

Hate Crime Champions – Support pack

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1. What is a hate crime champion?

In the county of Cambridgeshire, the Community Safety Partnership and Cambs Constabulary have teamed up to create Hate Crime Champions.

Champions are offered training which covers what constitutes hate crime, who, what and where hate happens, how it hurts, and also how it might start. There is a short section on being an active bystander too, which is intended to help a person gain some confidence in intervening when wrongdoing is happening near them at work. Or even at home. There are tips on where a person can go to report a hate crime and support services.

Its all about raising awareness and reducing hate crime.

2. What is hate crime?

Any criminal offence could be a hate crime. If police can show evidence of hostility, then the Crown Prosecution Service (CPS) can charge a crime as a hate crime.

The four key aspects of a hate crime are as follows:

Crime

Hostility

Perception

Protected characteristic

First there must be a **crime** committed, or crimes. Any crime as mentioned above. This could be an assault, theft, sexual assault, harassment, public order and so on. Then there must be some **hostility**. Any person who has in some way witnessed, or to whom the hostility has been targeted, can **perceive** hostility. There must be evidence (collected by the police) that the suspect/ perpetrator has targeted a person

because of their perceived **protected characteristic**.

3. What protected characteristics are included?

Disability – any disability including non-visible such as mental ill health, deafness, blindness etc

Faith – any faith or religion

Race – includes any race, culture, ethnicity or country of origin

Sexual orientation – any, including bi-sexual, gay, lesbian, pansexual or asexual

Transgender status – includes anyone who identifies as transgender or people who have a gender recognition certificate

4. What is Hate Crime legislation?

The UK hate crime legislation is a comprehensive framework designed to protect individuals from discrimination, harassment, and violence based on certain protected characteristics (as per 2). There are some existing pieces of law, such as racially & religiously aggravated assaults for example, which have in built provisions to enhance sentences for this offence.

For any other crime where there is evidence of hostility, the court will impose harsher penalties. Here is a list of the main legislation:

Crime and Disorder Act 1998: Introduces racially and religiously aggravated offences.

Public Order Act 1986: Addresses incitement to racial and religious hatred.

Criminal Justice Act 2003: Allows courts to impose tougher sentences for offences motivated by hostility.

Equality Act 2010: Provides a framework for protecting individuals against discrimination and harassment.

These laws define what constitutes a hate crime and provide the tools for law enforcement and the judiciary to act appropriately. Certain offences are considered

"aggravated" when they involve hostility based on a protected characteristic, such as racially aggravated assault. The concept of hostility is pivotal in determining whether an offence falls under hate crime laws.

5. What if something isn't a crime?

You will have processes in your organisation when someone does something which is rude, offensive or doesn't meet the standards of your organisation. But, if an incident occurs and you think the police should know about it, you should probably tell them.

Information from the public is crucial in fighting crime and disorder and for protecting people from harm. You can report to the police by ringing 101 or going online. Search 'Cambs Police' and have a look at the options in the blue boxes on the home page. You can 'Report', or 'Tell us about' which gives further options. Or scroll down further and click on the 'Contact us' box. This opens options for online reporting.

6. What if I'm not sure what to do?

It's better to share information or seek advice than not. What may seem small or insignificant now, may have a risk of escalation. If not confident – then speak with a colleague.

7. How should I advise someone to report a hate crime?

A bit like before. But when reporting crimes you should consider whether there is an immediate need for police to react. If you think there is then we recommend people call **999 – this is for an emergency**.

- **For non-emergency situations** we recommend people to **ring 101**.
- For people who prefer to go online – follow steps in 4 – or here is a link to the **Cambs Constabulary website online reporting options**:

[Contact us | Cambridgeshire Constabulary](#)

- **Crimestoppers** - Contact Crimestoppers to anonymously report a crime or suspicious behaviour
Online – crimestoppers-uk.org
by phone – 0800 555 111

Online or other reporting options – NON-POLICE:

- **True Vision** – for online reporting and check out the resources page too. You can select languages. **True Vision website:**
www.report-it.org.uk
- **Stop Hate UK** – for online reporting, resources AND 24/7 phone line (multiple languages including BSL options).
Stop Hate UK Website:

www.stophateuk.org

Stop Hate UK 24 hour help line:

0800 138 1625

8. What support is available to victims or witness of hate crime in Cambs (including Peterborough)?

Both Stop Hate UK & True Vision have support pages. I recommend you familiarise yourself with the options available.

Also – all victims and witnesses of any crime who live in this county may have the services of the Victim & Witness Hub, an independent service, whether you have reported your crime to the police or not. Here is a link to their webpage:

[Victim Services | Victim and Witness Hub](#)

Email - victimandwitnesshub@cambs.police.uk

Phone number (not 24/7) - 0800 781 6818

9. What literature is available to me to display or recommend?

True Vision has some incredible posters available to anyone.

Click on their resources then look at the downloads options. They are free to use.

Thank you for your support and service.