



Hate Crime Control Strategy

August 2024

This document should be considered alongside the broader Vulnerability Control Strategy of which hate crime is a part.

The impact of hate and signal crime can be long lasting and far reaching, going beyond the victim's own experience and increasing fear in the wider community.

In line with the Chief Constables priorities we are committed to ensuring our response to hate crime is victim focused.

This control strategy will outline the PSNI commitment to dealing with hate abuse in all its forms.

At the heart of this control strategy are the general functions of the police service as set out in Section 32 of The Police (Northern Ireland) Act 2000 to protect life and property, to preserve order, to prevent the commission of offences and where an offence has been committed, to take measures to bring the offender to justice.

Alongside this 'what' of policing is the 'how' – the 'Core policing principles' of Section 31a of The Police (Northern Ireland) Act 2000 to carry out their functions with the aim of securing the support of the local community, and of acting in co-operation with the local community.

Outcomes

There are three key outcomes for this control strategy –

- **Increased reporting through improved victim trust and confidence in policing**
- **Improved standards of service to victims of Hate Crime**
- **Improved Hate Crime Outcomes**

OUTCOME	AREA	WHAT ARE YOU GOING TO DO TO ACHIEVE THE OUTCOME?	HOW WILL YOU MEASURE YOUR PROGRESS?
<p>Increased reporting through improved victim trust and confidence in policing</p>	<p>SCET & COMMS</p>	<p>Development of a refreshed proactive/reactive media and public engagement strategy with partners to raise awareness within minority communities.</p>	<ul style="list-style-type: none"> • Levels of reported hate crime. • Partner and stakeholder feedback • Effectiveness of digital “reach” of social media campaigns
	<p>SCET</p>	<p>Enhance engagement with groups representing protected characteristics to build confidence and increase reporting to Police to include aspects of the (developing) Race and Ethnicity Action Plan. Maximise the use of Reference, Engagement and Listening (REaL) events with the community sector;</p>	
	<p>Districts</p>	<p>Development of Districts/Departments engagement plans to ensure consistent engagement across their area of responsibility.</p>	
	<p>Statistics Branch</p>	<p>Continued publication of verified hate crime statistics on a quarterly basis to provide all communities with the opportunity to hold police to account at all levels</p>	

	<p>ACC LPC & Lead</p> <p>Lead</p> <p>ACC Local Policing</p>	<p>Progress reports to Policing Board NI against outcome 1.1.1.</p> <p>Regular engagement with relevant PSNI Minority Support Associations (MSA's).</p> <p>Utilise alternative methods of reporting to maximise opportunities for reporting hate crime and investigation where possible.</p> <p>Joint Campaign with Crimestoppers to improve intelligence on those responsible for Hate Crime & Incidents.</p> <p>Revised Service Procedure on Victim & Witness Immigration Status to ensure members of minority community have confidence in engaging with police</p> <p>Produce and publish revised operational guidance and policy on police response to display of hate material</p>	
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<p>Improved standards of service to victims of Hate Crime</p>	<p>Lead</p> <p>Lead</p> <p>Districts</p>	<p>Ensure PSNI is ‘best in class’ for support to victims by Identifying best practice through continued representation and shared learning from representative groups including:</p> <ul style="list-style-type: none">• Regional (North West) Hate Crime Group incorporating Police and CPS partners in the UK;• Hate Crime Delivery Group chaired by the DOJ with membership from a number of statutory partners• Internal Hate Crime Champions meeting with District and Branch leads <p>Exploit opportunities to more effectively work with partner agencies, key stakeholders and NGO’s to raise awareness of hate abuse issues and trends</p> <p>Reduce number of repeat victims of hate crime through early intervention and identification of those most at risk and maximise use of problem solving folders</p>	<ul style="list-style-type: none">• Levels of Hate Crime satisfaction through existing survey and feedback from Advocacy service and partners• Levels of repeat victimisation• Number of Problem Solving Folders
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	Lead	Explore use of National support organisations (CST, Tell MaMa and Hope Not Hate) to enhance best practice provision.	
	Lead & Police College	Regular review of training provided to officers/staff to ensure concurrence with legislation and policy and maintain cultural competence	
	Lead	Continued funding of Hate Crime Advocacy Service.	
	Lead	Conduct regular audits of the PSNI's response to hate crime reports as per recommendation from NPCC.	
	Lead	Annually review Service Instruction 21/17 to ensure guidance is up to date and reflects National standards and best practice	

Improve Hate Crime Outcomes	Districts	<p>Ensure all reports of hate crime are investigated to the required standards of Service Instruction 21/17.</p>	<ul style="list-style-type: none"> • Monitor outcome rates through the monthly hate crime dashboard at Local Policing Management meeting and quarterly at Service Performance Board. • Monitor through Quarterly Hate Crime Champions meetings with District leads
	Lead	<p>Conduct regular audits of the PSNI's response to hate crime reports as per recommendation from NPCC.</p>	
	Lead	<p>Development of the hate crime monthly dashboard and ensure appropriate circulation to District and Department leads for consideration.</p>	
	Districts	<p>Work with PCSP's to ensure hate crime is a focus for all Districts and is considered as part of local Policing Plans</p>	
	Lead	<p>Joint Campaign with Crimestoppers to improve intelligence on those responsible for Hate Crime & Incidents.</p>	
	Lead & Justice Dept	<p>Commission an internal review of outcome rates for racially motivated hate crimes (including benching marking in UK/Europe).</p>	