Item 7

24th November 2022

Glasgow Community Planning Partnership

Safe Glasgow Partnership

Report by George Gillespie, Executive Director, Neighbourhoods, Regeneration and Sustainability
Contact: Danni Glover Telephone: 07827835152

Glasgow Hate Crime Working Group Report

Purpose of Report:

To update on the delivery of the Hate Crime Working Group's programme, in particular the delivery of National Hate Crime Awareness Week 2022.

Recommendations:

The Safe Glasgow Partnership are asked to

1. Appoint a new chairperson for the Glasgow Hate Crime Working Group.
2. Note the development of the NRS Pilot of Hate Crime Ambassadors Programme and receive further updates at future Safe Glasgow Partnerships on the Hate Crime Working Group.
3. Approve the report to the Safe Glasgow Partnership.

1. Introduction

1.1 This report provides the Safe Glasgow Partnership with a progress report on delivery of the Hate Crime Working Group's thematic Action Plans.

1.2 Glasgow Hate Crime Working Group (HCWG) is a multi-agency group that is embedded within Glasgow Community Planning Partnership structures and reports to the Safe Glasgow Partnership. Its purpose is to encourage and coordinate partnership approaches to hate crime.

1.3 The HCWG's aims are:

- To take a strategic overview of activity to address hate crime citywide.
- Hold partners accountable for delivery.
- Develop a co-ordinated approach to hate crime.

1.4 The HCWG's membership includes:

- GCC NRS
- GCC Education Services
- GCC Social Work/ Adult Protection Committee
- GCC Corporate Policy
- Police Scotland
- Health and Social Care Partnership
- COPFS
- Scottish Fire and Rescue Service
- Wheatley Group
- Glasgow Disability Alliance
- West of Scotland Regional Equality Council
- CRER
- Equality Network
- The Advocacy Project

1.5 Additionally, the HCWG contains within it sub-groups focusing on training, Third Party Reporting and the delivery of National Hate Crime Awareness Week.

1.6 The HCWG has to date been chaired by an elected member selected from the Safe Glasgow Partnership. At present this role is vacant.

2. Delivery Update: National Hate Crime Awareness Week

2.1 National Hate Crime Awareness Week 2022 took place from the 8-15 October. It was marked in Glasgow with a series of events delivered by GCC and its partners in the Hate Crime Working Group, with a hybrid in-person/digital approach that aligned with partner capacity, audience need, and the current guidelines around COVID-19.

2.2 These events included:

- Workshops for primary and secondary school students delivered by the Hate Crime Policy Officer and Police Scotland Safer Communities staff, as part of the broader PARTIE22 (Promoting Anti-Racism Together in Education) event.
- A stall at the PARTIE22 celebration day.
- An all-schools poster competition, delivered in partnership with GCC Education staff.
- Stalls across all three Glasgow Clyde College campuses, delivered by the Hate Crime Policy Officer and Police Scotland Safer Communities staff.
- A hybrid in-person/Zoom event aimed at raising awareness of what a hate crime is and how to report it, delivered from the Mitchell Library with support from Glasgow Disability Alliance.
- Production of a video advising BSL users of their options for reporting hate crime with BSL support, produced in collaboration with the Scottish Ethnic Minority Deaf Club; this can be viewed here.
- Production of a video raising awareness of hate crime through the positive and empowering message that "Glasgow is our city, and it's No Place for Hate", produced in collaboration with Interfaith Glasgow; this can be viewed here.
- Launch of a new GOLD training module available for all council and ALEO staff.
- A press release, which was picked up by STV News, the BBC, the Evening Times, the Herald, the National, and Planet Radio
- A multilingual social media campaign.

2.3 This year's events were developed with a focus on raising awareness for witnesses that they have the power to make their communities safer by reporting hate crime, either directly to the Police or through Third Party Reporting options, and on empowering victims to know their options for reporting and to recognise when a hate crime has happened to them. These campaign needs were identified by our partners in the HCWG who have received feedback from their clients that they either did not know a hate crime had happened to them or they did not know how to report it; the same feedback was also received from Third Party Reporting sites on behalf of their clients. It was decided that the campaign should try to strike a positive and empowering tone that emphasised that citizens have many options for reporting hate crime and that justice partners including the Police were there to support them, as this was judged to be more engaging than campaigns which in the past have focused more on condemning the actions of those who commit hate crimes and was believed to have more potential for increasing reports.

2.4 This year's events were well attended, and other outputs also had a strong reach:

- More than 1,400 children and adults attended PARTIE22, all of whom received some form of hate crime education.

- 59 artworks were received for the schools' poster competition; the winners were also spotlighted on Caledonia Gladiator's social media as they had provided prizes.
- Three college campuses received lunchtime inputs, reaching approximately 150 students per day.
- 30 people attended the event at the Mitchell Library, with a further 59 attendees online.
- The social media campaign had a combined reach of 24k (averaging 1512 per post) on Facebook, 67k impressions on Twitter, and 6.4k on Instagram. All social media metrics saw an increase from last year; 50 Facebook shares and 287 comments vs 20 and 21 respectively; retweets on Twitter tripled; and impressions on Instagram doubled.
- The GOLD module has been completed by 249 learners within a month of launching.
- Partners engaged included Police Scotland; GCC Education; Glasgow Disability Alliance; SEMDC; Interfaith Glasgow; GCC Corporate Policy; The Wheatley Group; and the Advocacy Project.

3. Delivery Update: Other Activities

3.1 Training

A refreshed training module is now being offered by HSCP staff, produced by the Hate Crime Training Sub-Group. The training now offers information on updated legislation in Scotland.

3.2 Third Party Reporting

An audit has taken place identifying which listed Third Party Reporting sites are still operational and identifying training needs of those who are still taking part in the scheme. The hate crime policy officer has now delivered refresher training to 124 staff from 24 organisations.

3.3 HateCrimeScotland.org

The content and design of the hate crime site has been refreshed. This site is now with CGI for final testing ahead of launching.

3.4 NRS Hate Crime Ambassadors Pilot

The next phase of the hate crime work will be the development of the Ambassadors pilot programme, first identified as a need by the Hate Crime Working Group in 2018, wherein staff will be nominated as ambassadors for hate crime work within their service to build cross-organisational capacity to recognise and respond to hate crime.

3.5 Strategic Plan Development Day

In June 2022, the Hate Crime Working Group held a development day, during

which the priorities of the strategic plan were scrutinised. The priorities themselves under the headings ‘Prevent’, ‘Report’, and ‘Respond’ were found to be sound, however there was a need identified for a more action-focused approach where partners took more ownership of actions they could undertake within the scope of their own organisations. The work of identifying actions and aligning them with the strategic areas is ongoing. This work could benefit from the direction offered by a consistent chairperson.

4. Recommendations

The Safe Glasgow Partnership are asked to

4.1 Appoint a new chairperson for the Glasgow Hate Crime Working Group.

4.2 Note the development of the NRS Pilot of Hate Crime Ambassadors Programme and receive further updates at future Safe Glasgow Partnerships from the Hate Crime Working Group.

4.3 Approve the report to the Safe Glasgow Partnership.