	<input type="checkbox"/>	Any other White background	<input type="checkbox"/>	White & Asian	<input type="checkbox"/>	Not given	<input type="checkbox"/>
Any other Asian background	<input type="checkbox"/>	Any other Mixed background	<input type="checkbox"/>						

If other, please specify _____ Child's first language _____ Parent(s) first language _____

Is an interpreter or signer required? Yes No

Has this been arranged? Yes No

Health (please complete if known)

Are the child's routine immunisations up-to-date?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Has the child had their teeth checked by a dentist in the previous year? Yes	<input type="checkbox"/>	No <input type="checkbox"/>
Does the child require outpatient appointments or admissions?	<input type="checkbox"/>	No <input type="checkbox"/>
If yes, which Hospital? _____ which Consultant? _____		
Has the child been referred to C.A.M.H.S.?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Has the child received any help from C.A.M.H.S.?	Yes <input type="checkbox"/>	No <input type="checkbox"/> If yes, contact name _____
Does the child have a disability?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
If yes, please detail: _____ _____ _____		

Education (please complete, if known)

Pupil I.D. number _____

Does the child have any Special Education Needs? Yes No

If yes, what stage of The Code of Practice has been reached? _____

Does the child regularly attend school? Yes No Attendance _____ % _____

Is the child suspended/excluded from school? _____

Please indicate SAT, GCSE or GNVQ grades (delete as necessary) _____

Parents'/Carers' capacities to respond appropriately to the Child/Young person's needs

Please record strengths as well as difficulties/problems

Basic Care

Ensuring Safety:

Emotional Warmth:

Stimulation

Guidance & Boundaries:

Stability:

www.blackpool.gov.uk/hatecrime



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