



THE POLICE & CRIME COMMISSIONER FOR CLEVELAND

DECISION RECORD FORM

REQUEST:

To agree to fund Gay Advice Darlington and Durham (GADD) £5,000 to produce recommendations to address the key barriers to reporting homophobic and transphobic hate crime in Cleveland and to produce a communications plan to enable the results of the work undertaken to be widely communicated to the Lesbian, Gay, Bisexual and Transgender (LGBT) community.

Title:

Improving the response to homophobic and transphobic hate crime (addressing barriers to reporting and community confidence) - recommendations and communications strategy.

Executive Summary:

Two specific outputs are required:

Recommendations to address the key barriers to reporting homophobic and transphobic hate crime in Cleveland. This should include consideration of the use of third party reporting centres. It is expected that this will involve:

- an element of desk research, reviewing existing material on the subject (national and local);
- interviews with key voluntary organisations (GADD, Hart Gables, Teesside Positive Action and others, as appropriate)
- an element of outreach within the community, including those involved in organising Middlesbrough Pride.
- interviews with key individuals in relevant agencies where necessary to understand current practice (around e.g. third party reporting centres)

A communications strategy, based on the findings above, to enable the results of this work to be widely communicated across the community and to increase community confidence in reporting hate crime.

Decision:

The PCC is asked to provide £5,000 to GADD to produce the above recommendations and communications strategy.

Implications:

Has consideration been taken of the following:	Yes	No
Financial	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Legal	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Equality & Diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sustainability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Risk	<input checked="" type="checkbox"/>	<input type="checkbox"/>

(If yes please provide further details below)

Decision Required – Supporting Information

Financial Implications: (Must include comments of the PCC's CFO where the decision has financial implications)

The proposed work will support the PCC objectives of ensuring a better deal for victims and witnesses and working for better community relations

Legal Implications: (Must include comments of the Monitoring Officer where the decision has legal implication)

None

Equality and Diversity Implications

None

Human Rights Implications

None.

Sustainability Implications

None arise

Risk Management Implications

None arise

OFFICER APPROVAL**Chief Executive**

I have been consulted about the decision and confirm that financial, legal, and equalities advice has been taken into account. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signed: 

Date: 22 December 2014

Police and Crime Commissioner:

The above request HAS / DOES NOT HAVE my approval.

Signed: 

Date: 5/1/15

Addressing barriers to reporting homophobic and transphobic hate crime

Describe your organisation's links within the lesbian, gay, bisexual and transgender communities (max 200 words)

GADD has been in existence for nearly 20 years and is a community based charity supporting LGBTQI people in crisis through out that period. We have a community safe space in Darlington and outreach points further afield. We have a board of trustees drawn from the LGBTQI community with a third being service users.

We have a footfall of over 2000 people per year in the centre and have a number of drop in groups from different sections of the community. We have service users accessing us from the Higher Tees valley down to Redcar. We have engaged in prides and consultation events consistently over the lifetime of the organisation.

We are embedded in the community and strive to represent the views and aspirations of those people who are maringalised because of their sexual orientation of their gender diversity.

Provide evidence of your knowledge of relevant agencies and communities in Cleveland (max 200 words)

GADD has strong links with Teesside Positive Action. We work closely with them as part of the LGB&T Ambassadors program for the Tees Esk & Wear Valley Foundation trust delivering joint presentations and training for staff and support clients.

We are active members of Middlesbrough pride and attend each year. We have the privilege of being invited to deliver keynote speeches at the last two prides.

We support Cleveland Transgender Association giving direct support in its inception to its users.

Our connection with Hartgables is an historic one that goes back to joint work in the Easington District Council/PCT joint LGB&T working group. We have a solid relationship with them and have taken referrals from them in some of the complex legislative issues relating to Trans identities and employment.

Provide evidence of your organisation's understanding of homophobic and transphobic hate crime (max 200 words)

GADD has had a funded hate crime specific project for 10 years. We have supported directly close to 1100 victims or witnesses of Homophobic/Transphobic hate crime or hate incidents. We have been responsible for several key prosecutions by local forces by bringing witnesses and victims together with the Police. This is in difficult circumstance when the clients have little or no trust in how they would be treated.

Our Chief Officer has sat on the CPS LGBT hate crime scrutiny panel since it began. We sit on the national CPS Trans group for the CPS and have been a key player in the new Trans Guidance for the CPS.

We are co-authors of the 'Empowering Victims Of Hate Crime' for the Equalities and Human Rights commission in 2007.

GADD has had direct involvement with Police community engagement since the recommendations of the Lawrence Inquiry were implemented in 1999. Durham Police began with a Police community forum being set up in 2000. Our Chief officer sat on the national IAG for ACPO and was one of the few people from the community trained in critical incidents.

Please provide details of who within your organisation will undertake this piece of work and how it will be managed (max 100 words)

GADD will source the work to David Regan who has a background in domestic abuse running a helpline for male victims. He has been the chief executive of a local partnership and manager of FRADE a community action challenging poverty by recycling and upcycling furniture in the district. He is an excellent communicator and is a local councillor with Darlington Borough Council.

Emma Roebuck will manage him as Chief officer of GADD. The tight time frame of this piece of will mean a highly focused front end of meetings. The use of the experience the Chief Officer to speed up the contact process will mean the initial report can be delivered in a timely effective way.

Describe your organisation's approach to quality assurance (max 200 words)

GADD works towards the Investing in Volunteers standard with aspirations to attain the the Informations Standard.

GADD has a functional system of Quality Assurance.

- 1, Value Volunteers audit trail training competencies and time spent
- 2, Financial responsibility GADD's trustees and the CO have a strict focus on cost and value for money
- 3, Delivery of service This is what sits at the core of GADD a safe place for LGB&T people.
- 4, Planning effectively Trustees and CO review 3 year business plan every 6 months and use user interfaces to develop new services.
- 5, Administrative efficiency and auditable systems whilst maintaining confidentiality.

GADD recognises due diligence in all it does is an area that requires attention and have contracts that require reports and feedback at regular intervals and in different way.

Please answer yes or no to the following

Does your organisation have appropriate policies and procedures for safeguarding children and young people and protecting vulnerable adults?

Yes No

Does your organisation have:

Public liability insurance

Yes No

Employers liability insurance

Yes No

We may ask for further information or evidence of the above

Finishing your application

Please tick to confirm that:

- You have answered all the questions within the word limits given?
- You have enclosed a work plan, showing how you will deliver the project within the desired time frame.
- You are authorised to make this application on behalf of your organisation
- You are able to comply with the grant terms and conditions

Signed

Emma Roebuck

This should be the person named as the main contact for the application

Date

7th December 2014.

Please return this application by **12 noon on Monday 8 December** to:

Sarah Wilson, Office of the Police & Crime Commissioner for Cleveland, Police Headquarters, Ladgate Lane, Middlesbrough TS8 9EH



Police & Crime Commissioner for Cleveland
Cleveland Police Headquarters
Ladgate Lane
Middlesbrough
TS8 9EH

Email: pcc@cleveland.pnn.police.uk
Website: <http://www.cleveland.pcc.police.uk>

Police and Crime Commissioner:	Barry Coppinger	Tel: 01642 301653
Chief of Staff (Chief Executive & Monitoring Officer):	Simon Dennis BA, Solicitor	Tel: 01642 301653
Chief Constable:	Jacqui Cheer QPM	Tel: 01642 301215

12 December 2014

Emma Roebuck
Chief Officer
Gay Advice Darlington/Durham
9 Duke Street
Darlington
Co Durham
DL3 7RX

Dear Emma

OPCC Grant Application

Thank you for your proposal for Gay Advice Darlington/Durham (GADD) to undertake work to provide recommendations on addressing the barriers to reporting homophobic and transphobic hate crime and to provide a communications plan detailing the findings and increasing community confidence.

I am delighted to inform you that I have decided to grant the funding of £5,000 to GADD, subject to clarification on the following two matters:

- That you can satisfy the Project Group on the appropriateness of the individual who will be undertaking the work.
- That you can satisfy the Project Group that you have fully understood the brief of the work, to produce recommendations as to how to address the barriers to reporting hate crime. We would expect this to involve interviews with relevant statutory agencies. This is to ensure that the recommendations provided will be practically implementable.

In view of this I would like to invite you to attend a meeting with the Project Group, as outlined in the specification, on Thursday 18th December, 10:00am at MVDA. This will provide an opportunity to cover the above points and deal with any other queries on either side. Please advise Sarah Wilson on 01642 301446 if this is a convenient time, and if not then she will arrange an alternative date.



The Police & Crime Commissioner for Cleveland is an accredited Living Wage Employer with the Living Wage Foundation.

In recognition of the risks you have identified with the proposed timescales, and to allow for any adjustments arising from this meeting to be made to the work plan, I have decided to move the project timescales back a month, so would require the recommendations and communications strategy by the end of March 2015.

Once again many thanks for your proposal and I look forward to a positive working arrangement in the future.

Yours sincerely

A handwritten signature in black ink, appearing to read "Barry Copping". The signature is written in a cursive style with a prominent loop at the end.

Barry Copping
Police and Crime Commissioner for Cleveland

Improving the response to homophobic and transphobic hate crime: addressing barriers to reporting and community

Work Plan.

Date	Action	Intervention	Delivered dated
December 2014.	<p>Contract given</p> <p>Contact all agencies to arrange meetings as soon as possible.</p> <p>Questions set for interview.</p> <p>Recording of responses.</p> <p>Independent review of questions by academic contacts at either Sunderland University CASS or CRIVA Durham University</p> <p>Research review of national and local datasets. This will frame report and set out national context for local report.</p>	<p>Hartgables</p> <p>TPA</p> <p>Cleveland Trans Association</p> <p>LGBT Middlesbrough</p> <p>Plus a search for alternates responses direct from community using Survey monkey.</p> <p>Third Party reporting centres co-ordinators contacted.</p> <p>Framework for documented written cross referenced with local datasets</p>	<p>All appointments set before 17th December 2014.</p> <p>Questionnaire set by 19th December</p> <ul style="list-style-type: none"> • Sent to contacts prior to interview. • Online Questionnaire distributed to Cleveland contacts. <p>Risks assessed.</p> <ul style="list-style-type: none"> • 2 weeks liable be lost due to holiday break.

<p>January 2015</p>	<p>Online surveys collated and compiled.</p>	<p>Transcribed and written up. Data compiled by postal code. Draft checked by Academic contacts.</p>	<p>Interviews done by 21st January 1st draft of results and basic report written by 30th January.</p>
<p>February 2014.</p>	<p>Draft report and communication strategy presented to steering group by mid February 2015. Final Strategy recommendations report Communicated to PCC steering group by 28th Feb 2015.</p>	<p>National policy checked as well as comparison with other PCC areas as well as LGB&T sector groups using the National LGB&T Partnership network and the LGB&T Consortium network.</p>	<p>Recommendations and draft document trialled with focus group by 10th Feb 2015</p>

The action plan has several risks that need to be built in to the action plan to allow for good resilience.

- Availability of partner agencies in the initial period of the research.
- Pre research for this work has made it obvious that very little data is available from a local context across the whole region from certain areas. In the main Transphobic and Biphobic crime is massively underreported as shown by recent nationally released figures <https://www.gov.uk/government/statistics/hate-crimes-england-and-wales-2013-to-2014> and <http://www.galop.org.uk/wp-content/uploads/2013/08/The-Hate-Crime-Report-2013.pdf>
- The time limitations will mean that the potential to miss some community views is a high probability and the report must reflect this problem at the outset.

Emma Roebuck

Chief Officer

7th December 2014.