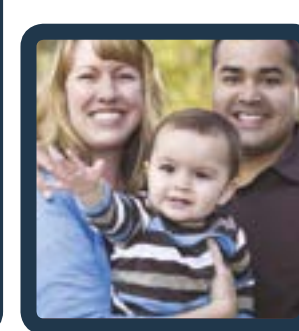
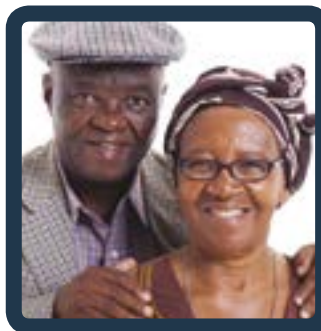
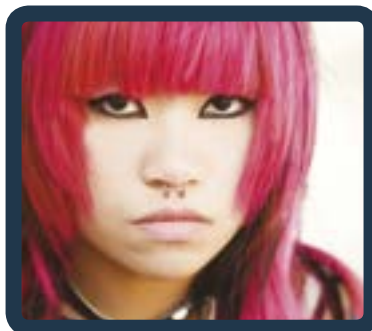
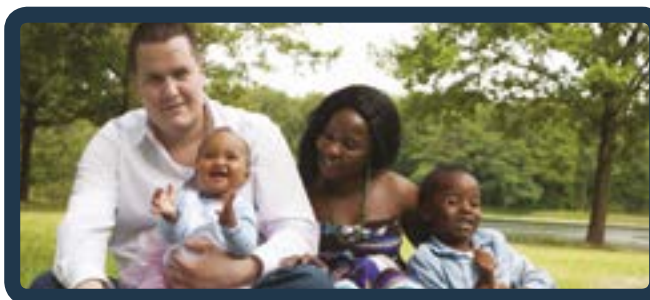
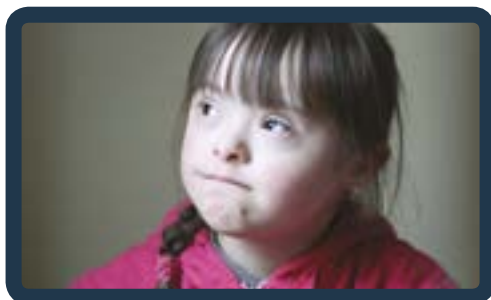


Tackling Hate Crimes and Incidents: Framework for Action

Delivery Plan 2016-17



Llywodraeth Cymru
Welsh Government



Mae'r ddogfen yma hefyd ar gael yn Gymraeg.
This document is also available in Welsh.

Tackling Hate Crimes and Incidents - Framework for Action

Delivery Plan 2016-17

Delivery Plan Approach

The Welsh Government produces an Annual Delivery Plan to ensure actions remain relevant and are able to evolve throughout the lifespan of the Tackling Hate Crimes and Incidents Framework for Action. This is the third Delivery Plan and once again it aims to bring together a co-ordinated partnership approach to meet the objectives within the Framework on prevention, supporting victims and improving multi-agency working. The Delivery Plan contains specific actions identified across the following areas:

- Cross departmental actions across Welsh Government Departments
- Actions from the Hate Crime Criminal Justice Board Cymru
- Recommendations from the Independent Advisory Group

Independent Advisory Group

The Delivery Plan intends to reflect priorities on a year by year basis and has been supported with evidence from an Independent Advisory Group (IAG). The IAG consists of 13 Third Sector organisations across all of the Protected Characteristics through the Equality Act (2010) and an annual evidence report and recommendations were published in 2015 following engagement with stakeholders and communities across Wales. This ensures delivery is reviewed and the Framework continues to reflect current understanding and priority areas. It also provided evidence on how effectively hate crimes and incidents are being tackled in Wales and whether the Framework was having a positive impact.

Annual Update

The Welsh Government will also produce an annual update report on progress across the delivery areas and strategic objectives. An updated progress report for 2015-16 has been published on the Welsh Government website.

Objective 1 – Prevention		
Delivery Area 1 – Tackling Hate-Related Bullying and Promoting Respect		
1.1	We will continue to fund the All Wales Schools Liaison Core Programme and work with the police to implement a new programme of delivery that allows increased flexibility to educate children and young people about the issues affecting local communities.	Welsh Government and Welsh Police Forces
1.2	During 2016-17 we will continue to fund an additional 500 Community Support Officers in Wales. These additional officers carry out many duties in their communities including working with their local schools to provide educational and diversionary programmes.	Welsh Government
1.3	In collaboration with schools, local authorities, the Children’s Commissioner, we will develop a new, revised Travel Behaviour Code which will be linked to the protected characteristics (as defined by the Equality Act 2010), including the Welsh Government’s anti-bullying agenda.	Welsh Government
1.4	We will continue to explore whether there is a need to provide further support to schools on identifying and tackling racist incidents and to promote equality in the classroom.	Welsh Government
1.5	<p>We published an updated version of our publication “Respect and Resilience – developing community cohesion” (http://gov.wales/topics/educationandskills/publications/guidance/respectresilience/?lang=en).</p> <p>The guidance sets out the role that schools have in developing and supporting strategic approaches to promoting and maintaining community cohesion and preventing violent extremism. Following on from this revised publication we will continue to explore whether there is a need to provide further support to the schools sector in taking forward their role in community cohesion and the prevention of extremism of all forms.</p> <p>Estyn have also incorporated the wider Prevent duty into their inspection framework for schools and Local Authorities (since Sept 2015) so are able to report on this.</p>	Welsh Government

1.6	Following the delivery of the education resource – <i>Hidden</i> - to safeguard children and young people from the risks of sexual exploitation, we will continue to work with education services and other agencies with key safeguarding responsibilities to consider what additional support might be required to strengthen the education response to sexual exploitation.	Welsh Government
1.7	We will develop a communications plan for delivery of a strong, consistent message for Anti-Bullying Week 2016 working with external partners for maximum impact.	Welsh Government
1.8	We will continue to encourage schools to work towards developing positive and respectful relationships amongst children and young people. To support this we will work with local authorities and third sector organisations to identify and disseminate anti-bullying good practice in schools.	Welsh Government
1.9	We will produce leaflets on what is a hate crime aimed at children and young people to support work across children advocacy and advice services and to aid information during Anti-Bully Week 2016.	Welsh Government
1.10	Through the Sport Wales Strategic Equality Plan for 2016-2020: we will embed equality and safeguarding within the infrastructure of sport in Wales through the provision of support and challenge to our partner organisations. Sport Wales will continue to support all funded sports governing bodies in Wales to achieve Safeguarding Standards.(eight sports to level 3 and two more sports to level 2).	Welsh Government SportWales
1.11	Sport Wales will deliver an Equality in sport communications plan that will positive promote diversity in sport. This will be aligned to major sporting events.	Welsh Government SportWales
1.12	We will continue to drive forward the implementation of the Children and Young Person's (Wales) Measure 2011 and raise awareness of the UNCRC and children's rights with children and young people themselves, professionals and the public at large. This will be done primarily through training and children's rights specific resources. We have an external UNCRC E-learning package which is available on our Childrensrights Wales website, along	Welsh Government (external training in collaboration with University of Wales, Trinity St. David and

	with all other resources. All our resources have been made available to the education sector via the Hwb website. We are providing funding for 3 years to deliver workforce sector specific UNCRC Training across Wales for professionals working with children and young people.	Eliesha Training)
1.13	<p>Personal and Social Development, Well-being and Cultural Diversity are at the heart of the Foundation Phase and children's skills are developed across all Areas of Learning through participation in experiential learning activities indoors and outdoors. Children learn about themselves, their relationships with other children and adults both within and beyond the family. They are encouraged to develop their self-esteem, their personal beliefs and moral values. They develop an understanding that others have differing needs, abilities, beliefs and views.</p> <p>The Foundation Phase supports the cultural identity of all children, to celebrate different cultures and help children recognise and gain a positive awareness of their own and other cultures. Positive attitudes should be developed to enable children to become increasingly aware of, and appreciate the value of, the diversity of cultures and languages that exist in a multicultural Wales. They should become increasingly aware of the traditions and celebrations that are important aspects of the cultures within Wales.</p>	Welsh Government
1.14	Through the Equality and Inclusion Grant (2014-17) funding has been awarded to Taking Flight Theatre Forum to tour across Wales to deliver the Real Human Being (RHB) play. This aims to tackle Disability Hate Crime both reducing incidence and increasing reporting and seeking to educate young people regarding the impact on the lives of disabled people. We will work with Taking Flight to ensure more local authority areas are included in the training. We will also work with Taking Flight to encourage Welsh medium schools to engage with the training.	
Delivery Area 2 – Promoting Inclusion and Resilience		
2.1	Communities First (CF) Delivery Plans and Community Involvement Plans identify the needs of the local community, how they will be addressed and how local people will be involved. They also set out how the promotion of equality, diversity and human rights are embedded in	Welsh Government

	<p>delivery and reflect particular community demographics and dynamic.</p> <p>The Regional Community Cohesion Co-ordinators (RCCCs) have previously worked closely with local CF teams staff, across Wales, to strengthen both Community Involvement Plans and Delivery Plans.</p> <p>CF Cluster teams will continue to work with Community Cohesion Co-ordinators to strengthen Community Involvement Plans and Delivery Plans to increase and improve engagement across minority groups, in particular, across protected characteristics.</p>	
2.2	<p>As part of the delivery of the Autistic Spectrum Disorder Strategic Action Plan, to improve awareness and understanding of autism we have developed a range of resources for professionals, this includes the Learning with Autism Programme for primary schools, which is being rolled out across Wales. The resources, available on the website www.asdinfo.wales.co.uk includes a training programme for teachers and support staff and resources for pupils including the ASD Super Hero scheme and certificate. As part of the refresh of the action plan we will be extending the programme to secondary schools and developing new awareness resources including training for leisure services.</p>	Welsh Government
2.3	<p>Sport Wales will continue to support sports and Local Authority partners in achieving and progressing in INsport standards. The INsport programme is managed and coordinated by Disability Sport Wales, a funded partner of Sport Wales.</p> <p>In addition Sport Wales will be working with Disability Sport Wales to develop a plan to recruit and train more coaches and leaders who are disabled.</p> <p>Work with Non Governmental Bodies to develop Boards that are balanced, inclusive and skilled.</p>	Welsh Government SportWales
Delivery Area 3 – Promoting Equality and Good Relations		
3.1	<p>We will implement <i>Travelling to Better Health</i> – Guidance for healthcare practitioners on working effectively with Gypsies and Travellers to include health boards working with partner agencies to assess the health needs of Gypsy and Travellers within their areas.</p>	Health boards

3.2	We will raise awareness of the needs of Gypsies and Travellers in the Criminal Justice System with service providers.	Welsh Government
3.3	Sport Wales will continue to provide support for Sports to progress their work in achieve Equality Standards in Sport. 10 sports to achieve intermediate level and 5 sports to achieve prelim level.	Welsh Government SportWales
3.4	<p>In March 2016, WCVA were awarded £538,000, by Sport Wales, to deliver a BME and sport project in Wales. The project will focus on three outcomes over two years 2016-2018 :</p> <p>Outcome 1: Increased Participation: More individuals from BME communities will take part in sustainable sporting and physical activities resulting in improved health and wellbeing.</p> <p>Outcome 2: Building Capacity: Individuals and groups from BME communities will be supported and capacity built in the areas of volunteering, training, governance and funding to improve sustainability.</p> <p>Outcome 3: Tackling Inequality: Mainstream community-based sporting organisations and NGBs will develop stronger links with and understanding of BME communities improving equality of access to sustainable sporting activities.</p> <p>The project focuses on 4 areas: Newport (SEWREC), Cardiff (Race Equality First), Swansea (EYST) and North Wales (NWREC), all working with local partners. Four project officers have been recruited along with a Project Manager, employed by WCVA. The project will be officially launched in mid-July.</p>	Welsh Government SportWales
3.5	Sport Wales will work with Sports Councils Equality Group to extend its transgender guidance.	Welsh Government SportWales
3.6	We will continue to raise awareness of the Housing Hate Crime Toolkit through the Code of Guidance for Local Authorities on the Allocation of Accommodation and Homelessness 2016-	Welsh Government

	<p>17 and through the work programme of Tai Pawb which is core-funded by the Welsh Government.</p> <p>The Toolkit will help Housing Providers establish effective action where harassment and bullying take place and is available on the Welsh Government and the Tai Pawb websites.</p>	
3.7	We will consider delivery through recommendations within the Age of Justice Report into Crimes Against Older People and develop partnership approaches.	Welsh Government
3.8	We will ensure communication on Human Rights includes both Welsh Government and Third Sector networks, including Third Sector Partnership Council.	Welsh Government
Delivery Area 4 – Training and Awareness in Service Delivery		
4.1	<p>We will continue to fund Victim Support Cymru to provide hate crime training across Wales (with support from Hate Crime Criminal Justice Board) to:</p> <ul style="list-style-type: none"> • Create a suitable youth service version of the existing training package • Hold at least 40 hate crime training sessions with relevant front-line staff across the public sector and Youth Services • 4 Sessions available to Refugee and Asylum Seeker Dispersal / Housing Sites • Explore avenues to create a train-the-trainer programme. 	Victim Support
4.2	We will ensure that preventative work with children and young people is supported, including through the All Wales Schools Programme.	Community Cohesion Co-ordinators and Welsh Police Forces, Hate Crime Criminal Justice Board
4.3	We will promote the use of CPS North West School's Hate Crime Packs in Wales with schools and teachers.	Crown Prosecution Service and Welsh Government, Hate Crime Criminal Justice Board

4.4	We will develop a Communications Plan across the year to promote messages to tackle Hate Crime and to utilise the all Wales Twitter and Facebook pages.	Welsh Government and Welsh Police Forces, Hate Crime Criminal Justice Board
4.5	During Hate Crime Awareness Week 2016 we will develop a consistent and co-ordinated national Awareness Campaign during.	Welsh Government and Hate Crime Criminal Justice Board
4.6	We will develop targeted information and resources to challenge hate speech during Hate Crime Awareness Week 2016.	Welsh Government
4.7	Through targeted support, initiatives and communications, we will raise awareness of hate crime services within rural communities.	Victim Support, Welsh Police Forces and Hate Crime Criminal Justice Board
4.8	We will develop training and awareness materials to increase reporting within the Night Time Economy, including with Licensing Departments and a campaign for taxi drivers.	Victim Support, Welsh Police Forces and Hate Crime Criminal Justice Board
4.9	There will be engagement with Local Health Boards to promote reporting and to increase awareness of services in GPs, Hospitals and Ambulance Services.	Victim Support, Community Cohesion Co-ordinators and Hate Crime Criminal Justice Board
4.10	We will ensure links are established with Safeguarding Boards (Adult and Children) on work to tackle hate crime, including across Disability Hate Crime and Mate Crime.	Community Cohesion Co-ordinators and Hate Crime Criminal Justice Board
4.11	We will support of the Disability Hate Crime Action Group to work with communities to increase awareness of hate crime and support through a developed delivery plan.	Welsh Government, Welsh Police Forces and Hate Crime

		Criminal Justice Board
4.12	We will produce a leaflet and resources for carers and families of disabled people to increase awareness of mate and hate crime during Carers Week.	Welsh Government
4.13	We will develop materials to increase awareness of what disability hate crime is across the public using an accessible definition and case studies to encourage reporting.	Welsh Government, Welsh Police Forces, Crown Prosecution Service and Hate Crime Criminal Justice Board
4.14	There will be a focus on awareness raising of mate crime, including equipping Police Officers and First Responders with enhanced information to enable greater skills on identification and supporting victims.	Gwent Police and Hate Crime Criminal Justice Board
4.15	A PoliceSOL Training Package to increase awareness of criminal justice for Asylum Seekers and Refugees will be developed.	Gwent Police and Hate Crime Criminal Justice Board
4.16	A leaflet and information film for Asylum Seekers and Refugees to increase awareness of hate crime will be produced.	Welsh Government
4.17	We will develop targeted training and awareness for staff within Initial Accommodation to enhance awareness and understanding.	Victim Support Cymru
4.18	During Refugee Week we will develop communications to increase awareness of hate crimes across communities.	South Wales Police and Hate Crime Criminal Justice Board
4.19	To support engagement with Gypsy and Traveller communities and to increase confidence and awareness to report hate crimes, we will ensure all Gypsy and Traveller sites are routinely visited by a local PCSO / Neighbourhood Policing team.	Victim Support, Welsh Police Forces and Hate Crime Criminal Justice Board

4.20	We will flag hate crimes against Gypsies and Travellers as a specific category under race to monitor reported hate crimes.	Welsh Police Forces and Hate Crime Criminal Justice Board
4.21	During Gypsy Roma Traveller History Month we will develop communications to increase awareness on hate crime.	Victim Support, Welsh Government
4.22	We will develop communications during Black History Month to increase awareness of 'everyday racism' and hate crime across communities.	Gwent Police and Hate Crime Criminal Justice Board
4.23	We will utilise aggregated data on Islamophobic and anti-Semitic hate crimes to engage across Mosques, synagogues and religious organisations and communities to increase confidence and awareness of reporting.	Welsh Police Forces, Victim Support and Hate Crime Criminal Justice Board
4.24	During Interfaith Week we will develop communications to increase awareness of hate crime.	Dyfed Powys Police and Hate Crime Criminal Justice Board
4.25	We will develop communications during Holocaust Memorial Day to increase awareness of hate crime.	Welsh Government
4.26	During LGBT History Month we will develop communications to increase awareness on hate crime.	North Wales Police and Hate Crime Criminal Justice Board
4.27	We will support the EHRC LGBT Consortium project to promote continued engagement with local groups and forums.	EHRC, Welsh Government, Welsh Police Forces and Hate Crime Criminal Justice Board
4.28	We will work with Transgender communities to increase awareness on reporting and to publicise case studies to encourage confidence in the criminal justice system.	Welsh Government ,Welsh Police Forces

		and Hate Crime Criminal Justice Board
4.30	To highlight legal protections available for social media users and case studies of convictions we will develop training.	Crown Prosecution Service, Welsh Police Forces and Hate Crime Criminal Justice Board
4.31	We will develop Modular training programmes and information packs on protected characteristics will continue to be made available to Clusters via the CF Training and Support Contract.	Welsh Government
4.32	We will provide funding for 3 years for the delivery of workforce sector specific UNCRC and Children's Rights Training across Wales for professionals working with children and young people.	Welsh Government (in collaboration with University of Wales, Trinity St. David and Elisha Training)

Objective 2 – Supporting Victims		
Delivery Area 5 – Increased Reporting of Hate Crimes and Incidents		
5.1	Through the National Hate Crime Report and Support Centre we will collate and analyse the monthly statistics and trends of hate crime referrals.	Victim Support Cymru
5.2	We will ensure disabled people have access to flexible and accessible reporting mechanisms to report hate crimes.	Welsh Police Forces and Hate Crime Criminal Justice Board
5.3	We will encourage reporting of hate crimes within HM Prisons and encourage Prisoner Representatives to promote reporting.	National Offender Management Service
5.4	We will continue to fund Stonewall Cymru 2014-17 to work to reduce hate crime and the impact of hate crime based upon sexual orientation. This will include working towards an	Welsh Government

	increased confidence in the criminal justice system and working with communities through the National Third Party Reporting Centre.	
5.5	We will continue to fund Youth Cymru 2014-17 to tackle hate crime based upon gender identity. The trans*form Cymru project will work with organisations to increase awareness of transgender issues and address the experience of discrimination and exclusion faced by young trans people, aged 11-25, attempting to access mainstream services.	Welsh Government
5.6	We will continue to fund the Welsh Refugee Council to increase services' understanding of hate crime and violence against women and girls experienced by asylum seekers and refugees.	Welsh Government
5.7	We will continue to fund the Welsh Refugee Council to increase reporting of incidences of hate crime and all forms of violence against women and girls.	Welsh Government
5.8	We will continue to fund Age Connect North-East Wales to undertake a Specialist Elder, Domestic Abuse and Hate Crime project to provide specialist advocacy, awareness raising, and to ensure older people have their voices heard. This project will assess the prevalence of hate crimes and incidences as experienced by older people in North East Wales.	Welsh Government
5.9	We will explore the potential for all four Welsh Police Forces to monitor 'cyber' incidents on reported hate crimes and incidents.	Welsh Government, Welsh Police Forces and Hate Crime Criminal Justice Board
5.10	We will monitor levels of hate crime and to consider a pro-active approach to increase awareness across the transport network.	British Transport Police/Hate Crime Criminal Justice Board
Delivery Area 6 – Increased Support for Victims		
6.1	We will continue to fund Victim Support 2014-17 to develop case workers and a national network of volunteers across the protected characteristics through the National Hate Crime Report and	Welsh Government

	Support Centre to increase advocacy and help for victims of hate crime.	
6.2	We will publish hate crime and incident statistics, victim satisfaction rates and conviction rates.	Welsh Government, Welsh Police Forces, Crown Prosecution Service and Victim Support, Hate Crime Criminal Justice Board
6.3	We will analyse Referral Data for quality assurance and to produce an end of project report.	Victim Support Cymru
6.4	We will pilot hate crime being listed in court in West Glamorgan Magistrates' Court on a set day per week to enhance victim support offered.	HM Courts and Tribunal Service and Hate Crime Criminal Justice Board
6.5	We will increase the number of Self-Referrals from baseline data through engagement mechanisms across case workers and drop in surgeries.	Victim Support Cymru
6.6	Through case studies and research surveys we will highlight the Victim Journey and Support provision.	Victim Support Cymru
6.7	We will establish compliance with Victims' code with all relevant partners and supported by scrutiny panel members.	HM Courts and Tribunal Service and Hate Crime Criminal Justice Board
6.8	We will support Fire and Rescue Authorities to provide suitable equipment and advice to protect those at risk of domestic arson, including hate-motivated arson.	Welsh Government

Objective 3 – Improving the Multi-agency Response		
Delivery Area 7 – Improving the Partnership Approach		
7.1	We will share outcomes and learning from Local Scrutiny and Involvement Panels	Crown Prosecution Service and hate Crime Criminal Justice Board
7.2	We will continue to progress the recommendations of the Joint Review of Disability Hate Crime follow up report.	Crown Prosecution Service, Welsh Police Forces and National Offender Management Service and hate crime Criminal Justice Board
7.3	Sport Wales will develop clear equality expectations for Regional Sport agencies and future deliverers of community sport.	Welsh Government SportWales
7.4	Sport Wales will continue to work with the Child Protection in Sport Unit (NSPCC) to provide support to sports dealing with safeguarding incidents. Sport Wales funds a post that provides this support.	Welsh Government SportWales
7.5	Sport Wales will continue to seek scrutiny and advice from its established Equality and Diversity Critical Friends Group.	Welsh Government SportWales
7.6	<p>The Families First programme promotes the development of multi-agency systems of support for families, particularly those living in poverty. The programme places an emphasis on early intervention and prevention and on bringing organisations together to work with the whole family to help stop problems from escalating towards crisis.</p> <p>We will continue to work closely with local authorities to monitor delivery of the programme across Wales. Progress is assessed against Local Authority plans which outline the</p>	Welsh Government Local Authorities

	commissioned services to be delivered within each Local Authority based on their assessed needs.	
7.7	We will ensure there is a concerted effort to continue to sustainably reduce the stigma and discrimination faced by people with mental health problems. The Welsh Government (Health and Social Services), with partners, will challenge mental health discrimination, and improve knowledge and understanding of the stigma and discrimination associated with mental health problems in Wales through face to face contact with key organisations, professionals, and members of the public.	
Delivery Area 8 – Tackling Perpetrators		
8.1	We will continue to undertake hate crime assurance monitoring together with identifying cases suitable for section 146 uplifts.	Ministry of Justice, HM Courts and Tribunal Service and Crown Prosecution Service, Hate Crime Criminal Justice Board
8.2	We will pilot a data sharing protocol linked to flagged S145/146 cases across the criminal justice system to aid work with offenders.	HM Courts and Tribunal Service and Crown Prosecution Service, Hate Crime Criminal Justice Board
8.3	Through a pilot intervention programme we will tackle re-offending.	Victim Support, Community Rehabilitation Company and Hate Crime Criminal Justice Board

8.4	<p>The Renting Homes (Wales) Act 2016 became law when it received Royal Assent in January 2016. Section 55 of the Act requires all occupation contracts to include a term addressing anti-social behaviour and other prohibited conduct. Such conduct is defined as that which is capable of causing nuisance or annoyance and can therefore be expected to encompass hate crime. The Act enables perpetrators of such behaviour to be targeted for eviction, thereby allowing victims and other family members to remain in their home.</p> <p>A significant programme of work is under way to implement the Act, which will involve making around 25 separate pieces of secondary legislation. These will include regulations on: the requirement for all dwellings to be fit for human habitation; the supplementary terms to be included in occupation contracts; and the model contracts for use by landlords. For further information, see www.wales.gov.uk/rentinghomes.</p>	Welsh Government
8.5	We will pilot a Community Tension Detection (CAT-D) System to assess community feeling on social media during high periods of tension.	Community Cohesion Co-ordinators, Social Data Science Lab, Cardiff University and Hate Crime Criminal Justice Board
8.6	<p>We will conduct research on:</p> <ul style="list-style-type: none"> • the possible link between online hate speech and offline hate crimes • identifying and modelling the spread of anti-Semitic content on Twitter. 	Social Data Science Lab, Cardiff University and Hate Crime Criminal Justice Board