



Agenda Item 3.4.2

<b>Meeting</b>	<b>SPA Policing Performance Committee</b>
<b>Date</b>	<b>12 March 2024</b>
<b>Location</b>	<b>Video Conference</b>
<b>Title of Paper</b>	<b>HMICS Assurance Review of Hate Crime</b>
<b>Presented By</b>	<b>Superintendent Shaheen Baber, Policing Together</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached</b>	<b>Yes – Appendix A – Improvement Plan Update</b>

**PURPOSE**

The purpose of this paper is to provide an update as to progress against Police Scotland’s Hate Crime Improvement Plan which was developed in response to the HMICS Thematic Inspection of Hate Crime in Scotland.

This plan was shared with HMICS on 3 December 2021 and presented to SPA Policing Performance Committee (PPC) on 9 December 2021. Since this date, the completion target dates have been reviewed in order to ensure the recommendations are fully achieved, to deliver tangible and demonstrable outcomes and robust improvement plan documented.

Agreement was reached at the SPA Policing Performance Committee meeting on 7 June 2022 (Action: PPC 20220607-002) that Police Scotland should review, amend and report on an updated plan. This updated plan was initially presented in September 2022, with the most recent version presented and attached.

Members are invited to discuss the content of this paper and appendix.

## 1. BACKGROUND

- 1.1 As reported to committee previously, the HMICS Thematic Inspection of Hate Crime in Police Scotland provided 15 recommendations. The delivery management of these recommendations was governed by the Police Scotland Hate Crime Improvement Tactical Group, chaired by Chief Superintendent – Partnership, Prevention and Community Wellbeing Division (PPCW) and overseen by the Strategic Board.
- 1.2 In September 2022 a Potential Project Assessment incorporating the work associated with both the Hate Crime Improvement Plan (HCIP) and the Hate Crime and Public Order (Scotland) Act 2021 (HCPOA) was submitted and approved. As a result of this, an Initial Business Case (IBC), which contained the recommendation that a project team be implemented to focus on the delivery of the key objectives was approved by Police Scotland’s Project Management Board.
- 1.3 For a number of reasons, no dedicated project team has been allocated to progress this work however the PPCW Equality and Diversity department Chief Inspector, Inspector, Sergeant and three officers are delivering on the work as business as usual.

## 2. PROGRESS AGAINST IMPROVEMENT RECOMMENDATIONS

- 2.1 Progression when undertaking tasking in relation to some of the strategic recommendations from HMICS was previously assessed as dependent on the incremental rollout of the COS Crime system. The rollout is now complete and allowed for progress on certain recommendations as outlined.
- 2.2 The last update provided the plan had secured the closure of recommendations 1, 4, 7, 9 and 11 with recommendation 12 being submitted for closure. Since this time recommendations 12, 14 and 15 have now been accepted for closure and recommendation 3 put forward for closure. The remaining recommendations are being progressed as outlined in the Plan (Appendix A).

<b>Recommendation No.</b>	<b>Recommendation Title</b>	<b>Status</b>
R01	Review of Strategies and Plans	<b>Closed</b>
R02	National Policy and Local Delivery Coordination	Progress ongoing to secure compliance within Revised target date of 01/04/24
R03	Dedicated Hate Crime Unit	ESF PFC 19/02/24
R04	SPA Scrutiny Improvement	<b>Closed</b>
R05	Partnership Relationships and Knowledge Sharing	ESF being compiled in compliance with revised target date of 01/04/24.
R06	Third Party Reporting Improvements	Request for extension on target date to be submitted in line with implementation and review period of TPR centres
R07	Hate Crime Campaigns	<b>Closed</b>
R08	Hate Crime National Document Review	ESF being compiled in compliance with revised target date of 01/04/24.
R09	Intelligence Log Guidance	<b>Closed</b>
R10	IT Systems Data Review - Hate Crime Knowledge and Trends	ESF being compiled in compliance with revised target date of 01/04/24.
R11	Hate Crime – Good Practice	<b>Closed</b>
R12	Hate Crime Training Review	<b>Closed</b>
R13	Hate Crime Perpetrated Against Officers and Staff	ESF being compiled in compliance with revised target date of 01/04/24.
R14	Hate Crime Champions and Hate Crime Advisors - Role Review	<b>Closed</b>
R15	Cyber Crime Investigations - Hate Crime and Diversity Considerations	<b>Closed</b>

- 2.3 The revised timescales and an update on progress have been discussed and agreed with HMICS. These were also shared and approved by the Policing Together Tactical Group in August 2023.
- 2.4 Alongside the HMICS Recommendations, the implementation of the Hate Crime and Public Order Act remains a key priority within PPCW Division and the development of a training package for officers to support the introduction of the legislation and is in the process of being rolled out. This includes online training, digital face-to-face training for supervisors, crime registrars and others.

### **3. FINANCIAL IMPLICATIONS**

- 3.1 There are no financial implications in this report.

### **4. PERSONNEL IMPLICATIONS**

- 4.1 There are no personnel implications in this report.

### **5. LEGAL IMPLICATIONS**

- 5.1 There are no legal implications in this report.

### **6. REPUTATIONAL IMPLICATIONS**

- 6.1 There are no reputational implications in this report.

### **7. SOCIAL IMPLICATIONS**

- 7.1 There are no social implications in this report.

### **8. COMMUNITY IMPACT**

- 8.1 The improvements delivered by these recommendations will undoubtedly improve the service to the public and therefore the communities Police Scotland serves.

### **9. EQUALITIES IMPLICATIONS**

- 9.1 Equality, diversity and human rights feature across each of the recommendations. EqHRIAs will be developed from the outset as new processes are identified. As the owning department, the Equality and Diversity Unit will assess throughout the delivery against the recommendations.

## **10. ENVIRONMENT IMPLICATIONS**

10.1 There are no environmental Implications to note.

### **RECOMMENDATIONS**

Members are invited to discuss the content of this paper and appendix.

**Appendix A-Hate Crime Improvement Plan –  
Outstanding Recommendations**

Recommendation	Action to be taken	Progress as at Feb 2024	Next steps	Target date
<p><b>R02 National Policy and Local Delivery Coordination</b></p> <p>Police Scotland should ensure the national policy direction for hate crime links up with the local delivery and response to hate crime.</p>	<p>1. Review governance structures for Hate Crime across policing to ensure they facilitate the understanding of trends and sharing good practice within local policing and C3.</p> <p>2. Design a standardised approach and structure which provide for resilience and increased interaction and reporting between PPCW, C3 and Local Policing Divisions.</p> <p>3. Implement agreed governance structure and processes across PPCW, Local Policing Divisions and C3.</p>	<p>It has since been established what local Divisions are recording and discussing regarding Hate Crime and a summary of the replies has been compiled in a table/word document by way of an overview of responses. It demonstrates local divisions are sharing good practice and feedback from E&amp;D SPOCS regarding their dedicated hate crime meetings. All related minutes/papers &amp; agendas have been saved in the ESF folder. All Local Policing Plans which include mention of Hate Crime have been saved.</p>	<p>Tactical Meeting discussed progress potential sources of evidence and linkage with recommendation 5 re learning/good practice.</p> <p>Evidence to be gathered includes PPCW E&amp;D Newsletter, TOR for SPC forum, and RDB reporting. Copies of governance reporting to SPA on Hate Crime measures and Equality Outcomes.</p>	<p>01/04/2024</p>
<p><b>R05 Partnership Relationships and Knowledge Sharing</b></p> <p>Police Scotland should ensure that it maximises the benefits of strong partnership relationships, and shares the knowledge of diversity issues developed by</p>	<p>1. Establish information sharing arrangements for local scrutiny boards and partnerships and seek to maximise these within the limits of existing IT structures and information sharing constraints</p>	<p>Actions have allocated at Hate Crime Improvement Tactical Group to address information management issues.</p> <p>Documentary evidence has been added to the ESF outlining the sharing of information from PPCW to local</p>	<p>Policing in a Diverse Society Toolkit and Knowledge Hub has been compiled for review.</p> <p>Evidence to be obtained to outline that Hate Crime is a priority and local Divisions are accountable in providing updates</p>	<p>01/04/2024</p>

<p>police officers and staff working in Safer Communities roles at national and local levels</p>	<p>2. Establish regular forums between local policing E&amp;D SPOCS and PPCW E&amp;D, to develop processes for continuous improvement, organisational learning and promote best practice. 3. Gather information across PS Local Policing Divisions in relation to processes for networks and relationships for the sharing of similar diversity issues 4. Engage with APU in relation to improvements to trends analysis, repeat victim analysis and the development of local area profiles utilising the HC dashboard. (Realigned from R10 as cos independent) 5. Identify good practice in relation to local approaches which demonstrate the impact on communities and access to justice system which will also inform recommendation 2. (Realigned from R10 as cos independent)</p>	<p>Equality &amp; Diversity SPOCS and minutes of the reinstated regular meetings. Further evidence of dissemination of National Community Tension papers and guidance have also been included.</p>	<p>on issues within their areas – Regional Delivery Boards / Scrutiny reports and where this information is fed into – strategic direction.  ESF to be submitted to reflect this.</p>	
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<p><b>R06 Third Party Reporting Improvements</b></p> <p>Police Scotland should accelerate its work with partners to improve the Third Party Reporting arrangements, providing people with the option to report hate crime without speaking directly to the police</p>	<ol style="list-style-type: none"> <li>1. Engage with Scottish Government Tackling Prejudice and Building Connected Communities Action Group to develop an agreed approach and responsibilities across all partners.</li> <li>2. Develop processes, activities and reporting arrangements for PS owned activities, contributing to the wider TPR.</li> <li>3. Develop, implement and evaluate a process for measuring the performance and effectiveness of TPR centres.</li> </ol>	<p>Police Scotland have carried out a review of existing 400 Third Party Reporting Centres across each of the 13 Local Policing Divisions. The review identified improvements to be made.</p> <p>The implementation of these improvements is ongoing in conjunction with Scottish Government.</p>	<p>The improvements require to be put in place and thereafter allowing for an appropriate period of time prior to review and assessment in order to evidence the improvements.</p> <p>This is likely to be a period of 18 months and therefore a paper justifying extension will be submitted to HMICS for consideration.</p>	<p style="text-align: center;"><b>TBA</b></p>
<p><b>R08 Hate Crime National Document Review</b></p> <p>Police Scotland should review hate crime national documents to ensure there is clear accessible guidance for officers and staff responding to and recording hate crime</p>	<ol style="list-style-type: none"> <li>1. Review hate crime specific guidance through evaluation and feedback of its application and effectiveness operationally.</li> <li>2. Review hate crime documentation in relation to other relevant guidance, SOPS and legislation.</li> </ol>	<p>The Hate Crime SOP is in the process of being re-written to incorporate the new Hate Crime and Public Order (Scotland) Act 2021 and other appropriate updates.</p> <p>Hate Crime National Guidance and Hate Crime Advisor guidance has under gone consultation and is also in the process of revision – including incorporating accessibility guidelines.</p>	<p>The final version of the Hate Crime SOP with coincide with the implementation of the Hate Crime and Public Order (Scotland) Act 2021.</p> <p>Review when published and consider submission of ESF.</p>	<p>01/04/2024</p>



<p><b>R10 IT Systems Data Review - Hate Crime Knowledge and Trends</b></p> <p>Police Scotland should review its use of the data held on IT systems to build knowledge and understanding of trends in hate crime and the impact on affected communities</p>	<ol style="list-style-type: none"> <li>1. Review the policy for how hate crimes and incidents will be recorded following the rollout of the national crime recording system. In particular the role of iVPD and any impact for sharing data with partners. (Realigned to R02 from R10 owing to COS dependency)</li> <li>2. Design and implement new hate crime operating model (new action)</li> <li>3. Engage with DEPP in relation to the expectations and processes for Intelligence Logs within the national rollout of COS. Update hate crime guidance documents where necessary (Realigned to R10 from R09 owing to COS dependency)</li> <li>4. Review HC dashboard to identify additional functionality that will emerge from the national COS rollout.</li> <li>5. Engage with local partnerships to develop proactive processes and</li> </ol>	<p>The National COS system has now been rolled out and therefore a single crime recording system available which will feed into the Hate Crime Dashboard along with iVPD.</p> <p>Consultation is ongoing with COS and DPU to create and process test data to evidence progress in relevant data capture and producing this in a digestible format which will impact on understandable output i.e. identifying trends etc.</p>	<p>Provide examples of evidence of Improvements of Management Information to Local Commanders. Provide an outline of future plans after feedback and review.</p> <p>Consider submission of ESF if we can provide proof of improvements in data management, stats and trends in Divisions.</p>	<p>01/04/2024</p>
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	targeted interventions for single and repeat victims.			
<p><b>R13 Hate Crime Perpetrated Against Officers and Staff</b></p> <p>Police Scotland should review its approach to dealing with hate crime experienced by police officers and staff on duty and providing effective support. Data should be collected to identify the volume, nature and extent of hate crime perpetrated against police officers and staff</p>	<ol style="list-style-type: none"> <li>1. Review and analyse data in relation to identify the volume and nature of HC perpetrated on police officers and staff.</li> <li>2. Utilise the Your Safety Matters feedback to inform improvements to existing process and support arrangements.</li> <li>3. Engage with staff associations / YSM sub group to work collaboratively with E&amp;D to create a support package for Police victims of hate crime which includes improving all officers understanding of the impact it may have on their colleagues.</li> <li>4. Present briefing paper on proposal to enhance PS approach and support for officers and staff to EDI &amp;HR SOB.</li> </ol>	<p>The Hate Welfare Support Assessment and Supervisor Toolkit was rolled out in October 2023 along with a communication strategy. All relevant evidential documentation has been added to the ESF.</p> <p>Consultation with Divisional representatives has been instigated with the first meeting held 9<sup>th</sup> January 2024 to receive feedback. Discrepancies were identified between Divisions with some looking for assistance in managing a tracking system. Best practice has been identified and PPCW assisting with sharing this Nationally.</p>	<p>Next Divisional representative meeting to be held in March and best practice shared – further feedback will thereafter be requested to ensure the Assessment is fit for purpose and the Power BI Dashboard is being utilised to assist with local management.</p>	<p>01/04/2024</p>