

**Wales Race Forum Meeting  
8 December 2016 at 11:15am-12.30pm  
Ty Hywel, Cardiff Bay**

**Attendees:**

**Cabinet Secretary for Communities and Children**

Mandy Burrows	Community Cohesion Regional Co-ordinator, North East
Rocio Cifuentes	Ethnic Youth Support Team (EYST)
Aled Edwards	Faith Communities Forum Representative
Shahien Taj	Henna Foundation
Isaac Blake	Romani Cultural and Arts Company
David Phillips	Welsh Equality Group
Menaka Kodur	Women Connect First
Daniel Hurford	Welsh Local Government Association
Tracy Sherlock	Welsh Refugee Council

**Welsh Government Officials in Attendance:**

Paul Dear	Equality Team
Emma Small	Equality Team
Andrea Adams	Equality Team
Steve Chapman	Anti-Slavery Co-ordinator
Martin Davies	Communities Manager

**Apologies:**

Uzo Iwobi	Race Council Cymru
Sunil Patel	Show Racism the Red Card
Catherine Fortune	Unity Project
Shereen Williams	Community Cohesion Regional Co-ordinator, Gwent East
Samsunear Ali	BAWSO
Owain Rhys	Black History Association
Melineh Essavy	Hope2Shine

**Welcome and Introductions**

It was agreed Paul Dear would chair the meeting until the Cabinet Secretary's arrival at 11.30am. Paul welcomed everyone to the meeting. Mandy Burrows joined the meeting via video conference from Llandudno Junction.

Paul introduced Emma Small who joined the Equality Team in December and will lead on Community Co-cohesion matters.

**Presentation: Resilient Communities - Martin Davies, Communities Manager)**

Paul explained that Martin Davies, Communities Manager had requested an opportunity to inform the Forum about the ongoing engagement programme on Resilient Communities.

Martin explained that the Cabinet Secretary for Communities and Children made a statement to the Assembly on 11 October 2016. The Cabinet Secretary said he was "minded to phase out the Communities First (CF) programme while establishing a new approach to meet the challenges of the future". Martin explained that this led to inaccurate publicity that a decision

had already been taken that the CF programme is to close. Martin stressed that no final decision has been made about the future of CF.

The Cabinet Secretary for Communities and Children wanted to determine whether CF was still the best way to deliver for communities. Consequently, a broad programme of engagement would be undertaken before any decision was made. Any changes to CF would have an impact on all those individuals who use and work for CF, the areas served by the programme, the organisations who deliver services on its behalf and on the community buildings used for this purpose.

The online survey was introduced in October and will remain open until 15 January 2017. Over 1,400 responses had been received to date. In addition to the online survey, the Welsh Government wants to engage with people and networks across Wales, not just those located within CF areas. Correspondence has also been received which will also be fed into the analysis.

Welsh Government is seeking to determine the impact on protected characteristic groups in particular. WCVA, on behalf of the Welsh Government, has organised a series of events for representative organisations and a number engagements events with members of the public. Two public events are also being organised with the aim of obtaining the views of people outside the programme. One group will be in North Wales and the other in South/South-West Wales.

Martin explained the focus of the public engagement was not solely the future of the CF programme but on how Welsh Government can best support resilient communities.

As the online survey is more appropriate for individuals, a separate questionnaire has been developed specifically for organisations to submit their responses to Welsh Government. Statistics collected through the online survey will include a number of questions about protected characteristics. Martin informed the group that the engagement was ongoing and encouraged everyone to take part.

**Action:** Secretariat to distribute the link to the Organisations Questionnaire.

**The Cabinet Secretary for Communities and Children joined the meeting at 11:30am.**

The Cabinet Secretary welcomed everyone to the meeting.

**Minutes of last meeting**

The minutes of the last meeting were noted and agreed. The Cabinet Secretary asked for an update regarding any outcomes of correspondence issued by the Minister for Tackling Poverty, following the last meeting.

**Action:** Secretariat to update for the next meeting.

## **Matters Arising**

### **Update: Identification of hate crime in the court system – Paul Dear, Head of Equality Team**

Paul reminded the Forum about the commitment made by the Minister for Tackling Poverty to provide an update at this meeting about the recording of hate crime in courts. Paul explained the UK Government Action Plan includes an action to develop a new IT system across the criminal justice system which will enable government, the police, the CPS and the court system to share information to track hate crime offenders so data is provided from initial charge through the courts to offender management.

Paul confirmed that the Welsh Government is continuing to work with the Hate Crime Criminal Justice Board (HCCJB) to ensure any related issues in terms of data sharing can be mitigated. This includes working with the courts in Wales to ensure hate crime perpetrators are identifiable. The Welsh Government is also working with the Wales Community Rehabilitation Company to design an intervention to work with perpetrators in the community.

### **Item 1 - Hate Crime Statistics - Paul Dear, Head of Equality Team.**

Paul explained that the Hate Crime Criminal Justice Board (HCCJB) is a key forum for partnership working in Wales around Hate Crime. It brings together all four police forces, third sector agencies and other key partners such as the Crown Prosecution Service. The work of the HCCJB includes coordinating a joint approach to Hate Crime Awareness Week, ensuring key messages reach into communities across Wales.

Paul said that to ensure there is consistency and a partnership approach to developing work across non-devolved areas, in addition to other key members, there is representation on the HCCJB from the Home Office and the Ministry of Justice.

At the last meeting of the HCCJB in September there was a powerful presentation from Uzo Iwobi from Race Council Cymru on the increase in racist hate crimes following the EU Referendum. Uzo highlighted real concerns from BAME Communities and gave some real examples of racial hate crimes and the effect it has on victims and their families.

We know there was an increase in hate crimes, in particular around race, following the Referendum – a 72% increase in referrals to National Hate Crime Report and Support Centre, in comparison to referrals in July 2015. There was also a continued increase into August of 62% compared to August 2015.

It is important to ensure that our very clear messages that racism is unacceptable are accompanied by increasing recognition of this issue and continued positive encouragement for victims about the importance of reporting. There is a great deal of work being undertaken across the Police

Forces, Welsh Government and Victim Support to encourage reporting and this is having a positive effect.

Paul explained the Welsh Government has allocated funding to the Police and Crime Commissioners to increase awareness and community engagement across Wales with a focus on challenging underlying attitudes and behaviours during Hate Crime Awareness Week. A lot of activities and events took place during this period and we will provide a report on this shortly.

The Cabinet Secretary hosted a Plenary debate this week: “Tackling hate crime – progress and challenges”. This provided an opportunity to highlight the progress made in tackling hate crime in Wales and taking forward the actions in our Tackling Hate Crime Framework. It also allowed the opportunity to highlight some of the challenges, particularly in light of recent events.

#### Overview - Hate Crime Statistics 2015-16

Hate Crime Statistics for England and Wales have been released by the Home Office on Thursday 13 October 2016, which show a 6% increase in recorded hate crimes across Wales compared to 2014-15. This compares to an overall 19% increase across England and Wales. There were 2,405 recorded hate crimes across the four Welsh Police Force Areas of which:

- 1,747 (73%) were race hate crimes;
- 372 (15%) were sexual orientation hate crimes;
- 119 (5%) were religion hate crimes;
- 244 (10%) were disability hate crimes; and
- 35 (1%) were transgender hate crimes.

It is possible for one hate crime offence to have more than one motivating factor which is why the above numbers sum to more than 2,405 and 100 per cent.

There is an increase in four of the five recorded protected characteristics, in comparison to 2014-15, which includes:

- 4% (1,677 to 1,747) increase in race hate crimes;
- 6% (351 to 372) increase in sexual orientation hate crimes;
- 42% (84 to 119) increase in religion hate crimes;
- 21% (202 to 244) increase in disability hate crimes; and
- 8% (38 to 35) decrease in transgender hate crimes.

There has been an increase of recording across two of the four Police Force Areas:

- Dyfed Powys – 114 hate crimes (15% increase from 2014-15);
- Gwent – 213 hate crimes (20% decrease from 2014-15);
- North Wales – 385 hate crimes (2% decrease from 2014-15); and
- South Wales – 1,693 hate crimes (13% increase from 2014-15).

Between 2011-12 and 2015-16 Hate crimes recorded by Welsh police forces have increased by 33%, from 1,809 to 2,405.

The Cab Sec said he wants to shape Welsh Government policies around real people. He said we have invested in our communities through the renewed funding of eight community co-cohesion offices across Wales. But the Government cannot do it all, communities need to take ownership. During the discussion the following points were made:

- Many people within the Gypsy and Traveller communities are unaware of how to report hate crime. Some people who had tried to report hate crime felt the system hadn't worked for them.
- The Cabinet Secretary accepted an invitation to visit a Gypsy and Traveller site in Wales to see what information is available on site about reporting hate crimes.
- There have been some reports from BAME communities to third sector organisations that they were unaware of any outcomes from reporting and this leads some people to question the point of reporting.
- What about the prevention of hate crime? There needs to be more work done to prevent the crimes?

The Cabinet Secretary thanked everyone for their comments and said he wanted people-centred design of policy, based on people's experience. He would be very interested in hearing specific details from individuals for whom the system hadn't worked. Such cases could help to shape hate crime policies and improve frontline services, so that there is a clear pathway between hate crime reporting and action. He also agreed with the need to focus on prevention and early intervention, and made reference to the new programme of work with Public Health Wales to protect children from Adverse Childhood Experiences (ACEs).

The Cabinet Secretary said he wants to encourage national co-ordination of tackling hate crime and will raise this matter with the Home Office Minister at his next meeting with her.

**Actions:**

- i) Officials to arrange for the Cabinet Secretary to hear specific examples from people involved in hate crime reporting.
- ii) Officials to arrange for the Cabinet Secretary to visit a Gypsy and Traveller site in Wales to see what information is available on site about reporting hate crimes.

**Item 2 – Anti-Slavery Wales – Steve Chapman, Welsh Government Anti-Slavery Co-ordinator**

The Cabinet Secretary said Wales is the first and only country in the UK to appoint an Anti-Slavery Co-ordinator. We have established the Wales Anti-Slavery Leadership Group to provide strategic leadership and guidance on how we tackle slavery in Wales and also, to provide the best possible support for survivors. In many respects, Wales is leading the way across the UK in tackling slavery with structured awareness raising, training and improved intelligence. The Cabinet Secretary invited Steve Chapman, Wales Anti-Slavery Manager, to give a presentation on his own role and the work of the Leadership Group.

Steve explained the Leadership Group has designed and delivered a three day training course for Police forces and Crown Prosecution Service in Wales. Only the people who have completed the training will be involved in dealing with reported cases of modern slavery. The Welsh Government has funded an awareness campaign with support from the third sector.

The course has been delivered to over 4,500 people in the public services, including the Police, prosecutors and third sector organisations. The UK Anti-Slavery Group is using the training materials as part of their best practice guidance. Slavery is under reported – but it has now been exposed in Wales as shown in the recent high profile successful prosecution and sentencing in Wales. Slavery is a crime and should be reported using 101 or 999. Trained professionals will deal with the reports and establish what is the specific crime committed.

In February 2017 the Welsh Government will formally launch the Ethnical Employment Guidance. The Guidance will ask employers to identify what they are doing to help to eradicate modern slavery within their organisations. They will be asked to be proactive in dealing with subcontractors and other employment agencies with whom they engage.

Currently in Wales labour exploitation is the most frequent category of slavery to be reported. It is not a BAME issue alone: Home Office statistics show this is a crime involving victims from across indigenous communities. The anti-slavery training courses available are delivered free of charge across Wales through the Regional Anti-Slavery Groups.

The Cabinet Secretary said this is pioneering work and he welcomes the continued support from organisations in exposing this crime.

**Action:** Secretariat will contact members with details of the training courses.

### **Item 3 - AOB**

#### **Tackling Extremism Project**

Rocio confirmed that Sunil Patel will not be taking up a new post at EYST to lead on the delivery of the Tackling Extremism Project. However, the Project will be delivered to the agreed timescale as planned.

#### **Budget Advisory Group for Equality (BAGE).**

David asked about the future of BAGE meetings. The Cabinet Secretary confirmed the Cabinet Secretary for Finance and Local Government is considering its future role and how we can draw from the expertise of the representatives at BAGE meetings.

#### **Items for next meeting**

The Cabinet Secretary invited ideas from the Forum for discussion at the next meeting.

**Action:** Secretariat to follow up with Forum members.

### **Date of Next Meeting**

The date of the next meeting in 2017 will be issued to members shortly.