Item 7

8th June 2023

Glasgow Community Planning Partnership

Safe Glasgow Partnership

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Glasgow Hate Crime Working Group Report

Purpose of Report:

To advise the Partnership on

- Progress on delivery of the Hate Crime Working Group's programme,
- The embedding of the All Party Parliamentary Group's (APPG's) definition of Islamophobia in the programme.
- The Hate Crime Working Group's ongoing strategy and its alignment with the newly published Hate Crime Strategy from the Scottish Government.

Recommendations:

- To recognise and note the ongoing work of the Hate Crime Working Group around the Ambassadors Project and in particular the rollout of training
- To acknowledge the work of the Hate Crime Working Group and its strategy in the context of the national strategy.
- To recognise and note the work undertaken by the Hate Crime Working Group that embeds the APPG's definition of Islamophobia, particularly its definition of Islamophobia as a racialised form of prejudice.

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: Preventing, Reporting, and Responding.

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 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 membership includes:

- Glasgow City Council (GCC) Neighbourhood, Regeneration and Sustainability (NRS)
- GCC Education Services
- GCC Social Work/ Adult Protection Committee
- GCC Corporate Policy
- GCC Community Empowerment Services
- Police Scotland
- Health and Social Care Partnership
- Crown Office and Procurator Fiscal Services (COPFS)
- Scottish Fire and Rescue Service
- Wheatley Group
- Glasgow Disability Alliance
- West of Scotland Regional Equality Council (WSREC)
- Coalition for Racial Equality and Rights (CRER)
- Equality Network/Scottish Trans
- The Advocacy Project

1.5 Additionally, the HCWG contains within its sub-groups a focus on training, Third Party Reporting and the delivery of activity for the National Hate Crime Awareness Week.

1.6 The HCWG has been chaired by Cllr Elaine McSporran since January 2023.

2 Delivery Update: Operational Working Group Activities

2.1 **Training**

At the beginning of May 2023 the recently refreshed GOLD module has been completed 1,026 times. The Hate Crime Policy Officer has also offered bespoke training to several services and projects within the council and its partner organisations in order to increase awareness of the hate crime service, upon which we can build the Ambassador project (see section 2.4 below). Services and projects which have received an offer of this training include Glasgow

Helps, Glasgow Life Equalities Steering Group, the BME staff group, and NRS People. In addition, the recently refreshed HSCP training produced by the Hate Crime Working Groups' training sub-group has been delivered twice in 2023 to a variety of stakeholders including NHS Greater Glasgow and Clyde, Scottish Fire and Rescue Service, and Glasgow HSCP. This training has been delivered to 48 participants and two further sessions are scheduled this year.

2.2 **Third Party Reporting**

Third Party Reporting is operationally ongoing, though numbers of reports received by sites are currently low. At a national level, Third Party Reporting features in the Scottish Government's recently published Hate Crime Strategy and has been identified as an area requiring joint governance between the Government and Police Scotland, as well as a general requirement for improved disaggregated data. Two Third Party Reporting training sessions have been planned for May 2023. At present twelve organisations have signed their staff up to receive this training.

2.3 **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. This process has taken longer than anticipated due to operational difficulties recently experienced by CGI.

2.4 **NRS Hate Crime Ambassadors Pilot**

The development of the Hate Crime Ambassadors pilot continues to progress. The Hate Crime Policy Officer is in the process of redeveloping the existing business plan to reflect current business needs. The pilot has made links with the NRS People programme in order to ensure the pilot is effectively embedded across the service, including areas of the service with limited digital access such as cleansing depots.

2.5 **National Hate Crime Awareness Week**

National Hate Crime Awareness Week will take place during the week commencing 16th October 2023. A sub-group has been established from Hate Crime Working Group membership including representation from Police Scotland, NHSGGC, Glasgow Life and GCC Equalities.

3 Delivery Update: Activities Relating to Islamophobia

3.1 The Hate Crime Working Group recognises Islamophobia not only as a form of religious hatred but also as a racialised prejudice. We recognise that Islamophobic hate crime is often racist in its scope as well as anti-religious and that the prejudices that drive hate crime rarely exist in a vacuum. Our work operates within the APPG's definition of Islamophobia, which has also been adopted by Glasgow City Council.

3.2 **Outdoors Against Racism project**

Recently the Hate Crime Working Group has been in contact with Boots and Beards, an organisation aimed at improving access to outdoor leisure pursuits for people of colour in Scotland. Boots and Beards has sought support with the development of their Outdoors Against Racism project which seeks to hold

outdoor, sports, and leisure organisations to an anti-racist charter which recognises the impact that racist and anti-religious prejudice has on empowering communities to safely access outdoor leisure amenities. This has a particular impact with regards to Islamophobia because, as recognised within the APPG's definition of Islamophobia, Islamophobia is a racialised form of religious prejudice. The Hate Crime Working Group's role in the development of this project has been to work with Boots and Beards on a pilot that encourages council-funded organisations to sign up to an anti-racist charter and incentivising anti-racist activities for staff and service users. This work is ongoing.

3.3 **Culturally specific Third Party Reporting centres**

There is no requirement for Third Party Reporting centres to be culturally specific (i.e., with a specific remit to serve individual protected characteristics) however Third Party Reporting as a concept recognises that certain groups face specific barriers to reporting hate crime. In terms of Islamophobia, these barriers might include a cultural need for Muslim women to communicate with female Police officers; the Hate Crime Working Group therefore works with the Amina Centre to provide Third Party Reporting Services for Muslim women, and with other Third Party Reporting centres to understand culturally specific requirements and barriers experienced by the Muslim community in Glasgow.

3.4 **National Hate Crime Awareness Week**

In recognition of the needs of the Muslim community in Glasgow, National Hate Crime Awareness Week 2022 activities were delivered in a variety of languages including Urdu and Arabic, and in collaboration with organisations such as the Scottish Ethnic Minority Deaf Club and Interfaith Glasgow with a large Muslim membership. In 2023, we will continue these collaborations as well as providing multilingual radio advertisement in collaboration with Awaz FM.

3.5 **Membership within Hate Crime Working Group**

At present, there are no interfaith or faith-specific groups sitting on the Hate Crime Working Group. Organisations that sit on the group with a specific remit to work with communities of colour include CRER and WSREC. In addition to this Glasgow Disability Alliance and Equality Network have groups dedicated to providing services to their members of colour. This membership has been particularly useful in reaching these communities to provide focus for outreach activities, including a mock hate crime trial delivered by COPFS aimed at improving awareness of race based hate crime and the legal process that can ensue from reporting these crimes.

4 Hate Crime Strategy Update

4.1 The Scottish Government published their national Hate Crime Strategy in March 2023. At present no executive summary is available for the Strategy. It makes 14 commitments across 3 aims:

- Aim 1: Victims of hate crime are treated with fairness, compassion and in a trauma-informed manner in which their safety and recovery is a priority.

- Aim 2: The nature, characteristics, and extent of hate crime in Scotland are more fully understood and effectively inform appropriate interventions and policy development.
- Aim 3: Communities are empowered, inclusive and safe and the underlying causes of hate crime are challenged.

4.2 The Hate Crime Policy Officer was consulted in the development of this Strategy through partnership meetings chaired by COSLA. Glasgow remains the only Local Authority in Scotland with a dedicated hate crime officer.

4.3 Glasgow's Hate Crime Working Group set out its own strategy in 2018. This strategy sets out three key priorities against which we align all our activities: preventing hate crime; reporting hate crime; and responding to hate crime. Our existing strategy was well represented at the COSLA meetings, being demonstrated as a standard of existing practice.

4.4 Glasgow's Hate Crime Working Group has welcomed the Scottish Government's strategy at the May 2023 meeting and has noted that the commitments and aims set out by the strategy align closely with our own. We welcome in particular the commitment to a review of the strategy in five years, which will align with the long-term end point of our own strategy and will therefore provide opportunity to publish a new strategy for Glasgow.

5 Recommendations

- To recognise and note the ongoing work of the Hate Crime Working Group around the Ambassadors Project and the rollout of training in particular.
- To acknowledge the work of the Hate Crime Working Group and its strategy in the context of the national strategy.
- To recognise and note the work undertaken by the Hate Crime Working Group that embeds the APPG's definition of Islamophobia, particularly its definition of Islamophobia as a racialised form of prejudice.