



Item 8

28th August 2025

Glasgow Community Planning Partnership

Safe Glasgow Partnership

**Report by George Gillespie, Executive Director, Neighbourhoods,
Regeneration and Sustainability**

Contact: Sean Hanlon Telephone: 0141 276 7400

Glasgow Hate Crime Working Group Report

Purpose of Report:

To update the partnership on:

- The work of the Hate Crime Working Group
- The recruitment process for the Hate Crime Policy Officer
- Glasgow Hate Crime Strategy 2018-2028
- Creation of new promotional material

Recommendations:

- To note the work of the Hate Crime Working Group.
- To note the date for Hate Crime Awareness Week 2025.
- To note the appointment of a new Hate Crime Policy Officer.

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, chaired by Councillor Elaine McSporran 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:
 - Glasgow City Council (GCC) Neighbourhood, Regeneration and Sustainability (NRS)
 - GCC Education Services
 - GCC Social Work/ Adult Protection Committee
 - GCC Corporate Policy
 - 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.

2 Hate Crime Policy Officer

- 2.1 During the Hate Crime update in March 2025, the group were introduced to the new Policy Officer. Shortly after this meeting, the employee left the council to undertake another role with an external agency.
- 2.2 We are pleased to confirm that following internal approval, the external advert was placed via My Job Scotland and a new candidate has been appointed, pending pre-employment checks. It is anticipated that they will start in September 2025.

3 Hate Crime Awareness Week 2025

- 3.1 The Hate Crime Working Group will meet in August to finalise their plans for Hate Crime Awareness Week (HCAW) 2025. This year, the HCAW will take place between 11 and 18 October 2025.
- 3.2 It is hoped a range of online; offline and high-profile social media campaigns can be organised throughout this week.
- 3.3 The UK theme for HCAW 2025 is in solidarity with those affected by disability hate crime. However, as with previous years, in Glasgow we like to ensure that throughout the week all protected characteristics are covered and promoted.
- 3.4 During HCAW 2025, we will also be launching our new promotional leaflets and posters which were designed this year. Physical copies will be available in libraries, community centres and places of worship as well as electronic copies. A copy is attached (appendix 1)
- 3.5 Moving forward, one of the main aims of the new Hate Crime Policy Officer will be changing our 2026 event away from a week of standalone promotion into a week of acknowledgement of what has been achieved around the subject in the last 12 months. It is important that promotions, events and engagement takes place throughout the year, allowing HCAW to be an opportunity to reflect and celebrate the work of organisations involved in the working group and our delivery towards the strategy.

4 Hate Crime Strategy 2018 – 2028

- 4.1 As outlined in our previous report, the Hate Crime Working Group came together in early 2025 to review the actions taken to date towards our ambitious Hate Crime Strategy.
- 4.2 Due to the vacant post, there has been a pause in many of the suggested workstreams and progressions from the meeting, however the new Hate Crime Policy Officer will be tasked with re-engaging with the working group members and finalising the action plan and associated tasks.

5 Recommendations

- 5.1 To note the work of the Hate Crime Working Group.
- 5.2 To note the date for Hate Crime Awareness Week 2025.
- 5.3 To note the appointment of a new Hate Crime Policy Officer.