

Committee: Housing Management & Almshouses Sub-Committee	Date: 21/01/2019
Subject: Hate Incidents Policy	Public
Report of: Director of Community & Children's Services	For Decision
Report author: Liam Gillespie, Head of Housing Management	

Summary

As part of the review of housing management policies taking place in 2018/19, a Hate Incidents Policy has been drafted.

This policy sets out our commitment to ensuring that our estates are safe and welcoming places to live for all our residents and to supporting victims of hate incidents when they report them to us as their landlord.

Recommendation

Members are asked to:

- Approve the Hate Incidents Policy for use by the Housing Service

Main Report

Background

1. A review of housing management policies and procedures is taking place in 2018/19. As part of this review, a Hate Incidents Policy has been drafted. This policy supports the Anti-Social Behaviour Policy that was introduced in July 2018.
2. The policy underlines our commitment to making our estates safe and welcoming places to live and work. It is intended to raise awareness of hate incidents and outline how we will respond when they are reported to us.
3. A hate crime is any offence which is motivated (or aggravated) by hostility or prejudice towards one of five protected characteristics:
 - Disability
 - Race
 - Religion
 - Sexual orientation
 - Transgender identity

4. Our policy adopts this official definition of 'hate crime', which is used by the Police and the Crown Prosecution Service. Hate *incidents* are instances of hostile behaviour or harassment that may not amount to crimes, but which are motivated by prejudice or hatred for an individual or group.
5. Hate behaviour is high on the national agenda and the classification of hate crimes has been the subject of much debate. The Law Commission announced in October 2018 that it is going to review the legislation on hate crime and consider whether to include categories not currently included in the definition, such as age-related hate incidents and misogyny.

Current Position

6. The Hate Incidents Policy is a brief document which is meant to be a statement of our commitment to promoting equality and inclusion on our estates. It is not intended to give detailed information on how we will deal with such incidents. As this will be covered elsewhere.
7. Reports of hate incidents affecting our residents and staff will be investigated in accordance with our Anti-Social Behaviour Policy, which was introduced in July 2018. The Anti-Social Behaviour Policy describes the tools and powers available to us as a landlord. Hate incidents will be logged and investigated as part of our anti-social behaviour procedures and appropriate action taken under the Anti-Social Behaviour Policy.
8. Our tenancies, leases and licences contain clauses relating to anti-social behaviour, harassment and discriminatory behaviour. These clauses will be relied on should we need to take enforcement action against any resident.
9. We are committed to working closely with statutory and voluntary agencies concerned with community safety and hate crime. Officers regularly attend multi-agency meetings where community safety issues are discussed and monitored. We will work with these agencies to promote awareness of hate behaviour among our residents and staff, with the aim of encouraging people to report incidents and seek support.

Policy Management

10. This is a new policy and no separate policy has existed in this area before. It is designed to complement the Anti-Social Behaviour Policy, which explains in more detail the sort of enforcement action we can take in response to incidents affecting our residents and staff.

Corporate & Strategic Implications

11. The Hate Incidents Policy supports our Corporate aim of contributing to a flourishing society. It is particularly relevant to ensuring that people are safe and

feel safe. It also supports our aims around promoting and championing diversity and inclusion.

Conclusion

12. The hate incidents policy is part of the review of housing management policies and procedures taking place in 2018/19. The policy supports our commitment to making our estates safe and welcoming places to live for all our residents and their families.

13. We are committed to supporting victims of hate incidents and taking appropriate enforcement action where possible. We will also work with other agencies to promote awareness of hate behaviour and encourage reporting.

Appendices

- Appendix 1 – Hate Incidents Policy
- Appendix 2 – Consultation comments and responses

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