

NO PLACE FOR HATE

HARINGEY'S STRATEGY FOR TACKLING HATE CRIME

2024 – 2027



Haringey
LONDON

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FOREWORD

Our Borough is known for its incredible diversity, making it one of the most diverse boroughs in the UK. In this vibrant community, we not only welcome but also celebrate people from all walks of life, recognising that our differences are what make us stronger and more resilient.

Hate and racism find no refuge here; we are unwavering in our commitment to confront and eliminate all forms of prejudice and discrimination.

While our diversity is a source of pride and strength, it also presents us with unique challenges. However, in Haringey, we approach these challenges with open hearts and a deep sense of care for one another. Like many, I've witnessed the array of experiences it offers, from its lush green spaces to bustling town centres, rich cultural hubs, and warm communal areas. In each of these aspects, inclusivity shines brightly, reinforcing our collective values of respect, kindness, and acceptance. Our diversity, without a doubt is our biggest strength, it enriches the lives of everyone in Haringey. That's precisely why addressing hate crime is not just a priority but a fundamental commitment.

This strategy serves as a testament to our dedication in creating an environment where hate crimes are not merely brushed aside but actively addressed, reported, and handled with the utmost seriousness.

Within this strategy, we outline the local landscape and the key principles that guide our collaborative efforts with local communities and partners. Together, we resoundingly declare that hate crime has no place here, not now, not ever.



Councillor Ajda Ovat

Cabinet Member for Communities



HARINGEY'S COMMITMENT

Hate crimes have a profound impact, extending beyond just the victims and their families to affect the entire community. They sow fear and threaten the unity of our neighbourhoods. Every individual, regardless of religion, race, sexual orientation, gender identity or disability, deserves safety, respect, and a sense of belonging. In Haringey, we are resolute: hate will not find a home here.

Unified in our stand against hate crime, Haringey's strategy focuses on raising awareness and reinforcing our support for those affected. This strategy emphasises the importance of collaborative engagement with community groups to understand the root causes and risk factors of hate crime as well as

collaborating closely with police and community partners to enhance accessibility of reporting. We know tackling criminal behaviour is important to residents, and therefore, together with police and key partners, we are committed to bringing perpetrators of hate crime to justice.



As part of the development of this strategy, a period of pre-engagement with residents and communities was undertaken in December 2022 to gain better understanding of resident's experiences and perspectives through discussions, listening sessions and focus groups. This informed the development of:

HARINGEY'S 5 OBJECTIVES FOR TACKLING HATE CRIME:

1

RAISE AWARENESS OF HATE CRIME AND INCIDENTS IN HARINGEY

CONSULT WITH RESIDENTS AND COMMUNITY GROUPS TO BUILD OUR UNDERSTANDING OF HATE CRIME AND INCIDENTS.

3

INCREASE REPORTING OF HATE CRIMES AND INCIDENTS

4

IMPROVE SUPPORT FOR VICTIMS AND WITNESSES OF HATE CRIME TO ENHANCE CONFIDENCE AND TRUST IN THE PROCESS.

5

ADOPT A MULTI-AGENCY APPROACH WORKING WITH COMMUNITY SAFETY PARTNERS.



WHAT IS HATE CRIME?

THE LAW RECOGNISES FIVE TYPES OF HATE CRIME ON THE BASIS OF:



RACE



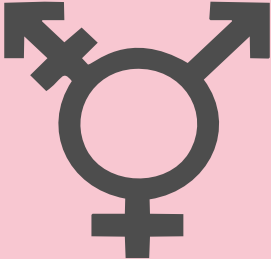
RELIGION



DISABILITY



SEXUAL ORIENTATION



TRANSGENDER IDENTITY

DEFINITION

To ensure commonality between partner agencies, Haringey recognises the following definition for monitoring and reporting hate crime:

Police and Crown Prosecution Service (CPS) definition:

“Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice, based on a person’s disability or perceived disability; race or perceived race; or religion or perceived religion; or sexual orientation or perceived sexual orientation or transgender identity or perceived transgender identity.”

WHAT IS A HATE INCIDENT?

A hate incident may not necessarily involve a criminal offence but is still seen as a harmful act or behaviour that is driven by bias or prejudice. In some cases, hate incidents can escalate into hate crimes if they involve criminal activity, such as assault, harassment, or damage to property.

Hate incidents are taken seriously in Haringey and reporting them, even where they may not reach the threshold of a criminal offence, can assist the police and council in monitoring and addressing potential hate related issues as well as ensuring victims receive sufficient support.



HATE INCIDENTS AND CRIME CAN TAKE MANY FORMS



PHYSICAL ATTACKS, SUCH AS PHYSICAL ASSAULT



VERBAL ABUSE, HARASSMENT AND ABUSIVE GESTURES



OFFENSIVE GRAFFITI, OFFENSIVE LEAFLETS, AND POSTERS



CRIMINAL DAMAGE TO PROPERTY



BULLYING IN THE COMMUNITY, AT SCHOOL OR IN THE WORKPLACE



DUMPING OF RUBBISH AND PROHIBITED ITEMS AT HOMES, COMMUNITY ORGANISATIONS OR PLACES OF WORSHIP



THREAT OF ATTACK INCLUDING OFFENSIVE LETTERS AND ABUSIVE OR OBSCENE TELEPHONE CALLS

THE COUNCIL'S ROLE IN PREVENTING AND RESPONDING TO HATE CRIME

Haringey Council plays a pivotal role in nurturing community cohesion, combating hate and extremism, and supporting victims of hate crime. We recognise that reporting hate incidents can be daunting for some individuals, which is why we prioritise in building strong partnerships and active collaboration with our policing counterparts and community organisations.

Haringey Council acknowledges all types of hate crime and takes reports seriously. The following recommendations, based on feedback from the consultation, will influence the strategy's direction over the next three years:

LISTENING TO CONCERNS AND INCIDENTS

We will actively listen to concerns and incidents through community meetings or group settings. This approach ensures that victims' voices are heard, and their experiences are considered.

DIRECTING VICTIMS TO RELEVANT AGENCIES

Victims of hate crimes will be directed to relevant support agencies. This step aims to provide practical assistance and connect victims with resources that can help them cope and seek justice.

ACCESSIBLE GUIDANCE ON LEGAL PROCEEDINGS

To boost confidence in reporting crimes and engaging with support, we will provide clear and

straightforward guidance on legal proceedings. This transparency helps victims understand their rights and navigate the process effectively.

By working together, we aim to create a safe space where trust and confidence flourish, encouraging victims to come forward. In addition to collaboration and supportive measures, we wield a range of powerful tools to hold perpetrators accountable. These include:

COMMUNITY PROTECTION WARNINGS AND NOTICES

Swift interventions that signal our unwavering stance against hate.

PSPOS (PUBLIC SPACE PROTECTION ORDERS)

Enforceable measures that safeguard public spaces against hate-driven behaviour.

POSSESSION ORDERS

A legal mechanism issued by a court regarding repossession of a private dwelling.

INJUNCTIONS

A tool to restrain offenders.

These tools empower us to bring perpetrators to justice, reinforcing our commitment to a harmonious and inclusive Haringey. In tandem with our own authority, we actively support police investigations into hate crimes. Together, we stand firm against prejudice, ensuring that our community remains resilient and unwavering in the face of hatred.



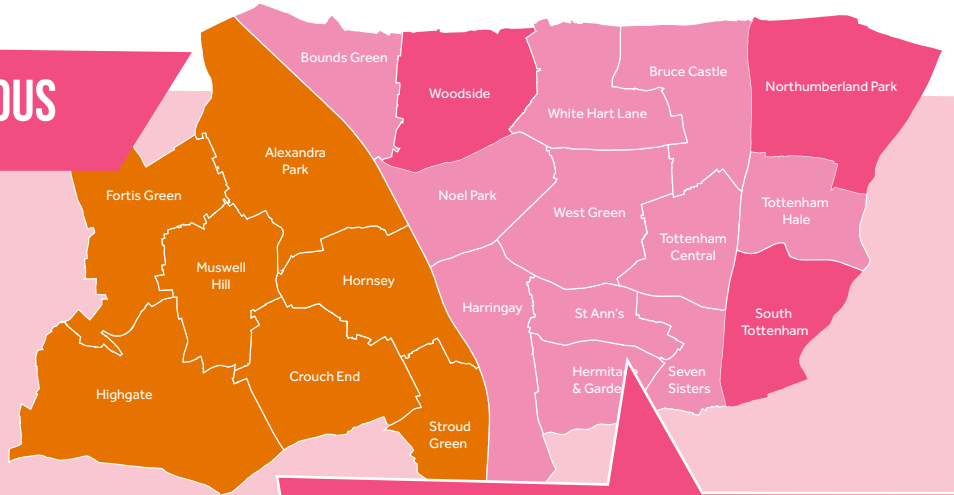
HATE CRIME IN HARINGEY

OVERALL HATE CRIME

Haringey recorded 970 hate crimes during 1st February 2023 - 31st January 2024. The overall total for hate crime has increased by 23% when comparing to the previous 12-months (787). We encourage reporting of hate crime so will continue to monitor this trend over the life of the strategy.

Geographically, wards in the east of the borough have a higher proportion of recorded hate crimes. Northumberland Park, South Tottenham and Woodside Ward have a higher offence count than the rest of the borough. The trends for hate crime, although less in volume, reflect the general crime pattern in Haringey.

RACIST AND RELIGIOUS



837

offences were recorded, between February 2023 January 2024

An increase of

23%

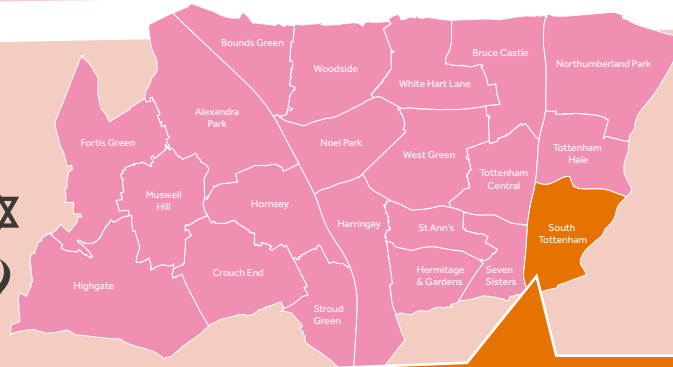
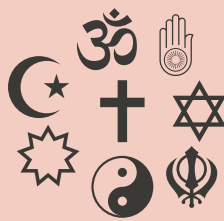
on the previous year.

Wards in the east of the borough have a higher proportion of recorded **Racist and Religious hate crimes**.

Northumberland Park, South Tottenham, and Woodside Ward have a higher offence count than the rest of the borough.

FAITH

Faith hate crime is motivated by the victim's (actual or presumed) membership of religious group.



150

offences were recorded, between February 2023 January 2024

An increase of

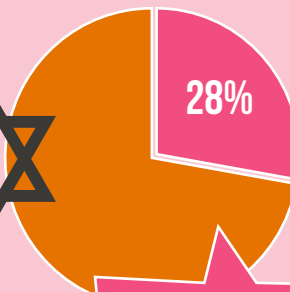
100%

on the previous year.

Approximately 20% of all faith hate crimes featured in **South Tottenham ward**, which houses the highest population of Jewish residents in Haringey.

ANTISEMITIC

Antisemitic hate crime are is motivated by the victim's (actual or presumed) membership of the Jewish Faith.



All antisemitic hate crimes would be flagged as both antisemitic hate crime and faith hate crime.

83

offences were recorded, between February 2023 January 2024

An increase of

137%

on the previous year.

Similar to faith hate crimes, the vast majority of antisemitic offences (**22 crimes 28%**) occurred in **South Tottenham**.

ISLAMOPHOBIC



Motivated by the victim's (actual or presumed) membership of the Muslim Faith

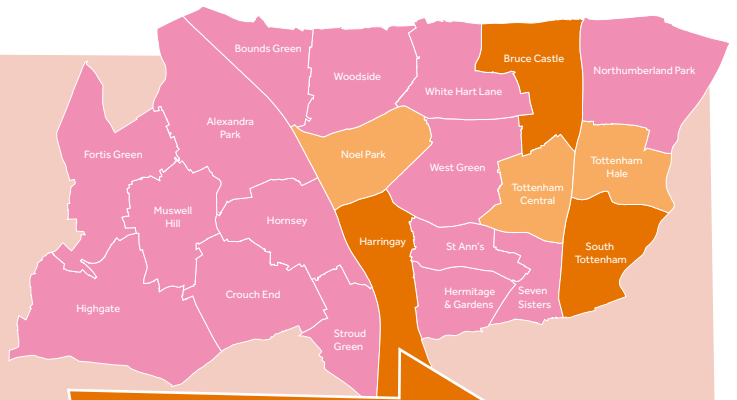
50

offences were recorded, between February 2023 January 2024

An increase of

72%

on the previous year.



Haringay and Bruce Castle wards had the highest amount of Islamophobic hate crimes during this period, each with 6 offences. Noel Park, Tottenham Central and Tottenham Hale also show higher rates of Islamophobic hate crime than the rest of the borough.

DISABILITY

Motivated by the victim's (actual or presumed) disability



14

offences were recorded, between February 2023 January 2024

An increase of

75%

on the previous year.

Geographically, there is no occurring trends for disability hate crime. White Hart Lane ward had the highest number of crimes (3) followed by Bounds Green, Haringay and Tottenham Central wards, all showing two crimes.

HOMOPHOBIC

Motivated by the victim's (actual or presumed) sexuality



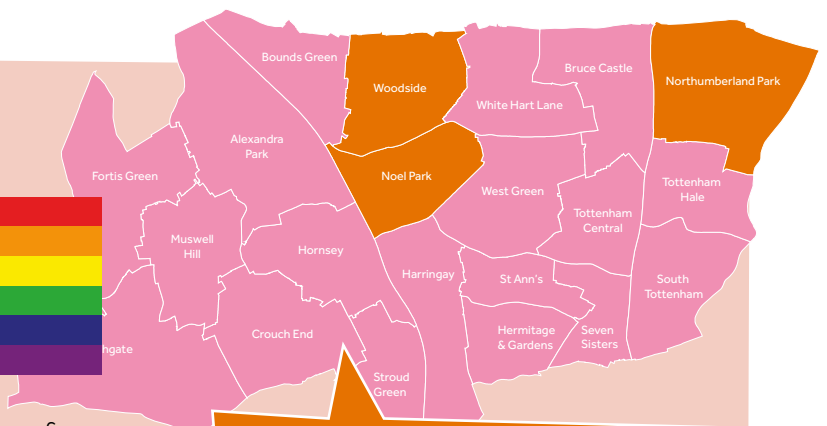
137

offences were recorded, between February 2023 January 2024

An increase of

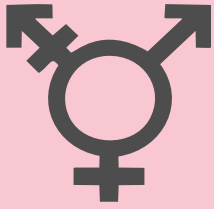
14%

on the previous year.



The majority of offences occurred in Northumberland Park Ward (25 crimes, 18%) followed by Noel Park and Woodside, each with 13 crimes (9%).

TRANSGENDER

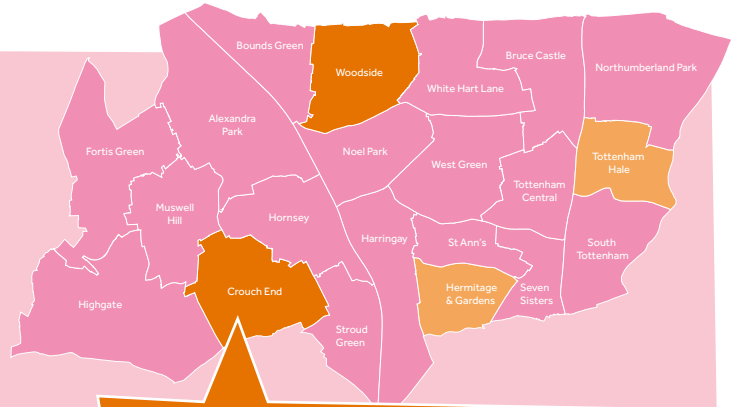


Motivated by the victim's (actual or presumed) transgender identity.

8

offences were recorded, between February 2023 January 2024

A decrease of **20%** on the previous year.



Geographically, **Crouch End (2)** and **Woodside (2)** had the highest crimes recorded, followed by **Hermitage and Gardens** and **Tottenham Hale** wards.

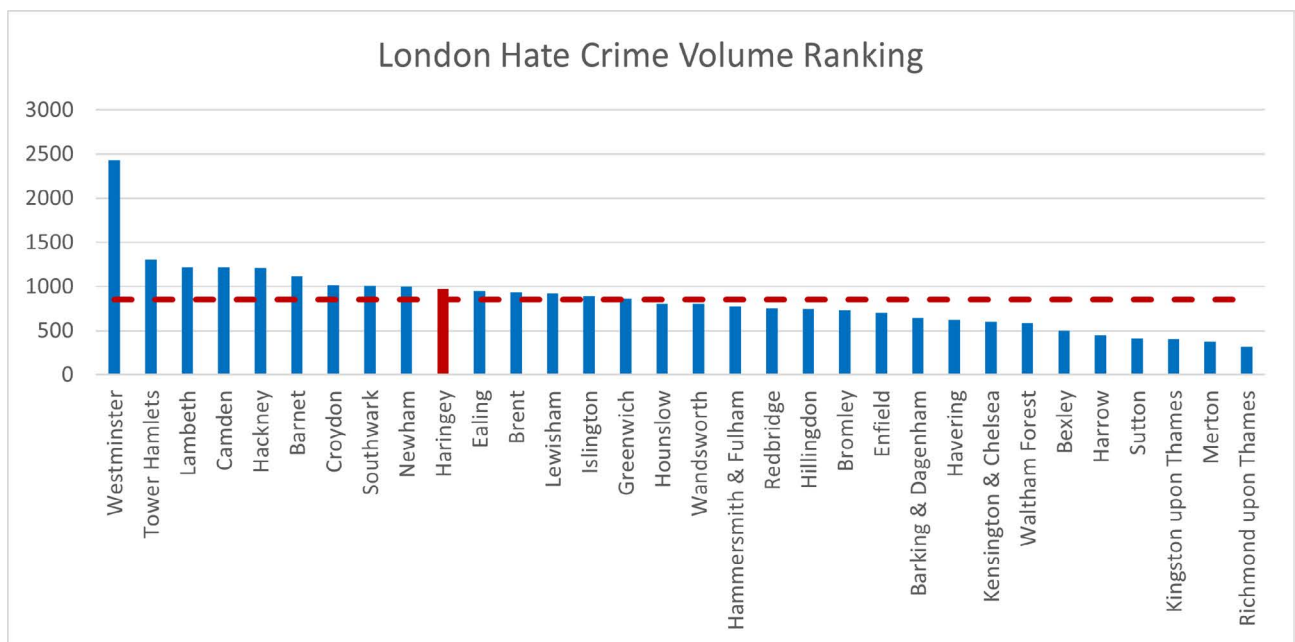
HARINGEY SANCTION DETECTION RATE

According to 2022/23 data, if somebody reported a hate crime in Haringey, the police were more likely to solve it than any other team across the Metropolitan Police Service. The rate for solving crime is known as the 'sanction

detection rate' and records when offences have been resolved through a formal sanction, including being charged or receiving a caution. Haringey's sanction detection rate for 22/23 was standing at 18% detection of all hate crimes reported. This was a 4% increase on the overall London rate which in 2022/23 was 14%.

RANKINGS

Haringey had the 10th highest number of offences out of 32 London boroughs.



HATE CRIME IN HARINGEY: CONSULTATION RESPONSE

WHAT RESIDENTS, BUSINESSES AND VISITORS ARE TELLING US ABOUT THEIR LIVED EXPERIENCE OF HATE CRIME

During the summer of 2023, we carried out a 12-week public consultation that had a substantial impact on shaping the goals and objectives presented in this strategy.

The consultation garnered a total of 1,045 responses over the 12-week period. Out of the 1,045 responses received, 216 were collected through an online survey, which provided a convenient and accessible means for individuals to voice their opinions.

The remaining 829 responses were the result of in-person engagements conducted through a diverse array of methods. These in-person engagements included standalone workshops, where participants had the opportunity to engage in detailed discussions and workshops tailored to their interests, protected characteristic and concerns.

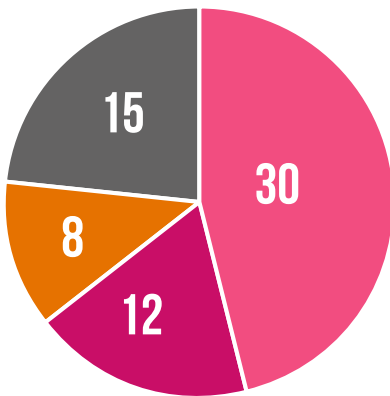
VICTIM OF HATE CRIME



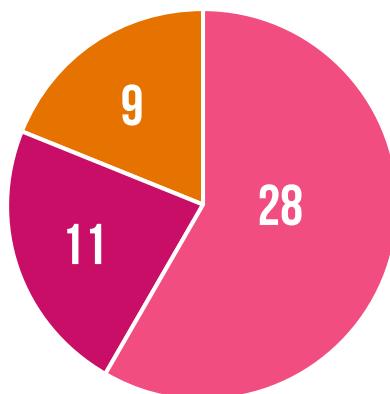
29%

of respondents to our survey have been affected by hate crime

HATE CRIME BY TYPE



- racism
- homophobia
- disability
- hate crimes not classified as "hate crimes" by law including misogyny, xenophobia, sexism, ageism, hatred against women and other prejudice against a person's identity



- verbal abuse / assault
- harassment or threats
- physical assault

WHERE DID THE CRIME OCCUR?



44%

IN THE STREET

16%

AROUND THE HOME



40%

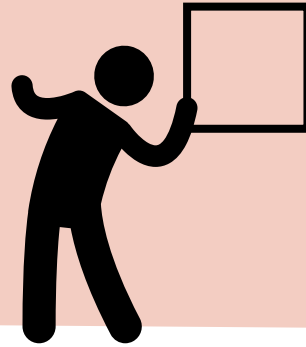
IN THE WORKPLACE, ONLINE, ON PUBLIC TRANSPORT, RETAIL HUBS AND PARKS

Women also relayed concerns around walking around and through some of the borough's parks on an evening.



We heard from members of the LGBTQ+ community noting that transport hubs can sometimes be an area where verbal or physical hate crime happens.

We also heard from individuals who reported stickers which were Transphobic, racist and Islamophobic being placed on street furniture in the borough.

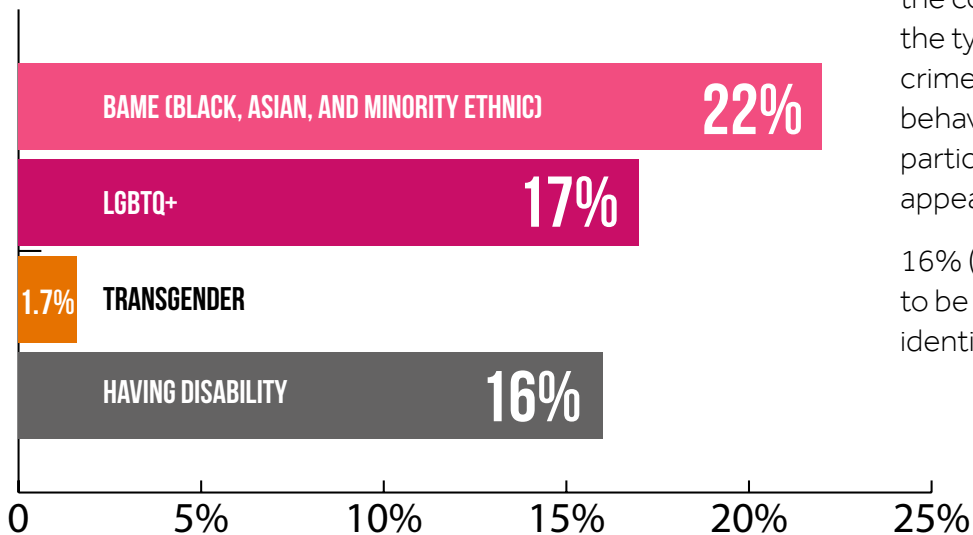


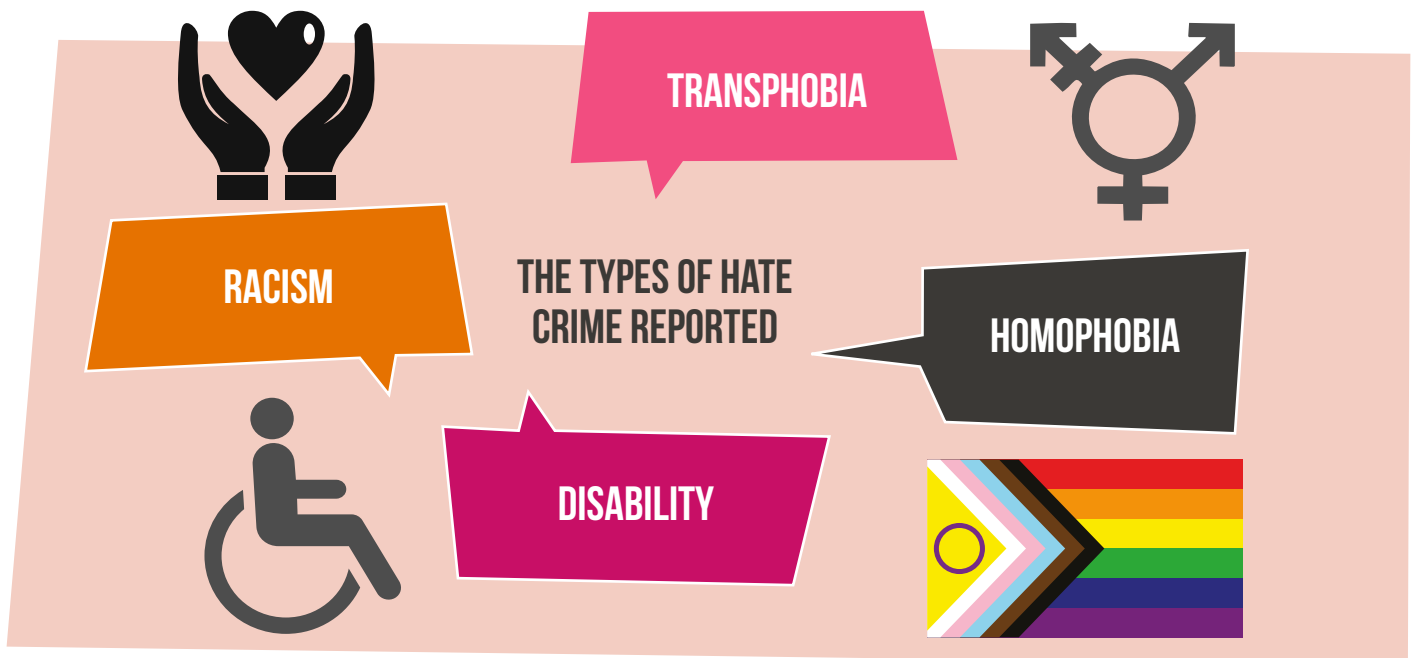
WHO WERE THE VICTIMS?

From the data collected from the respondents who were affected by hate crime, it's clear that a significant portion, 22%, identified as BAME (Black, Asian, and Minority Ethnic) individuals who have faced racism or xenophobia. Additionally, 17% of respondents identified as LGBTQ+ and reported experiencing homophobia, racism, disability,

and sexism. 1.6% of respondents who were affected by hate crime identified as Transgender and experienced harassment or threats online or on social media channels. When engaging with the community, in reference to the type of Transphobic hate crime experienced, threatening behaviour was identified, particular against an individual's appearance.

16% (10) of those who reported to be affected by hate crime also identified as having a disability.





PERCEPTION OF HATE CRIME

It is clear that there is a perception in Haringey that the level of hate crime offending is high.

When asked, **35% (75)** respondents to our survey felt as though there is more hate crime now than 10 years ago whilst **8% (18)** respondents suggested there was less. **14% (30)** people said it was about the same and **22% (47)** didn't know. The reasons why people believe hate crime has risen included references to media influence, political events such as Brexit, lack of interest from the authorities about protected groups, real-life experiences involving hate, online hate crime, decrease in tolerance levels for different races and characteristics and gang culture influencing hate crimes. We know from

police data that reported incidents are low when compared to other crimes, however this does not account for underreporting and is likely to not reflect every-day experiences. When asked if respondents felt at risk of being targeted by hate crime in day-to-day life, **14% (31)** respondents said they do feel at risk of being targeted by hate crime. **46% (99)** respondents said they didn't, and **12% (26)** people were unsure.

N.B. When examining hate crime records spanning a decade, it's challenging to ascertain whether hate crime rates are rising. This difficulty stems from substantial changes in the Home Office's counting rules regarding hate crime reporting, resulting in a national increase in recorded hate crimes over the past ten years.

REPORTING HATE CRIME



15%
of participants reported hate crime

The majority of respondents who did report a hate crime, reported to the police, however other avenues included faith settings, school, TFL and local community organisations

83%

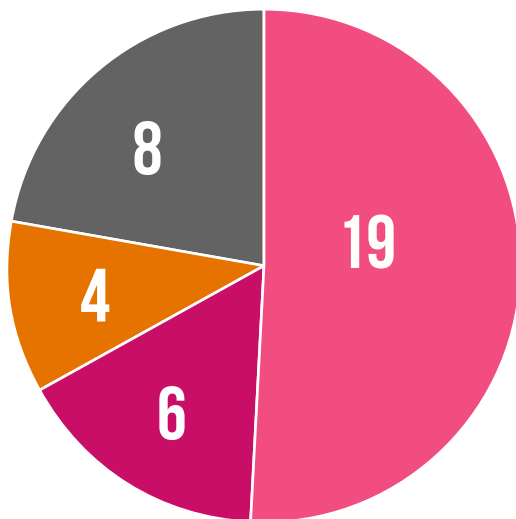
respondents stated that they did not report hate crime (166)

55%

of individuals stated, 'I haven't been a victim of hate crime or witness to hate crime'.

From the 63 respondents who had been affected by hate crime, **59%** (37) respondents chose not to report.

TYPE OF NOT REPORTED HATE CRIME



- racism
- homophobia
- disability
- other hate crimes

WHY WASN'T THE CRIME REPORTED?

CONCERNS THAT THE REPORT MIGHT NOT BE TAKEN SERIOUSLY

A LACK OF TRUST IN POLICE

INSUFFICIENT EVIDENCE

A FAILURE TO RECOGNISE IT AS A HATE CRIME

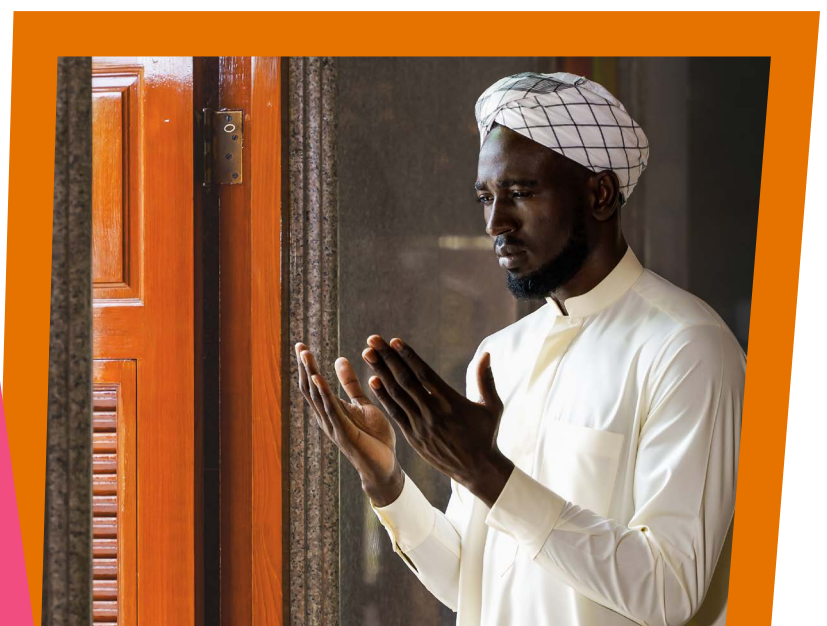
In addition, a number of responses cited concerns about the **“time and energy”** that was needed to report a crime, often to no outcome. **Cultural differences, systemic discrimination and physical access challenges** can further complicate matters for victims. When comparing reasons for not reporting from different groups, respondents who were affected by disability hate crime, their primary reason for not reporting was lack of confidence that something will get done, this is in contrast to respondents who were affected by homophobic hate crime who stated that they wouldn't report incidents like this to the police or council and they would be worried that the incident wouldn't be taken seriously. Respondents that were affected by racism also stated that they wouldn't report due to lack of confidence that something would be done, lack of evidence and some stated that they did not recognise the incident as being hate crime. Respondents who were affected by religious hate crime gave a variety of responses to the question, these included, didn't recognise as a hate crime, worry that the incident wouldn't be taken seriously and fear of repercussion from the perpetrator.

Location and time were identified as a potential barrier for reporting a hate crime. In particular hate incidents that take place on the street, people reported that the small timescale an attack can take place in,

described as “in passing” has proved a burden with the likelihood being felt that the attacker would have been far from the scene by the time the police have arrived. This also led to a lack of confidence in the victim's ability to provide usable evidence such as a useful description of the attacker. This may tell us that the victims of such attacks, feel they hold the burden or responsibility in providing the evidence for investigation, and therefore are less likely to report or talk about the incident if they do not have this information.

From engaging with communities, we found that rather than report a hate crime to the police an individual would deal with it themselves or reported it to others such as work colleagues or community leaders. A recurring trend from speaking to people was that attacks felt like normal behaviour, not being widely recognised at the time as crimes. Some individuals, however, did report their experiences to the police and were satisfied with the support they received.

While these numbers provide valuable insights, they should be viewed as a starting point for further discussions and actions to combat hate crimes and ensure the safety and well-being of our community members. Addressing underreporting is a critical aspect of our ongoing efforts to tackle this issue comprehensively.



MISOGYNY

While misogyny is not presently categorised as hate crime, we remain committed to providing support for victims of misogyny and gender-based violence. Although it may not be classified as a strand of hate crime in law the council understands the importance of combating gender-based prejudice and harassment.

The following information has been taken from the Violence Against Women Community Safety Consultation Evaluation report. The full document can be accessed on Haringey Councils website.

The feedback from our consultation demonstrated that some respondents acknowledged a racist element in the misogyny and abuse they faced. This feedback is crucial in highlighting the complex and intersectional nature of these issues. This intersectionality demonstrates that experiences of violence against women and girls (VAWG) are not isolated but often influenced by multiple factors. In some cases, individuals experience misogyny intertwined with racism, such as Islamophobia and xenophobia.

In response to the question about the types

of hate crimes they had encountered, several participants mentioned facing 'misogyny,' 'sexism,' and 'gender-based harassment.' For a significant portion of those who had experienced or witnessed forms of violence against women and girls (VAWG), this included incidents of street harassment. Some of the responses emphasised the overwhelming prevalence of such street-based harassment, to the extent that it had become a daily, almost routine, experience. Some participants mentioned that it occurred so frequently that it was nearly impossible to list every instance, with statements like, "it happens so frequently that it is impossible to list", and "If you are a woman, these things happen all the time, it is all too common on transport, on the street, online, it is everywhere".

"it happens so frequently that it is impossible to list"

Many of these incidents, distressingly, involved teenagers, some of whom were subjected to street harassment while in their school uniforms. Most of these incidents occurred in public spaces and frequently involved groups of young men or boys. The forms



of harassment typically included catcalling, whistling, unwanted attention, prolonged staring, and inappropriate comments. Additionally, numerous accounts described men shouting sexualized comments from passing vehicles. Furthermore, there were numerous instances where women recounted being followed by unknown men, at times right up to their front doors or into buildings like shops, as a means to shake off or escape from the person tailing them. These distressing accounts underscore the pressing need to address street harassment and its impact on the safety and well-being of women and girls in our communities.

By working in partnership with the council's Violence Against Women and Girls team in offering resources, education, and awareness initiatives, the council strives to create a safer environment for all individuals, regardless of gender, and to contribute to the broader societal effort to eradicate misogyny and promote gender equality.

RACE HATE CRIME

Racial hatred is the most frequently reported type of hate crime in Haringey, with 84% of hate crime reports to the police being race-related between April 2022 and March 2023. Despite this, there remains a significant underreporting of such incidents. From engaging with our communities during the consultation, we recognise that there are significant barriers that may deter individuals

from reporting incidents of racism. These barriers include a lack of trust in police and council, concerns about systemic discrimination within the criminal justice system, real life incidents where individuals have not had a positive experience and fears of reprisal or disbelief when reporting hate crimes, particular connected to cultural incompetence or ignorance.

Global events significantly impact local communities. The murder of George Floyd had a profound effect, not only on individuals and communities but also on local councils and governments worldwide. Following George Floyd's tragic death and the subsequent global protests, local councils faced mounting pressure to address systemic racism within their jurisdictions.

In response, Haringey Council has taken proactive steps by implementing an anti-racism programme to reassess policies and practices regarding racial equality and community cohesion. Recognising the importance of engaging with our communities, we have initiated dialogues with community leaders and activists to gain a better understanding of the concerns and experiences of marginalised groups, particularly Black and minority ethnic communities. This engagement has led to the implementation of various measures aimed at promoting diversity, equity, and inclusion.

SUPPORT FOR VICTIMS OF HATE CRIME

In Haringey, our Voluntary and Charity services form a robust network that plays a crucial role in supporting our communities. Through engaging with residents, we've observed that many are not fully aware of the range of support services available. Additionally, there is a desire for updated information on our website or a directory of services to easily locate specific support options. Furthermore, victims of hate crime often prefer accessing support from local community or trusted groups they are connected to, such as faith groups, advocacy groups, and online or social media forums.

We're aware that the provision of appropriate support and communication following a report plays a pivotal role in encouraging individuals to report such incidents in the future. For the respondents that did report but didn't receive the support they would have wanted or expected, when asked what the organisation could have done better on, majority of responses included, a better police response, updates and progress with the case, enforcement measures to be utilised, prison sentences for perpetrators, more support for victim and to be taken seriously.

The findings from our consultation revealed the three most favoured choices when participants were asked about the type of support that held the greatest importance in facilitating communication about hate crimes:

- Implementation of enforcement measures targeting those responsible for hate crimes.
- The availability of a dedicated 24/7 reporting app for convenient and immediate reporting.
- The option for face-to-face interactions, allowing individuals to receive attentive listening and support from council staff and our partner organisations.

Other suggestions from respondents included more education around the type of misinformation and disinformation spewed by the press, guidance on prosecutions, police visibility on the streets, harnessing solidarity in the community and ensuring that those who are seldom heard, have a voice and access to free counselling services.





OUR APPROACH: WORKING TOGETHER TO TACKLE HATE CRIME

This strategy draws upon the authentic experiences and voices of the vibrant community that contributes to making Haringey an exceptional place to reside and explore. It celebrates the borough's diverse richness and aligns with the Council Corporate Delivery Plan's key objectives.

- **Theme 3:** Children and Young People: All children across the borough will be happy and healthy, feeling safe and secure in their family networks and communities.
- **Theme 4:** A Safer Borough: Haringey is a place where hate crime is never tolerated but challenged, reported, and dealt with appropriately.
- **Theme 6:** Adults, Health and Welfare: Residents will feel more connected to their neighbours.

Over the next three years we will work with the police and other partners to develop an effective approach to tackling hate crime and supporting victims. Our strategy will focus on the following 5 priorities:

1. **Raise awareness of hate crime and incidents in Haringey.**
2. **Consult with residents and community groups to build our understanding of hate crime and incidents.**
3. **Increase reporting of hate crimes and incidents.**
4. **Improve support for victims and witnesses of hate crime to enhance trust and confidence in the process.**
5. **Adopt a multi-agency approach working with community safety partners.**

OBJECTIVE 1: RAISE AWARENESS OF HATE CRIME AND INCIDENTS IN HARINGEY

WHAT WE KNOW:

We understand from the feedback you gave, understanding the definition of hate crime can be challenging.

Research underscores the importance of comprehending the definition of crime as a fundamental step in enhancing our ability to understand and report criminal incidents. When individuals have a clear understanding of what constitutes a crime, they are better equipped to recognise and respond to unlawful behaviour. A well-defined understanding of crime empowers individuals to recognise criminal acts and report them effectively, contributing to community safety and confidence in policing.¹

Studies have shown that targeted training for front-line police officers and staff significantly improves their ability to identify, record, and respond to hate crime reports.²

Research shows that awareness weeks encourage residents to report hate-related crimes and incidents. They also foster joined up working among local authorities and communities.³

Prevention is important, particularly educating children around the risks associated with hate crime and how to stay safe. Research also tells

us that teaching empathy and perspective fosters understanding and reduces prejudice. Encouraging positive peer interactions and challenging stereotypes is essential and significantly impacts children's attitudes.⁴



1 Criminological Research and the Definition of Crimes on JSTOR

2 Improving the Criminal Justice Response to Hate Crime | Nottingham Trent University

3 USDAW - National Hate Crime Awareness Week

4 Hate Crimes Against Students: Recent Developments in Research, Policy and Practice | Responding to hate crime: The case for connecting policy and research | Policy Press Scholarship Online | Oxford Academic (oup.com)

WHAT WE WILL DO:

- Create and disseminate simplified, easy-to-understand materials that clarify what constitutes hate crime and the definitions the council has adopted, including the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism and the All-Party Parliamentary Group on Islamophobia. This will include pamphlets, online resources, and workshops.
- Communicate through residents preferred methods to raise awareness, disseminate information and encourage community participation via Haringey Council's website, social media platforms and updates in Haringey People magazine.
- Provide comprehensive training sessions to front-line organisations, upskilling council staff and schools throughout Haringey. The focus of these sessions will be on helping staff recognise and respond to hate crimes effectively. These will be easily accessible and ongoing.
- Support community events and cohesion programmes that celebrate diversity and encourage intercultural learning, including endorsing local and national weeks of action that promote tolerance and understanding among various cultures within Haringey. For example, National Hate Crime Awareness Week, Islamophobia Awareness Month, LGBTQ+ History Month, Disability History Month.
- Create and distribute resources which promote and celebrate diversity, identity, and a foster sense of community within all educational settings- from Early Years to Further Education and Adult Learning. These resources will be designed to educate around hate crimes and incidents, empowering learners to counteract hate and report incidents.



OBJECTIVE 2: CONSULT WITH RESIDENTS AND COMMUNITY GROUPS TO BUILD OUR UNDERSTANDING OF HATE CRIME

WHAT WE KNOW:

In order to tackle hate crime, we need to understand the scale and nature of the problem. By understanding the underlying factors, interventions can be tailored more effectively.

Research has shown that factors like prejudice, stereotypes, and intergroup conflict contribute to hate crime and hate crimes can also often arise from perceived threats to identity, status, or resources. Socio-economic disparities can also exacerbate tensions, as institutional discrimination, social norms, and political climate, which shape hate crime patterns⁵.

We also appreciate that not all hate crime is equal, and we see commonalities and differences across all strands of hate crime. Differences vary across protected characteristics, however despite these differences, common themes emerge including, prejudice, fear and power dynamics. Addressing shared differences or inequality will benefit all strands. We see this played out in Haringey, during times of trauma or conflict, our communities have the will to come together to fight for injustice.

We are aware that our communities would like to be kept informed on the work the Community Safety Partnership is doing to

tackle hate crime, you would like to see work that will increase public confidence and you would like us to visit key community groups that are most affected by hate crime.



⁵ Research report 102: Causes and motivations of hate crime (equalityhumanrights.com)



WHAT WE WILL DO:

- Listen to resident's views and reports on hate incidents in the borough through engagement and consultation.
- Visit community and faith groups to listen to concerns, aim to understand drivers and to promote hate crime reporting.
- Build on the established Haringey Multi Faith Forum to increase membership.
- Ensure our strategy aligns with the Community Safety Strategy priority on increasing trust and confidence in police and council services.

OBJECTIVE 3: INCREASE REPORTING OF HATE CRIMES AND INCIDENTS

WHAT WE KNOW

We know that our communities are made up of different types of people with unique backgrounds and experiences, like their race, gender, religion, class, ability and sexuality. All these elements come together and affect how they deal with the world. When it comes to reporting crimes, these qualities can present as barrier. Despite efforts to encourage reporting, some individuals may choose not to for various reasons.

Feedback from the consultation recognised reasons such as, worrying about what might happen if they speak up, or feeling like they won't be taken seriously. Other reasons included a distrust towards public bodies stemming from historical injustices and ongoing discrimination and Victims who speak English as a second language may struggle to communicate effectively with authorities.

A recurring trend from the consultation identified that some individuals may not even realise that they have been victims of a hate crime. Research into this topic also confirms this point. For instance, young children may be less able to recognise abuse, or they may have been socialised into

accepting certain mistreatment as normal.⁶

Third-party reporting can be an effective way to address certain challenges in reporting crimes. Third-party reporting encourages more victims to come forward, leading to better data collection and understanding of crime patterns ⁷ Victims also gain confidence when they can report incidents through a third party. Knowing that their identity remains confidential encourages more individuals to come forward and share their experiences. Not only that, but third-party organisations can also identify the best support services for victims. By understanding their unique needs, tailored assistance can be provided. You identified that reporting online, via an app or community group who you trust could encourage you to report.



⁶ Why do some victims not report their crimes? - ReviseSociology

⁷ Reporting a hate crime or hate incident to the police - Citizens Advice

WHAT WE WILL DO

- Provide multiple avenues for reporting by collaborating with community organisations and third-party reporting services, to enhance reporting processes.
- Publicise positive outcomes, where possible, and utilise case studies in training.
- Identify ways in which reporting can be made more accessible to protected groups alongside the MET Hate Crime team and LGBTQ+ Community Liaison Officers.
- Monitor incidents of community tensions. This approach will help us gain insight into local community dynamics and identify potential or existing tensions for effective resolution.



OBJECTIVE 4: IMPROVE SUPPORT FOR VICTIMS AND WITNESSES OF HATE CRIME TO ENHANCE TRUST AND CONFIDENCE IN THE PROCESS

WHAT WE KNOW

Feedback from our consultation demonstrated that over 90% of you stated that offering appropriate support is crucial for victims and witnesses of hate crimes. We also know that there are a number of organisations and voluntary groups who operate in the borough that support victims of hate crime, such as, Victim Support, Community Security Trust, TellMAMA, Wise Thoughts, Galop and Disability Action Haringey. Despite this we know we are lacking in detail around who accesses these services and how regularly.

We recognise that Restorative Justice can empower victims of hate crime and give them the chance to have their voice heard it can also be a tool to hold offenders accountable by encouraging offenders to recognise the harm they've caused⁸. Where possible, respond to hate crime through transformative justice approach. Research has shown that victims who experience hate crime supported educational justice approaches rather than criminalisation.⁹

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services published a summary of independent research into experiences of hate crime victims (2018)¹⁰. Key findings from the report told us that:

- Victims would like police officers and staff to be better at recognising hate crime
- Victims would like clear information about support services in a format they can understand
- Victims would like better trained officers to deal with them

Most victims also said how important it was that officers showed an understanding of their personal circumstances. A lack of awareness and training can have a negative effect on the ability of the police to work with victims.

Victims report that the physical and mental effects of hate crime last for a long time after the incidents. Help and support is essential for people who have been victims of hate crime to rebuild their lives.

Feedback from our consultation also told us that listening to concerns through community meetings or group settings is crucial, directing victims to relevant agencies for support is beneficial and supplying straight forward and accessible guidance on legal proceedings would increase confidence in reporting crimes and engaging with support.

8 Restorative Justice & Hate Crime (restorativesolutions.org.uk)

9 Tackling hate crime through Restorative Justice and early intervention | Local Government Association

10 Hate crime: what do victims tell us? - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (justiceinspectorates.gov.uk)



WHAT WE WILL DO

- Provide tailored support to victims, who come forward, that best suits their needs and ensure that any victim who wishes to report to the police, is supported to do so. We will do this by connecting with any victim that comes forward to council services, signpost victims to appropriate supportive organisations, provide guidance on the different avenues of reporting and support victims to make a formal report.
- Listen to the concerns and needs of Haringey residents by organising community meetings and listening sessions where key community groups, including victims can share their experiences, provide feedback, and make suggestions for improvements in our services.
- Develop and disseminate clear guidance, with support of the police, on the prosecution process for hate crimes to ensure victims better understand their rights and the legal procedures involved in bringing perpetrators to justice.
- Explore the implementation of restorative justice, alongside police partners, guided by the preferences and needs of the victim to ensure that victims have a voice and healing and understanding is prioritised.

OBJECTIVE 5: ADOPT A MULTI-AGENCY APPROACH WORKING WITH COMMUNITY SAFETY PARTNERS

WHAT WE KNOW

Partnerships Statutory organisations, bound by the Equality Act 2010, collaborate to:

Eliminate discrimination, harassment, and victimisation.

Foster good relations between different groups.

Advance equality of opportunity.

These partnerships facilitate information sharing, coordinated safety packages for victims, and prevent service duplication. Hate crime often requires a more flexible and responsive approach than other crime areas. Partnerships remain valuable but need adaptability¹¹

Drawing from our past achievements, we recognise that establishing robust partnerships and collaborating with various stakeholders significantly enhances our preventive and enforcement endeavours. Notably, we recently apprehended and charged a serial hate crime perpetrator within the borough. This success was made possible through coordinated efforts involving multiple agencies, including the council, police, and the community.

WHAT WE WILL DO:

- Use existing multi-agency meetings and forums to refer cases of hate crime so Haringey is promoting a partnership approach.
- Train frontline enforcement officers and partners in recognising when community tensions occur and ensure that officers understand how to appropriately respond to a hate crime via an agreed onward referral protocol for reporting.
- Clean any reports of offensive graffiti within 24hrs of receiving the report through the Haringey's graffiti team.
- Promote 'No Place for Hate' scheme, requiring venue owners to perform due diligence when hiring out rooms for external speakers.

11 Partnership working | College of Policing



GOVERNANCE AND ACCOUNTABILITY

Tackling hate crime is a clear priority for the Haringey Community Safety Partnership (CSP) and this strategy shows our commitment in working together to improve the lives of our residents by challenging any form of hate crime and ensuring that all incidents are dealt with appropriately.

The Community Safety Partnership (CSP) is a statutory body, set up under the Crime and Disorder Act 1998¹². A CSP is chaired by the council alongside the police and other bodies with the collective aim of working to make the borough safer.

The CSP comprises of:

- Police
- Fire and rescue
- NHS/Public Health
- Probation service
- Elected Members
- Youth services
- Other 'non statutory' partners including voluntary services, local charities and community provision.

MONITORING AND EVALUATION

Haringey Council's Hate crime strategy will be accountable to Haringey Hate Crime Delivery Group and will be overseen by the Haringey Community Safety Partnership. An annual action plan will support the strategy to ensure that the objects set out in the strategy continue to be a priority across council departments and in local partnerships. The full strategy will be reviewed by the Haringey Community Safety Partnership on an annual basis, and we will use the following metrics to measure our success on a quarterly basis:

1. Increase in Reporting

→ **KPI:** Achieve a year-on-year increase in hate crime reporting to the police, building upon the baseline of 762 crimes recorded in 2022/23.

2. Third-Party Reporting Process:

→ **KPI:** Increase the proportion of hate crime reports made via third party reporting mechanisms. Establish baseline for 24/25.

3. Sanction Detection Rate

→ **KPI:** Monitor the current sanction detection rate compared to the 2022/23 baseline rate of 18.11% (based on 762 recorded crimes and 138 sanction detections).

4. Victim Satisfaction

→ **KPI:** Monitor current victim satisfaction levels for North Area (Haringey/Enfield) via MOPAC victim satisfaction rate.



LINKS TO NATIONAL STRATEGIES

LONDON POLICE AND CRIME PLAN

In March 2022 the Mayor of London published the Police and Crime Plan for 2022-25, to which this strategy is aligned through its priorities of tackling hate crime and better supporting victims. The four key priorities of the Plan are:

- **Reducing and preventing violence** – preventing and reducing violence affecting young people; making London a city in which women and girls are safer and feel safer; tackling the harm caused by drugs; reducing reoffending by the most violent and high-risk groups; preventing hate crime; and working together to prevent terrorism and violent extremism.
- **Increasing trust and confidence** – increasing public trust in the MPS and reducing gaps in confidence between different groups; ensuring that the MPS engages with Londoners and treats them fairly; and ensuring that the MPS, borough councils and all community safety partners respond to neighbourhood crimes such as burglary and anti-social behaviour.
- **Better supporting victims** – improving the service and support that victims receive from the MPS and the criminal justice service; working to ensure victims receive a better criminal justice response and outcome; and reducing the number of repeat victims of domestic abuse and sexual violence. Protecting people from being exploited or harmed – reducing the number of young people and adults who are criminally exploited or harmed; keeping young people in the justice system supported and safe; and keeping people safe online.

Protecting people from being exploited or harmed – reducing the number of young people and adults who are criminally exploited or harmed; keeping young people in the justice system supported and safe; and keeping people safe online.

LINKS TO COUNCIL STRATEGIES

The actions and projects embedded within this strategy will also be incorporated and aligned with other Haringey Council strategies, such as:

- Violence Against Women and Girls Strategy
- Community Safety Strategy
- Haringey Culture Strategy

By working cohesively across strategies, we will ensure that we:

- Collaborate on shared projects.
- Agree the Implementation of common goals and objectives.
- Ensure synergy and alignment across Council departments.
- Are visible to our communities.

GLOSSARY OF TERMS


This glossary covers a range of terms related to hate and discrimination across various dimensions of identity. For more information, visit: [Glossary of terms - Stop Hate UK](#)

1. **Racism:** Discrimination, prejudice, or antagonism directed against a person or people based on their race or ethnicity.
2. **Xenophobia:** Fear or hatred of foreigners or people from different cultures.
3. **Islamophobia:** Prejudice, hostility, or discrimination against Islam or Muslims.
4. **Anti-Semitism:** Hostility or prejudice against Jewish people.
5. **Ableism:** Discrimination or prejudice against individuals with disabilities.
6. **Transphobia:** Prejudice, discrimination, or hatred against transgender or gender-nonconforming individuals.
7. **Homophobia:** Dislike of or prejudice against homosexual people.
8. **Biphobia:** Prejudice or discrimination against bisexual individuals.
9. **Misogyny:** Hatred or contempt for women or girls.
10. **Sexism:** Discrimination, prejudice, or stereotyping based on gender.
11. **Ageism:** Prejudice or discrimination against individuals based on their age.
12. **Stereotyping:** Making assumptions or generalizations about a group of people based on their characteristics or identities.
13. **Hate Speech:** Speech or expression that promotes hatred, violence, or discrimination against a particular group or individual based on their identity.
14. **Bigotry:** Intolerance or prejudice, especially on the basis of race, religion, or political beliefs.
15. **Prejudice:** Preconceived opinions that are not based on reason or actual experience.
16. **Discrimination:** Unfair treatment or unequal opportunities based on characteristics such as race, gender, sexuality, or disability.
17. **Marginalisation:** Social exclusion or relegation to a lower social standing based on identity or characteristics.
18. **Microaggressions:** Subtle, often unintentional actions or comments that convey hostility or bias towards marginalised groups.
19. **Hate Crime:** Criminal acts motivated by bias or prejudice towards particular groups or individuals based on their identity.



SUPPORT AND SIGNPOSTING

ALL FORMS OF HATE CRIME

MPS

- Crime can be reported online via  [www/met.police.uk](http://www.met.police.uk)
The site also contains ward crime information.

VICTIM SUPPORT

- Provides emotional support and practical information for all victims of crime.
 **0808 1689 111**
 www.victimsupport.org.uk

CRIMESTOPPERS

- For anonymous reporting of crime.
 **0800 555 111**
 www.crimestoppers-uk.org



STOP HATE UK

- Provides training, also education consultancy and case advice for professionals.
 **0800 138 1625**
 www.stophateuk.org



TRUE VISION

- Provides third party reporting for all forms of hate crime via an online form, linked directly to the MPS.
 www.report-it.org.uk

CHILDLINE (NSPCC)



- 24-hour helpline for young people.
 **0800 1111**
 www.childline.org.uk

EQUALITY ADVISORY & SUPPORT SERVICE

- Provides advice and assistance on issues relating to equality and human rights.
 **0808 800 0082**
 www.equalityadvisoryservice.com

RACIST & RELIGIOUS HATE CRIME

TELL MAMA


- Supports victims of anti-Muslim hate crime as well as providing a national monitoring service.
 **0800 456 1226**
 www.tellmamauk.org

COMMUNITY SECURITY TRUST (CST)

- Provides security advice and training for Jewish communal organisations, schools and synagogues. Also provides a third-party reporting service.
 **020 8457 999**
 www.cst.org.uk

LONDON IRISH CENTRE


Promotes support and advocacy.

 **020 7916 2222**

 **www.londonirishcentre.org**


GATE HERTS

Report racism in the Gypsy, Roma, Traveller community Home | Report Racism GRT

 **07534 790 984**

ON YOUR SIDE

For anybody in the UK who identifies as part of an East or Southeast Asian community. On Your Side - ESEA Hate Crime and Incident Reporting - On Your Side

 **www.onyoursideuk.org**

HOMOPHOBIC / BIPHOBIC / TRANSPHOBIC HATE CRIME

WISE THOUGHTS

→ Provides advice counselling and support for LGBT people who have experienced hate crime.

 **<https://wisethoughts.org>**

STONEWALL


→ Provides advice/guidance and a number of specific programmes to assist organisations on issues such as equality and tackling homophobia, biphobia and transphobia.

 **020 7593 1850**

 **www.stonewall.org.uk**

GALOP

→ Provides advice and support to people who have experienced biphobia, homophobia, transphobia, have had problems with the police or have questions about the criminal justice system.

 **020 7704 2040**

 **www.galop.org.uk**

DISABILITY HATE CRIME


HARINGEY DISABILITY ACTION

Provides advice information, advocacy and volunteering opportunities for disabled people, including those who have experienced hate crime.

 **www.d-a-h.org**

PEOPLE FIRST SELF ADVISORY


Self advocacy service run by and for people with learning difficulties.

 **020 7274 5484**

 **www.peoplefirstltd.com**

INCLUSION LONDON


Provides support to and can signpost people to local services for deaf and disabled people, including advice on hate crime.

 **020 7237 3181**

 **www.inclusionlondon.org.uk**

TRANSPORT FOR ALL


Campaigns for accessible transport in London and provides support for those experiencing difficulties.

 **020 7737 2339**

 **www.transportforall.org.uk**

DISABILITY RIGHTS UK


Campaigns to provide a voice for disabled people in policy matters. Also provides advice for organisations wishing to set up a third-party reporting service

 **020 7250 8181**

 **www.disabilityrightsuk.org**

DEAF PLUS

Provides information and advice as well as advocacy service for people with hearing loss.

 **020 7790 9269**

 **www.deafplus.org.uk**

VIOLENCE AGAINST WOMEN AND GIRLS

→ Information on VAWG from Haringey Council Violence Against Women and Girls (VAWG) including Domestic Abuse (DA) | Haringey Council


 www.haringey.gov.uk/domestic-violence-against-women-and-girls

→ Directory of VAWG Services available in Haringey Violence Against Women & Girls (VAWG) Pathway

 www.padlet.com

HEARTHSTONE DOMESTIC ABUSE SERVICES

→ provides emotional and practical support for anyone experiencing domestic abuse in Haringey.

 **020 8489 3411**

Mon-Fri 9am-4pm Hearthstone Domestic Violence Advice and Support Centre | Haringey Council

 www.haringey.gov.uk/hearthstone



