



**METROPOLITAN
POLICE**

TOTAL POLICING

Freedom of Information Act Publication Scheme	
Protective Marking	Not Protectively Marked
Publication Scheme Y/N	Yes
Title	MPS Hate Crime policy statement and Equality Impact Assessment
Version	3.1
Summary	Establishes clear guidelines and accountability for the investigation of Hate Crime
(B)OCU or Unit, Directorate	Territorial Policing – Capability and Business Support Public Protection Team
Author	TP Capability and Business Support
Review Date	May 2019
Date Issued	5th June 2015

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Branch / OCU:	Territorial Policing – Capability and Business Support Public Protection Team				
Date created:	5th June 2015	Review date:	May 2019	Version:	3.1
Author:	Detective Inspector Lee Barnard - TP Capability and Business Support				

Application

When? This Policy applies with immediate effect.

Who? All police officers and police staff, including the extended police family and those working voluntarily or under contract to the Mayor's Office for Policing and Crime (MOPAC) or the Commissioner must be aware of, and are required to comply with, all relevant Metropolitan Police Service (MPS) policy and associated procedures.

This Policy applies in particular to officers and staff in the following roles: (This list is not intended to be exhaustive).

- Police officers and police staff investigating Hate Crimes
- Police officer and police staff supervisors
- Crime Management Units
- Intelligence Units
- Community Safety Unit
- Forensic Services
- Court Police Liaison Officers
- Criminal Justice Units
- Neighbourhood Policing Teams
- Borough Senior Leadership Teams
- Hate Crime Liaison Officers
- LGBT Liaison Officers.

Policy Principles

The Metropolitan Police Service (MPS) will not tolerate any form of Hate Crime and strongly encourages such incidents to be reported to allow us to properly record, monitor and investigate. This policy highlights our commitment to reducing harm caused by hate crime. It outlines the ways in which we will work with our partners: firstly, by ensuring we provide victims with the appropriate level of support, with additional focus on identifying and reducing repeat victimisation; and secondly, where appropriate, prosecute those who commit such crimes.

Definition of a Hate Incident

"Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate."

Association of Chief Police Officers (ACPO).

Definition of a Hate Crime

ACPO and the Crown Prosecution Service (CPS) have agreed a common definition of hate crime:

"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 race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender."

The MPS requires all officers and staff to follow the guidelines set in this policy toolkit when investigating cases of Hate Crime.

When dealing with such incidents, officers and staff must:

- Follow the toolkit documents to respond and support victims and witnesses, including children appropriately;
- Ensure the protection and safeguarding of vulnerable adults and children by assessing all victims/ witnesses/ persons in line with the Vulnerability Assessment Framework (VAF);
- Manage any risks to the safety of the victim;
- Where powers/grounds exist, ensure the suspect(s) is arrested;
- Ensure all relevant intelligence, including officer safety issues, are recorded.

Purpose and Benefits

This policy establishes clear guidelines and accountability for the investigation of Hate Crime.

The aims of this policy are to:

- Prevent and detect Hate Crimes and by working in partnership with other agencies;

- Hold perpetrators of Hate Crime accountable for their actions;
- Ensure the safety of victims of Hate Crime and provide the necessary support for victims and witnesses through the investigatory process;
- Identify and reduce repeat victimisation.

Associated Documents and Policies

This policy statement links in with the following toolkits:

- Hate Crime Toolkit;
- General Investigation;
- Critical Incidents;
- Vulnerability and Adults at Risk.

Notices related to this policy

Cancel [Item 6, Notices 48/10](#)

Section B: Equality Impact Assessment

Policies are developed and reviewed using a consultative approach involving relevant internal and external stakeholders. Additionally, developers must consider what action needs to be taken to help overcome or minimise any disadvantages that people who share a protected characteristic will experience in compliance with the Equality Act 2010. Finally, the impact of the policy will be monitored to identify any emerging issues, learning and benefits post-delivery of the policy. The table below summarises the outcomes of all these actions:

Research and consultation	
Review of research	Mayor's Office for Policing and Crime (MOPAC) Hate Crime Strategy 2014-17; Homophobic Hate Crime - the Gay British Crime Survey Stonewall: 2012; Out in the Open - Tackling disability-related harassment - A Manifesto for Change (2012) Equality & Human Rights Commission; Disability Hate Crime - CPS Guidance on the distinction between vulnerability and hostility in the context of crimes committed against disabled people (2012); Challenge it, Report it, Stop it: The Government's Plan to Tackle Hate Crime: 2012; Getting Away With Murder - Disabled People's experiences of hate crime in the UK. Report by SCOPE, Disability Now and the United Kingdom's Disabled People's Council 2008; The Exceptional Case? Perceptions and experiences of anti-Semitism among Jews in the United Kingdom 2014.
Internal consultation	MPS Legal services; Safety and Health Risk Management Team; Finance Business Partner; Information Assurance Team; Police Officers and Police Staff including end-users; Staff associations; MPS Hate Crime Diamond Group; MPS Lesbian, Gay, Bisexual and Transgender (LGBT) Independent Advisory Group.
External Consultation	Police Federation; City of London Police; National Hate Crime Independent Advisory Group led by the Ministry of Justice; Anne Novis MBE (Independent disability advisor); Jack Gilbert (LGBT advisor); Dave Rich (Community Security Trust); Fiyaz Mughal OBE (TellMAMA); Hate Crime Diamond Group external partners.
Protected Characteristics (Equality Act 2010)	
Summary of Equality Impact Assessment	This policy toolkit instructs officers and staff to deal with and support victims and witnesses of Hate Crime who are targeted because of a Protected Characteristic they identify with, or are perceived to be part of. The MPS also recognises intersectionality and that an individual may identify with more than one protected characteristic; and may be victim of more than one hate crime.

	Additionally, our personnel are ordered not to discriminate or treat unfairly any victims, witnesses and/or suspects of a Hate Crime based on their Protected Characteristics, as covered in the Equality Act 2010, and ensure their needs are met. The policy ensures the protection and safeguarding of vulnerable adults and children by assessing all victims/ witnesses/ persons under the MPS Vulnerability Assessment Framework. This policy instructs our personnel to seek further advice and guidance from borough Hate Crime Liaison Officers and LGBT Liaison Officers. The toolkit highlights the possibility that Hate Crimes have the potential to become a critical incident and instructs officers and staff to refer to the Critical Incidents toolkit if and when this situation might arise.
Age	Age is not covered under Hate Crime legislation and this policy will not impact on this Protected Characteristic.
Deaf/ Disability	This policy specifically tackles disability-related hate crime. It cites research recommendations that the police need to better record victim information particularly any disability and their needs and respond effectively to the needs of such victims. The policy outlines that the Hate Crime Awareness training will be rolled out further to include Family Liaison Officers, Hate Crime Liaison officers and Schools officers. The training will provide updated guidance on handling disability related hate crime and instructs officers and staff to record these crimes appropriately.
Gender reassignment	This policy refers to external research which shows that transphobic hate crimes are under reported to the police. The policy instructs officers and staff to record transphobic hate crimes appropriately and according to the needs of the victim and/or witnesses.
Pregnancy and Maternity	There is no identified impact.
Race	This policy instructs officers and staff to record racial hate crimes appropriately by recording all necessary information to aid investigations. This information will include the details of the victim and the suspects including their race and nationality and whether they received the appropriate level of service from the police. The policy makes officers and staff aware that should signs of extremism exist when investigating hate crime they must alert SO15 Counter-Terrorism Unit.
Religion or belief	This policy instructs officers and staff to record Faith Hate or Anti-Semitic or Islamophobic hate crimes appropriately by detailing all necessary information to aid investigations. This information will include the details of the victim and the suspects including their religion and nationality and whether they received the appropriate level of service from the police. The policy makes officers and staff aware that should signs of extremism exist when investigating hate crime they must alert SO15 Counter-Terrorism Unit.

Sex	There is no identified impact.
Sexual Orientation	MPS data and external research evidence that homophobic hate crimes are under reported and this could be due to some members of the lesbian, gay, and bisexual (LGB) community not being confident in the MPS to respond to, and tackle, these crimes effectively. This policy therefore instructs officers and staff to record homophobic hate crimes appropriately. Alongside this officers and staff must record necessary information from the details of the victim, witness and suspect such as sexual orientation and the quality of support provided, including any needs they may have. The policy also guides MPS officers and staff to effectively address complaints of Public Sex Environments (PSEs) activities. Research suggests PSE users fear being criminalised by the police if they report a crime whilst being present in one of these areas. Officers and staff are instructed to respond to any reports of crimes and anti-social behaviour in these locations whilst ensuring the safety of the users of PSEs. They are to work with LGBT Liaison Officers and partners when devising and acting on any crime prevention and crime reduction strategies and deployments. They must ensure they adequately record the necessary information on the victim, witness and/or offender.
Other issues for example: Low income groups, single parents, rough sleepers	There is no identified impact.
Monitoring	
12 month implementation plan	This policy will be monitored for 12 months with a series of exercises to ensure compliance and capturing any issues or lessons identified. Some example activities include a MPS Hate Crime Diamond Group, setting up a Hate Crime Senior Leadership Team lead in every borough; Hate Crime Liaison Officers and recording of disabled hate crime on the MPS crime recording system, CRIS. The implementation plan will monitor Hate Crime data year on year from victimisation and offending to the number of prosecutions.