



<b>Meeting</b>	<b>SPA Policing Performance Committee</b>
<b>Date</b>	<b>12 September 2023</b>
<b>Location</b>	<b>Video Conference</b>
<b>Title of Paper</b>	<b>HMICS Assurance Review of Hate Crime (6/21) – Police Scotland Improvement Update</b>
<b>Presented By</b>	<b>ACC Gary Ritchie</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached</b>	<b>No</b>

## PURPOSE

The purpose of this paper is to provide an update on 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 plans 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 initially presented in September 2022, with the most recent version now presented as attached.

Members are invited to discuss the content of this paper.

## **1. BACKGROUND**

- 1.1 As reported to the 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 (PPA) 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 and, as such, it is now being delivered as business as usual within the PPCW Equality and Diversity Department.

## **2. PROGRESS AGAINST IMPROVEMENT RECOMMENDATIONS**

- 2.1 Some recommendations have previously been assessed as dependent on the incremental rollout of the COS Crime system. The impact of the potential implications of this remains subject to regular review and consideration when driving this work forward.
- 2.2 The plan has secured the closure of recommendations 1, 4, 7, 9 and 11. The remaining recommendations are being progressed as outlined in the Plan below with revised timelines.

<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	Revised Target Date November 2023.
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	ESF being compiled in compliance with revised target date of 01/04/24.
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	ESF being compiled in compliance with revised target date of 01/04/24.
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	ESF being compiled in compliance with revised target date of 01/04/24.
R15	Cyber Crime Investigations - Hate Crime and Diversity Considerations	ESF being compiled in compliance with revised target date of 01/04/24

- 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 is nearing completion.
- 2.5 The implementation of training is now supported by a Delivery Steering Group, pulling together key internal and external partners. A multi-staged delivery plan encompassing online training, digital face-to-face training for supervisors, crime registrars and others, and face-to-face frontline engagement has been submitted for consideration of the force executive. It is anticipated that this programme will commence in the next 6-8 weeks and delivery of the training is now ahead of schedule.

**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 contents of this paper.