



**National Ambulance
BME Forum**

Working to improve the experience of
Black and Minority Ethnic Staff and
communities

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Hate Crime

Hate Crime Awareness Week

10 – 17 October 2020



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October 2020



What is Hate Crime?



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**National Hate Crime
Awareness Week**
10th - 17th October 2020

#NationalHCAW
#SpreadLoveNotHate
#WeStandTogether
#NoPlaceForHate



Hate crime is defined as 'any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic.' Hate crime incidents may or may not constitute an offence but are also motivated by prejudice or hate.

This could be a range of behaviours where the perpetrator is motivated by hostility or demonstrates hostility towards the victim's disability, race, religion, sexual orientation or transgender identity.

These aspects of a person's identity are known as 'protected characteristics'. A hate crime can include verbal abuse, intimidation, threats, harassment, assault and bullying, as well as robbery, damage to property or inciting others to commit hate crimes. The perpetrator can also be a friend, carer or acquaintance who exploits their relationship with the victim for financial gain or some other criminal purpose.

“Ambulance workers in the UK have been subjected to hundreds of violent attacks during the coronavirus pandemic including an increase in sexual assaults, new figures have revealed”
(Source Sky News)



What is Hate Crime?



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There are currently five social groups, actual or presumed, covered in terms of legislation and hate crime. You do not have to be from the social group to be the target of hate abuse.

Race – Describes the physical characteristics of a person. Ethnicity describes the cultural identity of a person. Race hate crime can include any group defined by race, colour, nationality or ethnic or national origin, including countries within the UK, and Gypsy or Irish Travellers. It automatically includes a person who is targeted because they are an asylum seeker or refugee as this is intrinsically linked to their ethnicity and origins

Religion – A set of beliefs that is held by a group of people which includes any religious / belief group even those who have no religious belief.

Sexual orientation – A person's identity based on emotional and/or physical and/or romantic attraction to individuals of a different sex, the same sex or more than one sex.

Transgender identity – An umbrella term for those whose gender identity or expression differs from their gender at birth and conflicts with the 'norms' of society.

Disability - A physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities. There are many hidden disabilities such as diabetes, auto-immune conditions, respiratory conditions, learning difficulties like dyslexia, and mental illness, which are covered. Conditions such as HIV, cancer and multiple sclerosis are also covered. This list is not exhaustive.



What is Hate Crime?



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The following information is from the Home Office

103,379 incidents were recorded by the Police in England and Wales in 2018/19

This was an increase of 10% on the previous year
76% of Hate Crimes related to race

Incidents of hate crime relating to religion, sexual orientation, disability and transgender identity have all increased



Race Barriers to reporting Hate Crime

Reasons given by individuals for not reporting include:

- They don't think it was serious enough;
- they feel they won't be taken seriously;
- they feel it is inevitable they will be targeted;
- being unsure if it was a crime;
- being afraid of retribution;
- being worried about a prejudicial response from the authorities; or
- a fear of being outed.
- It is vital that people who do disclose their experiences to services receive an appropriate and effective response, are listened to, taken seriously, their options explained and they are offered the appropriate help and support.



Why Report Hate Crime



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If you believe that you have been a victim or have witnessed a hate crime, tell the police by using one of the methods as described below. There is no tolerance to Hate Crime and Police will record and investigate any complaint they receive. When this happens to a colleague at work then this should also be reported through the Datix system.

There are a number of reasons why reporting Hate Crime is important.

- If you are a victim you can receive support and advice
- It could stop the perpetrator from offending again
- All reports help build a picture of Hate Crime in a community, if there's a problem in a particular neighbourhood or if a community is being targeted.
- It may prevent a minor situation developing into a more serious one
- You will help to raise awareness of the issue and lead to a change in attitudes
- Your information may lead to an arrest and conviction
- Reporting a hate crime may help to hate incidents in the future

*"This incident left me
with severe physical
and emotional
scars"*

**Paramedic, victim of hate
crime**



A Paramedic's story



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Direct racial incidents are also a common occurrence in my daily work life. Incidents such as patients refusing treatment by me due to the colour of my skin and I quote 'I don't want that Paki touching me'.

This was reported and dealt with by the Police. One of the main incidents to take place was when I was verbally and physically assaulted whilst dealing with a patient, the patient was taken to hospital and whilst handing over the patient to hospital staff the patient turned around and out of the blue called me a 'black terrorist bastard'. The patient was sitting on chair and suddenly leaped up and proceeded to punch and kick me throwing me on the floor and continued to punch and kick me verbally abusing me all the while. My colleague and hospital staff and hospital security eventually managed to restrain him.

This incident left me with severe physical and emotional scars such as dislocated shoulder, bruised ribs and bruising across my body and a badly injured knee. I required counselling for months after the incident for PTSD and eventually had to take a 2-year career break in order to psychologically recover from the incident.

The person who assaulted me was charged with racially motivated assault and found guilty, he was given a £500 fine and ordered to pay me £250 victim charge.



What to do if you experience or witness a Hate Crime



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Hate crime is never acceptable - whether you're a victim or you witness. It should not be part of life, so don't accept it. The Police will do all they can to help and support those who wish to report hate crime. If inappropriate behaviour takes place on line this does not make it okay.

If you experience or witness a hate crime, whether it's a crime or not and no matter how trivial or unimportant you may think it is, your complaint will be recorded and taken seriously when reported to the police.

You can make a report by the following methods:

- Through a third party reporting centre by calling 101 or through the websites on;
https://www.report-it.org.uk/your_police_force
<https://www.stophateuk.org/report-hate-crime/>
- Through the facility available on the local Police website
- Calling 101 / 999

The impact of Hate Crime

If an individual is subject to hate crime this can have a significant impact on their wellbeing including;

- Fear
- Anger
- Depression
- Anxiety
- Loss of confidence





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The impact of Hate Crime

Francecca Hardwick was an 18 year old with learning difficulties which were never formally diagnosed but left her with a mental age of a young child with physical problems. Francecca, her mother and brother were subjected to years of abuse in the street where they lived by a gang of youths.

Fiona Pilkington, Francecca's Mum had reported 33 incidents of disability hate crime to the Police over a seven year period. The family had been subject to taunting often late at night which had caused stress for the family and resulted in them feeling they were virtual prisoners in their own home.

A verdict of suicide for Fiona Pilkington was found with the unlawful killing of Francecca when they were both found burnt in their car.



Fiona Pilkington & Francecca Hardwick



The impact of Hate Crime



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Anita Sethi was subject to very public racial abuse from a fellow passenger on her travels from Liverpool to Newcastle.

Anita's request that the man turn down his music was met with a tirade of abuse including being asked if she had a British Passport and whether she was one of the 'strange people' who had 'come here on a banana boat'. This was overheard by a carriage full of witnesses.

Anita reported this on the train and witness statements were taken before the man was charged, pleaded guilty and was later convicted of racially aggravated public disorder offence. The effect of experiencing hate crime can mean the full force of the trauma can hit the individual after the incident. In this case Anita experienced nightmares, flashbacks and panic attacks.



Anita Sethi



What is third party reporting?



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Many people, for various reasons, are reluctant to report crime directly to the police. Victims and witnesses of hate crimes can report, without contacting the police directly, through a third party reporting centre.

The third party reporting centre is a safe and supportive space to discuss your complaint. If you want to report it to the Police they can do this on your behalf. The Police act on this as if they had received the report directly from you.

You can ask the third party reporting centre to give as much or as little personal information to the police as you want. You don't have to give your name if you don't want to. These centres have received appropriate training and can provide you with any additional support or advice required.



www.stophateuk.org



Third party reporting



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A screenshot of the True Vision website homepage. The header is blue with the True Vision logo and the text "STOP HATE CRIME...". Below the header, there are three colored buttons: "HOMOPHOBIC & TRANSPHOBIC" (green), "RACE & RELIGION" (blue), and "DISABILITY" (yellow). The main content area is white and features a navigation menu on the left, a "Welcome to True Vision" message, a "TRANSLATE" button, and a large red button that says "Report Hate Crime Click Here".

<http://report-it.org.uk/home>

A screenshot of the Police Scotland website header. It features the Police Scotland logo on the left, a search bar in the center, and a navigation menu on the right. The header is blue with white text.

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[Home](#) / [Contact Us](#) / [Report Hate Crime and Third Party Reporting](#) / [Third Party Reporting Centres](#)

- Contact Us
- Report Hate Crime and Third Party Reporting
- Third Party Reporting Centres

Third Party Reporting Centres

You can find your local Hate Crime Third Party Reporting Centre in the PDF download below.

[Third Party Reporting Centres](#)



Reporting to the Police on line



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On-line reporting lets you make a direct and confidential report to the Police through their website. The report can be anonymous although this may limit the action that the police can take.

To report on-line visit <https://www.gov.uk/report-hate-crime>



Be aware

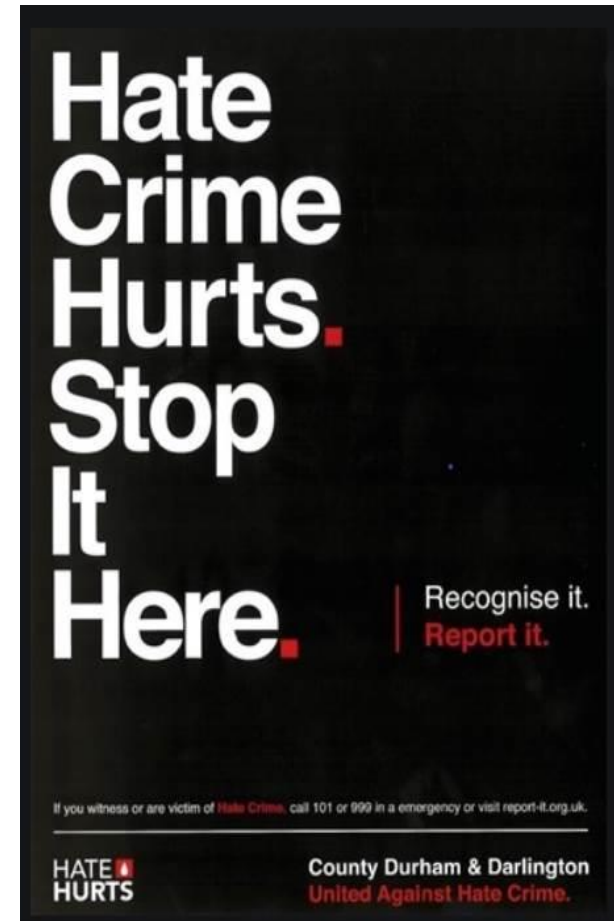


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There are a small number of clinical presentations which can result in patients becoming aggressive:

- **Aware cerebral irritation**
(usually resulting from a head injury)
- **Hypoglycaemia**
(low blood sugars can cause severe agitation)
- **Mental health conditions**
(lack of understanding of what is appropriate)

In some cases this can lead to our staff being subject to inappropriate behaviour. Even though we recognise clinical reasons may have led to such behaviour this can still be damaging for our staff. It is important that the appropriate support is provided for colleagues in such cases.



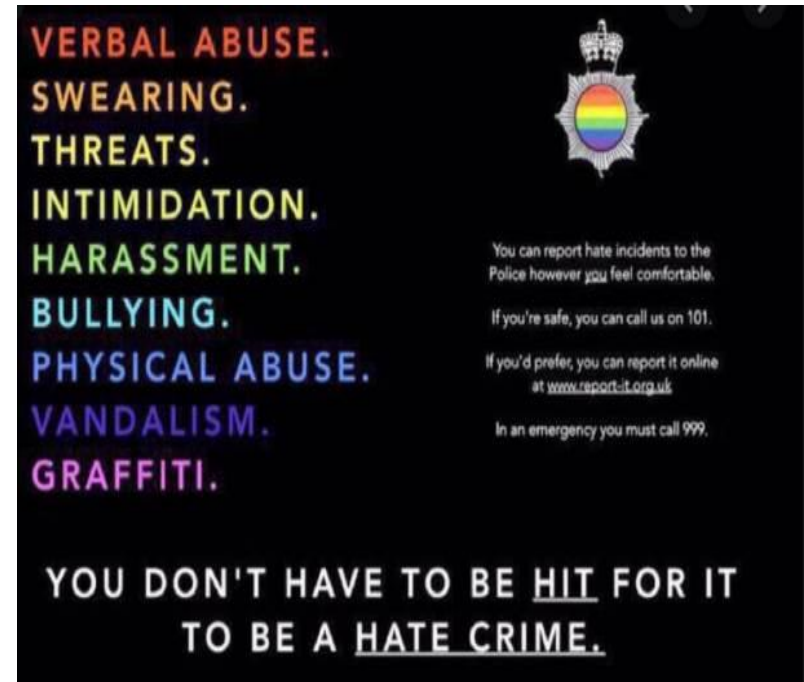
The role of managers and colleagues



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Hate Crime is very personal as it can relate to a person's disability, race, religion, sexual orientation or transgender identity. It is different from general abuse and the impact for individuals can be significant. Managers and colleagues should;

- Check in on an individual's welfare
- Find out what happened and listen to the individual's account of the incident
- Offer support and sign post to wellbeing resources
- Consider whether a referral should be made to Occupational Health
- Make sure the incident was reported through the Datix system
- Provide guidance as to how the incident can be reported to the Police or through third party reporting



Help and support



There are a number of agencies providing support for victims of hate crime

Victim Support Scotland

<https://victimsupport.scot>

Victim Support Services – Police Scotland

<https://www.scotland.police.uk/contact-us/victim-support-services>

Victim Support Helpline – England & Wales

Free and confidential support - 0808 1689111

Equality Advisory & Support

0808 800 0082

www.equalityadvisoryservice.com

Advises and assists individuals on issues relating to equality and human rights across England, Scotland and Wales

For further advice and support, please contact your local NABMEF representative, your Trust Diversity and Inclusion Manager or Local Security Management Specialist / Health & Safety Officer.

