

CABINET

Date of Meeting	Tuesday, 20 th December 2022
Report Subject	Victim Support's Hate Crime Charter
Cabinet Member	Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources
Report Author	Corporate Manager – Capital Programme and Assets
Type of Report	Operational

EXECUTIVE SUMMARY

Welsh Government (WG) is committed to tackling hate crime, as set out in their Anti-racist Wales Action Plan. As part of their commitment WG has funded Victim Support to deliver the Wales Hate Support Centre, which provides support and reporting services across Wales for victims and witnesses of hate crime.

Victim Support has introduced a Hate Crime Charter for Wales and is asking all organisations, public and private, to sign up to this Charter. The Charter sets out the rights of victims and the commitments of organisations in playing a part in tackling hate crime.

Organisations adopting the Charter make a commitment to ensuring that employees and volunteers abide by the Charter's promises whenever they come into contact with those affected by hate crime and work to build strong and inclusive communities. The Hate Crime Charter is attached at Appendix 1.

The Council has already taken steps to tackle hate crime in Flintshire, including the Be Kind on-line initiative. Adopting this Charter will build on this work and will contribute to the Council's Strategic Equality Plan and Welsh Government's Well-being goal "A Wales of More Cohesive Communities".

RECOMMENDATIONS

1.	Cabinet endorse the Council adopting Victim Support's Hate Crime Charter
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REPORT DETAILS

1.00	EXPLAINING VICTIM SUPPORT'S HATE CRIME CHARTER
1.01	<p>Tackling Hate Crime is a priority for Welsh Government (WG) as set out in their Anti-racist Wales Action Plan.</p> <p>WG report that there was a 35% increase in recorded hate crimes across Wales during 2021/2022 compared to 2020/2021. Within Flintshire there were 265 reports of hate crime during 2021/22 compared to 183 incidents during 2020/21.</p>
1.02	<p>As part of their commitment to address hate crime, WG fund Victim Support to deliver the Wales Hate Support Centre, which provides support and reporting services across Wales for victims and witnesses of hate crime.</p>
1.03	<p>Victim Support has introduced a Hate Crime Charter, attached at Appendix 1, which they are asking organisations in Wales to adopt.</p> <p>The Charter was created to support individuals report hate crime and to encourage organisations to support the victims of hate crime. All police forces in Wales have signed up to the Charter and the Council has also now been approached by Victim Support to sign up to this Charter.</p>
1.04	<p>Hate Crime is defined as any criminal behaviour which appears to be motivated by a hostility or prejudice, or includes words or behaviour that show hostility, based on a person's perceived race, religion, sexual orientation, transgender identity or disability. Hate crime impacts individuals, their families and communities. It can destroy victims' lives through emotional damage and long term trauma.</p>
1.05	<p>The Hate Crime Charter sets out in detail the rights of victims and the commitments of organisations in playing a part in tackling hate crime. This includes providing support and information for victims. Organisations that adopt the Charter are committing to ensuring that employees and volunteers are all expected to abide by the Charter's promises whenever they come into contact with those affected by hate crime and work to build strong and inclusive communities.</p>
1.06	<p>The seven commitments in the Charter are:</p> <ul style="list-style-type: none"> • The Right to be Heard • The Right to Report Hate Crime • The Right to Free and Confidential Support • The Right to be Treated with Respect • The Right to Privacy • The Right to Information • The Right to Make a Complaint
1.07	<p>To be awarded the Charter the Council would need to demonstrate actions that have been taken against these commitments. Maintaining the Charter status would mean providing regular evidence of actions that the Council is</p>

	taking. Victim Support has acknowledged the initiatives that have already been undertaken in the Council to address hate crime. They suggest these will make a significant contribution to achieving the Charter and as such it should not require any substantial additional work for the Council to be eligible for award of the Charter.
1.08	Examples of the work to address hate crime in Flintshire include the Be Kind on-line pledge introduced by Education and Youth; participating in Hate Crime Awareness Week; and having a dedicated page on the Council website to raise awareness of hate crime and encourage reporting.
1.09	Adopting the Hate Crime Charter will support the Council's work on equality, meeting our equality objectives and contributing to the Well-being of Future Generations (Wales) Act 2015 Well-being Goal "A Wales of More Cohesive Communities".
1.10	A communications plan will be developed to ensure the workforce is aware of this Charter and understand their role in supporting this.

2.00	RESOURCE IMPLICATIONS
2.01	None.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT																						
3.01	<p>An Impact assessment is not required as the Hate Crime Charter has been produced by Victim Support.</p> <p>Under the five ways of working principles of the Well-being of Future Generations (Wales) Act 2015, adopting the Charter will have the following impact:</p> <table border="1" data-bbox="320 1429 1313 1809"> <thead> <tr> <th>Ways of Working</th> <th>Impact</th> </tr> </thead> <tbody> <tr> <td>Long-term</td> <td>Positive - creating long term change to improve the lives of people who are/have been victims of hate crime.</td> </tr> <tr> <td>Prevention</td> <td>Positive - through raising awareness of hate crime.</td> </tr> <tr> <td>Integration</td> <td>Positive - the Plan has links to the Council's Strategic Equality Plan.</td> </tr> <tr> <td>Collaboration</td> <td>No change.</td> </tr> <tr> <td>Involvement</td> <td>No change.</td> </tr> </tbody> </table> <p>Well-being Goals Impact</p> <table border="1" data-bbox="320 1883 1386 2069"> <thead> <tr> <th>Well-being Goal</th> <th>Impact</th> </tr> </thead> <tbody> <tr> <td>Prosperous Wales</td> <td>No change.</td> </tr> <tr> <td>Resilient Wales</td> <td>No change.</td> </tr> <tr> <td>Healthier Wales</td> <td>No change.</td> </tr> <tr> <td>More equal Wales</td> <td>Positive – through tackling hate crime.</td> </tr> </tbody> </table>	Ways of Working	Impact	Long-term	Positive - creating long term change to improve the lives of people who are/have been victims of hate crime.	Prevention	Positive - through raising awareness of hate crime.	Integration	Positive - the Plan has links to the Council's Strategic Equality Plan.	Collaboration	No change.	Involvement	No change.	Well-being Goal	Impact	Prosperous Wales	No change.	Resilient Wales	No change.	Healthier Wales	No change.	More equal Wales	Positive – through tackling hate crime.
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	Cohesive Wales	Positive - through tackling hate crime and supporting victims of hate crime.
	Vibrant Wales	No change.
	Globally responsible Wales	No change.

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	The Corporate Safeguarding Panel and Corporate Equalities Board are supportive of the Council adopting the Hate Crime Charter.

5.00	APPENDICES
5.01	Appendix 1 – Victim Support’s Hate Crime Charter.

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	None.

7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Fiona Mocko - Strategic Policy Advisor Telephone: 01352 702122 E-mail: fiona.mocko@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
8.01	<p>Hate Crime: 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:</p> <ul style="list-style-type: none"> • disability or perceived disability; • race or perceived race; • religion or perceived religion; • sexual orientation or perceived sexual orientation; or • transgender identity or perceived transgender identity. <p>Victim Support: Victim Support is a charity dedicated to supporting victims of crime and traumatic incidents in England and Wales.</p>