



## Leicestershire Police

### Hate Incident and Hate Crime Policy

Policy Owner:	Head of Prevention Directorate
Department Responsible:	Prevention Directorate
Chief Officer Approval:	ACC Crime and Operations
Date of Next Review:	July 2025
<b>This policy has been reviewed against APP and all relevant procedures.</b>	
Moved to APP:	Not moved over to APP
Rationale:	APP is incomplete at this time

**This document has been produced in conjunction with the Leicestershire Police Legislative Compliance Pack**

#### Review log

Date	Minor / Major / No change	Section	Author
Dec 2007	Live		Insp Basra
Sept 2009			C/Insp Keenan
Dec 2010	Minor		C/Insp Keenan
April 2011	Minor	Legal basis & monitoring	PC Pete Bumpus
July 2012	Minor	Legal Basis only	T/DS Pete Flynn
Feb 2015	Review re APP – currently under development	Front page	PC1562 Kev Love
Dec 2015	Minor	All	Darren Goddard
March 2017	Minor	All	Darren Goddard
July 2019	Minor	Aims & Scope	Isla Dixon
April 2021	No Change	All	Isla Dixon
September 2022	No change	All	Insp Madeley-Harland
July 2024	Minor	Legal basis & Monitoring	Insp Will Prince

## Policy Statement

Leicestershire Police recognises that when a hate incident or hate crime occurs it does not simply injure the victim or damage their property but can, and often does, seriously affect whole families, local communities and society as a whole.

Leicestershire Police will investigate all hate incidents and hate crimes rigorously and proportionately. It is recognised that even the most innocuous hate occurrence if mismanaged has the potential to become a critical incident.

Members of all communities need to know that the police are fully aware of these issues. Leicestershire Police will do all it can to allay community fears. We will do this by consultation, explaining our procedures for tackling hate incidents and hate crimes, encouraging those affected to report, and by taking appropriate action against those responsible and to hold them to account for their actions.

## Aims

Leicestershire Police aims to:-

- Take positive action against any behaviour that is motivated by prejudice or hostility towards any group in society.
- To deal promptly, effectively, and sensitively with all hate incidents and hate crime, bringing perpetrators to justice where evidence allows.
- Gain the trust and confidence of individuals, and members of groups, who are the victim of a hate incident or a hate crime, to ensure such behaviour does not go unreported.
- To deal with all crimes and incidents proportionately and to keep victims updated in accordance with the guidelines set out in the victim's code.
- Recognise and respond effectively to hate incidents and hate crimes that are or have the potential to become Critical Incidents.
- To work with partners to provide support for victims of hate incidents and hate crimes.
- Work with all partners to contribute positively to community safety, cohesion, and confidence.
- To reduce repeat victimisation.

## Scope

The policy and guidance will deal with Leicestershire Police's response to hate crimes and non-crime hate incidents, acknowledging that it is equally important to record both incidents *and* crimes.

The recording of hate crimes and non-crime hate incidents will allow Leicestershire Police to build a more accurate picture of hate incidents and crimes within Leicester, Leicestershire, and Rutland. Accurate recording of hate crimes and non-crime hate incidents will in turn allow resources to be deployed in the most effective manner.

Hate crimes and non-crime hate incidents are particularly hurtful to victims as they are often targeted solely because of their personal identity, or their actual or perceived membership of a particular social or minority group.

Leicestershire Police will seek to protect those who are victimised due to their membership, or perceived membership, of any social group, including alternative sub-culture, disability, gender identity, race, religion or sexual orientation.

Members of any identifiable social or minority group can also be targeted because they belong to other social or minority groups and may therefore experience multiple discrimination. The resultant confusion, fear, and feeling of lack of personal safety felt by individuals may then permeate whole communities with other members of those communities feeling victimised and vulnerable to attack. Working in partnership with statutory partners, community partners, and identified support groups is therefore of paramount importance.

## **Legal Basis**

This policy and supporting guidance takes account of requirements under the following legislation:

- Criminal Justice Act 1988 and 2003
- Crime and Disorder Act 1998 (as amended)
- Sex Discrimination (Gender Reassignment) Regulations 1999
- ACPO guidelines on Gender reassignment
- Racial and Religious Hatred Act 2006
- Freedom of Information Act 2000
- Human Rights Act 1998
- The Equality Act 2010
- College of Policing National Policing Hate Crime Strategy 2014 and
- College of Policing Hate Crime Operational Guidance 2014.
- Police, Crime, Sentencing and Courts Act 2022 (Recording and Retention of Personal Data).

## **Monitoring**

### **Head of Prevention Directorate.**

The Head of the Prevention Directorate will be responsible for ensuring the implementation of the ongoing effectiveness of this Policy. They will also be responsible for any review of this document and its contents. They will be responsible for monitoring overall compliance with this policy by drawing together auditing information from other departments (as above) and producing quarterly and annual information reports.