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**REPORT TO: POLICE AND FIRE AND RESCUE SERVICES COMMITTEE ON  
22 NOVEMBER 2018**

**SUBJECT: THEMATIC REPORT – HATE CRIME IN MORAY**

**BY: CHIEF SUPERINTENDENT CAMPBELL THOMSON, DIVISIONAL  
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**1. REASON FOR REPORT**

- 1.1 To inform the Committee about Hate Crime in Moray.
- 1.2 This report is submitted to Committee in terms of Section III (J) (4) of the Council's Scheme of Administration relating to the monitoring of delivery of the Police and Fire & Rescue Services in Moray.

**2. RECOMMENDATION**

- 2.1 **It is recommended that the Police and Fire & Rescue Services Committee scrutinise and note the information provided in this report in relation to Hate Crime within Moray.**

**3. BACKGROUND**

- 3.1 Hate Crime is a crime against the person and Police Scotland record Hate Crime and Hate Incidents according to the following Scottish Government definitions.
- 3.2 The spectrum of Hate Crime is wide ranging and types of incidents reported include physical and emotional harassment, physical and emotional abuse, name calling, bullying, online/social media based actions, damage to property, and sometimes serious acts of violence.
- 3.3 Hate Crimes are those perceived by the victim or any other person to be motivated (wholly or partly) by malice and ill-will towards an individual or social group based on their actual or presumed sexual orientation, transgender identity, disability, race or religion and these groups are specified within the Hate Crime legislation as protected. Hate Incidents are those perceived by the victim or any other person to be motivated (wholly or partly) by malice and ill-will towards an individual or social group within the

aforementioned protected characteristics but which although morally offensive do not constitute a criminal offence under the legislation.

- 3.4 So whilst not every Hate Report will amount to a crime, Officers are still required to take preventative and protective measures even when no crime is apparent, in recognition that in individual cases a seemingly insignificant event can have a significant impact or consequences for that victim irrespective of the circumstances, and that repeated insignificant events can also have a cumulative impact.
- 3.5 Those subjected to Hate Crimes or Hate Incidents do not actually have to belong to one of the protected groups in order to be victims. It is sufficient for the perception of the victim or any other person to be that the crime or incident was so motivated.

#### **4. NATIONAL CONTEXT**

- 4.1 The Scottish Police Authority Annual Report and Accounts for 2016/2017 reported that the volume of Hate Crimes had decreased nationally by **4.7%** with over **12,000** Hate Crimes in the comparison period.
- 4.2 There was an increase in the number of reported Hate Crimes identified as Transgender Hate Crimes. Working in partnership with the Equality Network, a national Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) equality and human rights charity, Police Scotland delivered bespoke training to **91** Officers. This resulted in the Officers having an enhanced knowledge and skill base, to work proactively with our LGBTI community.
- 4.3 The Chief Executive Officer (CEO) of a leading LGBTI rights agency, recently reported an increase in LGBTI confidence in the Police response and subsequently an increase in reports of homophobic and transphobic incidents. The CEO was clear that this increase was linked to greater confidence in the Police.
- 4.4 Within Police Scotland's Specialist Crime Division, the Safer Communities Equality and Diversity Unit are responsible for engaging directly with national equality groups, the Scottish Government and organisations supporting people from all our communities. The Team provide support, advice and assistance to Police Officers and staff throughout Police Scotland in relation to service delivery aspects of equality and diversity, Hate Crime/Incidents, public reassurance and confidence, community impact assessments and routine community engagement, in addition to managing a cadre of Community Advisors (formerly known as Lay Advisors) who are members of the public that have volunteered to provide advice to Police Scotland in relation to their area of specialism on Hate Crime matters. The Equality and Diversity Unit has staff based across Scotland, including North East Division.

#### **5. NORTH EAST CONTEXT**

- 5.1 During 2017/2018 **416** Hate Crimes were reported to the Police in North East Division (an increase of **33** crimes on 2016/2017), of which **295** were detected. There has been an increase in the detection rate when compared

to 2016/2017, up **7%** to **70.9%**. It should be noted that a significant number of these crimes relate to the victims being Emergency Service workers.

- 5.2 Within North East Division Partnerships and Events Unit, Senior Officers and the Diversity Liaison Officer provide support and guidance to all staff dealing with Hate Crimes and Hate Incidents. In addition they have developed and maintain relationships with the numerous minority communities, and with statutory and voluntary partners, acting both as conduit for them to the Division and supporting their own activities with advice, information, and attendance at various events and forums such as Integrate Grampian, the Syrian Vulnerable Persons Resettlement Scheme, and the Grampian Gypsy Traveller Interagency Group. The Diversity Liaison Officers proactive activities to promote positive attitudes is further supported by School Liaison and School Based Officers who provide consistent messaging across Local Authority primary and secondary schools on the Hate Crime topic. This was formerly delivered through the wider ranging Personal Safety input, however a specific Hate Crime lesson plan has been developed for the 2018/2019 academic year and is now being offered to schools.
- 5.3 Police Scotland runs an annual national Hate Crime campaign 'Be Greater than a Hater'. North East Division participates fully in this campaign which last ran during early 2018, delivering key messages to communities across the North East through our long established and wide ranging partnership links.
- 5.4 During March 2018 there was national media coverage of letters received by some individuals including MPs elsewhere in the country entitled 'Punish a Muslim Day' with 4 April 2018 being highlighted as a day of action. It is pleasing to note that North East Division as a whole, experienced no reports of increases in community tension, and recorded no incidents or crimes of a racial or religious nature which were in any way related to this matter, and this is perhaps reflective of the already open and welcoming nature of communities in the North East.

## **6. MORAY CONTEXT**

- 6.1 During 2017/2018, **51** Hate Crimes were reported to the Police within Moray (an increase of **10** crimes on 2016/2017), of which **35 (68.6%)** were detected. Once again, a significant number of these crimes relate to the victims being Emergency Service workers.
- 6.2 Much of the Hate Crime which occurs within Moray takes place in town centres and often takes place during the night-time economy where Community Policing Teams are active in reinforcing the need to report Hate Crimes to the Police.
- 6.3 The partnership nature of Policing the night-time economy ensures that Officers hear more readily about such incidents and are well placed to deal with them at the time, as they hear about incidents which had they occurred elsewhere, the victim might not have considered reporting to the Police. Many of the Hate Crimes reported from the night-time economy are comments directed at security/door staff having taken issue with some aspect around how they are being dealt with or managed.

- 6.4 There is no evidence to suggest a stand-alone issue or problem that may relate to any particular group or premises within Moray
- 6.5 When a Hate Crime does occur, it is essential that any victim, witness or other party has the confidence to report the matter. Third Party Reporting offers the opportunity for persons to report incidents at designated reporting centres out with a police environment. The Division's Diversity Liaison Officer is currently in discussions with Moray Council's Equal Opportunities Officer to arrange introductions to public sector services and third sector organisations who may be open to participating in Third Party Reporting. The availability of safe and private reporting centres is intended to increase victims' confidence to report incidents as well as raise awareness in communities of the importance of reporting such matters.
- 6.6 On 19 April 2018 Moray College in Elgin held a Diversity Day as they wished to recognise the value in every individual, encourage differences and create a productive environment where all beliefs are embraced and people are treated fairly. Their invitation to Police Scotland was taken up by the local beat Officer and one of the Division's Safer Communities team, who hosted a stand and distributed materials alongside other selected organisations. It provided an excellent opportunity for Police to engage in a relaxed setting with the College's population of all ages and discuss the different strands of diversity and work in those areas. Participation at dedicated events such as this are always welcomed by the Division and they very much complement the ongoing engagement being carried out by the Diversity Liaison and Community Policing personnel with local diversity groups.

## **7. SUMMARY OF IMPLICATIONS**

### **(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))**

The Moray Council's responsibilities with regards to the Police and Fire Reform (Scotland) Act 2012 are directly relevant to Corporate Plan and 10 Year Plan.

### **(b) Policy and Legal**

This report is presented to the Moray Police and Fire & Rescue Services Committee within its remit for local scrutiny of the Police.

### **(c) Financial implications**

There are no identified financial implications.

### **(d) Risk Implications**

There are no identified risk implications.

### **(e) Staffing Implications**

There are no identified staffing implications.

**(f) Property**

Not applicable.

**(g) Equalities/Socio Economic Impact**

Not applicable.

**(h) Consultations**

The Local Police Plan, upon which the performance is reporting, was subject to consultation with elected representatives, and was heavily influenced by ongoing feedback from local communities within the Moray Council area.

**8. CONCLUSION**

**8.1 Hate Incidents and Hate Crimes continue to occur across the North East and Moray is no exception.**

**8.2 Although within the national context the number of reports of Hate Crime being received within the North East remains reassuringly low, such reports are continually managed and reviewed by Police Scotland through the process of daily management and monthly tactical meetings.**

**8.3 Police Scotland and partners remain focused on ensuring that the North East is a place where victims of Hate Crime can report these incidents with confidence in the knowledge that they will be comprehensively investigated.**

**8.4 Police Scotland has responded appropriately, in conjunction with partners, with resources being directed towards raising awareness, improving services to victims and thoroughly investigating this type of criminality.**

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Background Papers: None  
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