

 West Mercia POLICE		POLICY
Security Classification	OFFICIAL	
Disclosable under Freedom of Information Act 2000	Yes	

POLICY TITLE	Hate Crime
REFERENCE NUMBER	WMP001
Version	2.1

POLICY OWNERSHIP	
DIRECTORATE	LOCAL POLICING
BUSINESS AREA	TERRITORIAL POLICING

INITIAL IMPLEMENTATION DATE	April 2019
NEXT REVIEW DATE:	October 2026
RISK RATING	HIGH
EQUALITY ANALYSIS	LOW

West Mercia Police welcome comments and suggestions from the public and staff about the contents and implementation of this policy.
Please e-mail policiesandprocedures@westmercia.police.uk

1.0 POLICY OUTLINE

The strategic aim of West Mercia Police is to protect and manage the risk of harm to those persons who live, work or travel within these boundaries. The effective recording and investigation of Hate Crime is paramount in order to afford people more protection and thereby increase trust and confidence.

2.0 PURPOSE OF POLICY

It is recognised that an efficient and proportionate approach to hate crime investigation will deliver the best protection and most appropriate justice outcomes with the resources available. This policy and subsequent procedure will provide a core investigative approach for every report of hate crime, providing a victim focussed approach from the outset.

3.0 IMPLICATIONS of the POLICY

Staffing

Effective crime investigation and management is everyone's responsibility and is recognised as one of the most important policing functions. All persons designated as investigators or required to carry out an investigative function will be appropriately trained to PIP1 standards or equivalent. Specialist training will be given to PIP2 standards to accredit detective constables or police staff investigators to investigate the more serious or complex hate crimes.

Crime & Disorder Act 1998

West Mercia Police are committed to working with our partner agencies in the management of identified risk of harm and this is encouraged at every level when conducting investigations. We will share information where appropriate, participate and contribute to multi agency forums and work in partnership in order to manage identified risk, deliver greater protection and improve outcomes for victims.

Human Rights Act 1998

The Rights to Respect Private and Family Life and Protection from Discrimination are two areas of this Act that require the consideration of proportionality when adopting tactics to effectively investigate crime.

In the application of this policy, the Forces will not discriminate against any persons on the grounds of sex, race, colour, language, religion, political or other opinion, national or social origin, association with national minority, property, birth or other status as defined under Article 14 European Convention on Human Rights (ECHR).

There is potential for interference with an individual's rights as contained in Article 8 – Right to respect for private and family life (including their home and private correspondence). Any potential interference would be with a legitimate aim of preventing crime and protecting public safety.

Equality Act 2010

An equality impact assessment has been undertaken to ensure that this policy complies with the requirements of the Act.

General Compliance

This policy is compliant with the following legislation and national guidance, including:

- Police and Criminal Evidence Act 1984
- The Youth Justice and Criminal Evidence Act 1999
- The Regulation of Investigatory Powers Act 2000
- Code of Practice for Victims of Crime
- Domestic Violence Crime and Victims Act 2004
- APP – Hate Crime Operational Guidance.
- Equality and Human Rights Commission (EHRC) – Hidden in Plain Sight (2011) and Out in the Open (2013)
- Challenge it, Report it, Stop it – Government approach to tackling Hate Crime.
- Mencap – Stand by me Pledge.
- Living in a Different World – Joint review of Disability and Hate Crime.
- The Macpherson Report.
- NPCC Hate Crime Strategy

4.0 PROCEDURE

The Procedure is contained within a separate document.

<i>Chief Officer/Business Lead Consulted</i>	<i>Date Consulted</i>
Supt Jamie Dunn/ ACC Jones	September 2022/ October 2022
Supt Jamie Dunn	October 2023

5.0 DOCUMENT HISTORY

The history and rationale for change to policy will be recorded using the below chart:

Date	Author / Reviewer	Amendment(s) & Rationale	Date of Approval / Adoption
July 2014	DCI P0694 Downes	Previously Approved at JNCC meeting	10/05/2017
Mar 2019	CI 1222 Wain	Reviewed – No changes. Reverted to West Mercia Policy v1.0	April 2019

August 2022	Insp 1642 Jodie Davies	Reviewed – no changes to policy. Procedural changes as per document referred to at 6.0	JNCC 08/11/2022
October 2023	Insp 1642 Jodie Davies	Reviewed – Amendments to policy to include NCHI definitions and guidance and change of 'hate incidents' to 'NCHI' v2.1	October 2023

6.0 CONSULTATION

As part of the consultation process for this procedure consultation has taken place with the Strategic Independent Advisory Group (SIAG), this has taken various forms including briefing to the group directly, access to draft procedure and local consultation with local IAG's.

Two workshops took place that involved police officers, staff and other partners from across the force involved in the investigation and management of hate crime.

Members of SIAG took an active part in the workshops, allowing for a broad consultation of different groups, providing an active consultation process to take place.

Consultation has also taken place with the Equality and Diversity advisors across the alliance and with members of the Critical Friends group.

7.0 ASSESSMENT AND ANALYSIS

The Equality Analysis (EA), Health and Safety Assessment (HAS) and Risk Assessment (RA) associated with this document are available on request.

8.0 MONITORING / EVALUATION

The monitoring and review of this policy is the responsibility of the policy owner