



# Community Planning Aberdeen

<b>Progress Report</b>	Project End Report: 10.4 100% increase in hate crimes reported to police by 2023 (February 2021-October 2023).
<b>Lead Officer</b>	Claire Wilson, Chair of Community Justice Group
<b>Report Author</b>	Ross Mackay, Co-General Manager, Grampian Regional Equality Council (GREC)
<b>Date of Report</b>	18 <sup>th</sup> January 2024
<b>Governance Group</b>	CPA Board – 29 February 2024

<b>Purpose of the Report</b>
This report presents the results of the LOIP Improvement Project Aim 10.4 which sought to increase hate crimes reported to police by 100% (that is, double) by 2023.

<b>Summary of Key Information</b>
<p><b>1. Background</b></p> <p>1.1 The <i>Scottish Crime Reduction Policy</i> at the time, within the <i>Justice in Scotland Strategy</i>, prioritised hate crime reduction, as an area of offending that had increased year after year.</p> <p>1.2 Under-reporting of hate crime is recognised as a key factor, and whilst difficult to accurately measure, the <i>Scottish Crime and Justice Survey (SCJS)</i> estimated that only 40% of all crimes were reported to police in 2019-20. Anecdotally, hate crime reporting might be as low as 20%.</p> <p>1.3 Police recorded 6927 hate crimes in Scotland in 2021-22, and this has fluctuated between 6300 and 7000 since 2014. In 2021-22 62% of hate crimes included a race aggravator, and over 27% included a sexual orientation aggravator. Just under one third of hate crimes involved a victim in their workplace. Males were more likely to be victims (59%) and perpetrators (72%). Victims didn't know the perpetrator in 45% of cases.</p> <p>1.4 The picture in Aberdeen largely reflects the national picture, where Police Scotland report a rise in the number of hate crimes reported in Aberdeen City from 231 in 2018/19 to 305 in 2019/20, a 32% rise.</p> <p>1.5 The Scottish Association of Regional Equality Councils (SAREC) published a report in 2017, <i>Why Me?</i>, about community experiences of reporting hate crime. Key context includes why people don't report: low expectations; fear, distrust; low awareness; lack of support; social, political, and media climate; bystander inaction; lack of interpretation and translation; and lack of updates or action following previous reports.</p> <p>1.6 Studies consistently show that victims of hate crime have a higher rate of mental health implications and suicide ideation. An individual's experience of hate crime often causes</p>

ripples throughout communities with shared bonds and leads to lack of community cohesion and lowered feelings of safety within that community. Victims can leave localities, leave employment, and change behaviours like accessing public spaces after a hate crime incident.

- 1.7 Anecdotal evidence from Third-Party Reporting Centres (TPRCs) suggested that COVID-19 has negatively impacted hate crime reports, and the ways in which people interact, and that this should be considered in any review or comparison.

## 2. Improvement Project Aim

- 2.1 In February 2021 the CPA Board approved the [project charter](#) which aimed to achieve a 100% increase in hate crimes reported to police by 2023.

## 3. What Changes Did We Make?

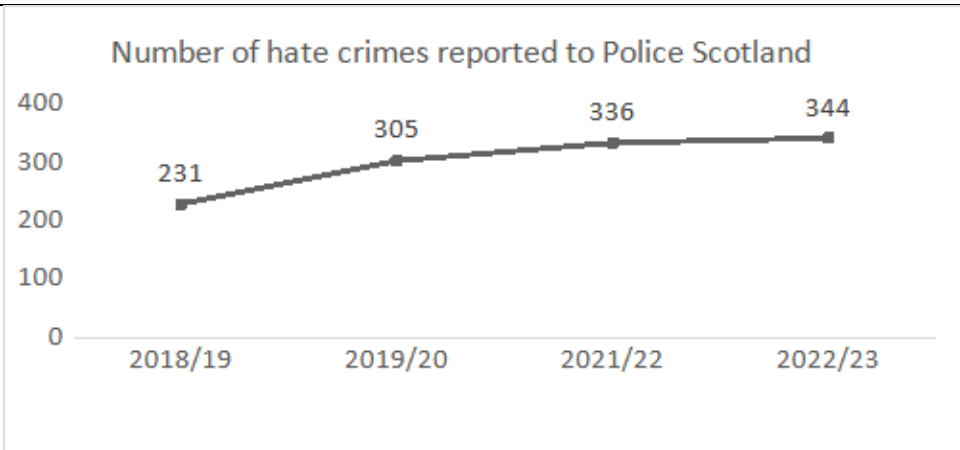
- 3.1 Several areas for improvement were identified and implemented by the project team. The focus was mainly around improving Third-Party Reporting (TPR) locally, and change ideas mostly related to improved quality and quantity of training for relevant staff and team members.

- 3.2 The following change ideas were tested throughout the project:

- a. Improved and increased training opportunities for existing Third-Party Reporting Centres (TPRCs)
- b. Improved and increased training opportunities for local police
- c. New, local TPRCs forum to promote shared learning and good practice
- d. Recruitment of new TPRCs
- e. New, additional Equality, Diversity, and Inclusion (ED&I) role locally for police
- f. New, local anti-hate crime campaign during Hate Crime Awareness Week (October 2023)

## 4 Have Our Changes Resulted in Improvement?

- 4.1 The project has not fully met its aim of increasing hate crime reporting to police by 100% by 2023, however, significant progress has been made, with a 49% increase to 344 crimes reported since the baseline of 231 (2018/19). Specifically, the increase from 2018/19 has been sustained with a continued increase each year as shown in the chart below. Police Scotland report an increase in hate crime reports in Aberdeen City from 305 in 2019/20 to 344 in 2022/23. There have also been several related positive developments, and there is general agreement within the project that with hindsight, the objective was not realistically achievable, particularly given the downward pressure on reporting during and post-COVID.



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- 4.2 Note also that preliminary data for 2023 from police suggests that the national trend in reporting is actual down, so our increase should also be considered in that context.
- 4.3 The project increased capacity for refresher training for existing TPRCs, with local police noting that this has been “significantly easier” with the support of this project, improving awareness raising within police and other local organisations.
- 4.4 Fourteen local police officers have been trained as Hate Crime Advisors, where their role is deployment at events, protests and similar to support the operational commander with specialist advice around any hate elements.
- 4.5 Twenty local officers have been trained as Hate Crime Champions, where their role is to support frontline officers with enhanced advice around hate crimes and their investigation. Their knowledge and experience is passed on to other uniformed officers to improve the service offered to victims of hate crime.
- 4.6 A new online ED&I training package is live for local Police Scotland. It is mandatory and 100% of officers have completed it. Officers must complete this annually.
- 4.7 Sixty-six members of Aberdeen City Council staff have been TPR trained, mostly Children and Families Social Workers and Housing Support Officers.
- 4.8 GREC and local Police Scotland officers collaborated to initiate a new network for local TPRCs, meeting every quarter to share learning, challenges, barriers, and promote good practice. Ten TPRCs have engaged with the network so far, with attendance increasing at each meeting so far, and very positive feedback from participants. This was based on feedback from previous TPRC refresher training that there was too much time between refreshers (previously 2-3 years), and not enough support for TPRCs between trainings. Sarah Grant from Police Scotland is facilitating this group, and we met 4 times in 2023.
- 4.9 Two new TPRCs have been recruited in Aberdeen City, although both have elected not to be published due to understandable sensitivity issues around the nature of their work. More partners are looking to become TPRCs in 2024. There are now 13 listed TPRCs in Aberdeen City.

- 4.10 Police Scotland have been able to create a new post for an Equality, Diversity, and Inclusion Liaison Officer locally, at least partly due to the work of the project in demonstrating and evidencing need.
- 4.11 **Claire Smith** and **Sarah Grant** from Police Scotland have been especially supportive and instrumental in the good work of the project. **Chris Parker** from Aberdeen City Council has also been particularly helpful, especially as the Project Lead transitioned 3 times during the project. **Darren Bruce's** advice was also very welcome throughout.
- 4.12 The project was also prominent in the organisation of actions during Hate Crime Awareness Week (14-21 October 2023), although Storm Babet forced the postponement of some activities, unfortunately. Actions included the design, printing, and promotion of a new Hate Crime poster campaign (<https://grec.co.uk/posters/> and [https://grec.co.uk/wp-content/uploads/hatecrime2023\\_a4.pdf](https://grec.co.uk/wp-content/uploads/hatecrime2023_a4.pdf)), including translations in Arabic, Dari, Farsi, Kurdish, Lithuanian, Mandarin, Pashto, Polish, Romanian, Russian, Spanish, Tigrinya, Ukrainian, and Urdu) and accompanying media pack for TPRCs.



- 4.13 Police Scotland toured their mobile trailer around the North East during the week, including at St Nicholas Square, NESCOL, and University of Aberdeen. The action outside Marischal College on Thursday 19th October, including permission from the Lord Provost to light Marischal College in the TPR colours, was an unfortunate victim of the weather, and was postponed. We arranged with SHMU for TPRCs to appear throughout their radio programming on Friday 13<sup>th</sup>
- 4.14 The project also contributed to the development of a series of You, Me, and a Cup of Tea events across the North East during Scottish Refugee Week, to support inclusion and participation across communities.
- 4.15 There was also some follow-up engagement by Police Scotland at St Machar Academy because of the work of the project.

4.16 The TPR Forum idea has been so well received, that it is being considered as part of a national model for TPRCs, and Ross Mackay and Sarah Grant have been invited to join a national network considering these proposals. Ross and Sarah presented at their most recent meeting (November 2023) about the TPR Forum and network in Aberdeen.

## 5 Have Our Communities/Protected Groups Participated in the Project and the Impact of This?

5.1 Community members were consulted around the development of new TPRC promotional materials, including the Equalities Participation Network (EPN), where an input session was hosted to contribute ideas and constructive criticism of anti-hate crime materials. Community experiences of reporting hate crime, based on previous research and community engagement informed change ideas throughout.

## 6 How Will We Monitor and Sustain These Improvements?

6.1 The change ideas tested above have now been adopted as business as usual and will continue to be monitored between partners. Data will continue to be collected and collated by all partners involved in this project and sharing of this data will be paramount to evaluating the success of the change ideas going forward. This will then allow for any change or decline in performance to be identified and then reported back to partners. Most partners also contribute to the TPRC forum.

6.2 Data will also continue to be reported via the Outcomes Framework and to the Community Justice Group.

## 7 Opportunities for Scale Up and Spread?

7.1 There are more opportunities to increase and continue to improve training provision for existing and new TPRCs.

7.2 Training provided to Police Scotland Officers could potentially be adapted and provided to other partners with frontline staff.

7.3 Proactive engagement with schools building on the pilot with St Machar Academy to increase awareness of hate crime and anti-hate crime initiatives at the earliest opportunity.

7.4 The local TPRC forum is now being considered as model of good practice within a national Scottish Government review of Third-Party Reporting. This model could also be considered by other projects depending on aim to be achieved.

## Recommendations for Action

It is recommended that the CPA Board:

- i) Agree that whilst the aim has not been achieved there have been positive outcomes to date with regards to hate crime reporting to Police Scotland, most notably a 49% increase since the baseline, and
- ii) Agree that increasing hate crime reporting remains a priority and note that the Community Justice Group was developing a revised aim as part of the refreshed LOIP to build on the improvements to date with new innovative improvements focussing on reducing barriers to reporting, increasing confidence to report, and improving the quality of reporting experiences., as well as taking forward the opportunities for scale up and spread as detailed.

## Opportunities and Risks

### Key Opportunities:

Maintaining and increasing competencies and capacity around reporting

- Key partners and actors are connected, and there is some momentum now
- More opportunities for community experiences to inform actions
- Testing community-based TPRCs
- Upcoming changes to Hate Crime legislation, especially the addition of Age, clarifications about transgender identity (where there has been a significant increase in related hate incidents), and potential for gender to be added later; <https://www.gov.scot/publications/hate-crime-public-order-scotland-act-2021-information-note/pages/4/>. Likely associated training and public awareness needs.

### Key Risks:

- Whilst data sharing and collation has improved during the project, there are still some practical obstacles, especially around some understandable privacy and safety considerations.

## Consultation

- Police Scotland
- Local TPRCs and TPRC Forum
- Community Justice Group

## Background Papers

The following papers were used in the preparation of this report.

- Charter 10.4, <https://communityplanningaberdeen.org.uk/wp-content/uploads/2021/02/Chater-10.8-Hate-Crimes-v4.pdf>
- Crime Prevention – Hate Crime, <https://www.gov.scot/policies/crime-prevention-and-reduction/hate-crime/>
- Independent Review of Hate Crime Legislation in Scotland (2018), <https://www.gov.scot/binaries/content/documents/govscot/publications/progress-report/2018/05/independent-review-hate-crime-legislation-scotland-final-report/documents/00535892-pdf/00535892-pdf/govscot%3Adocument/00535892.pdf>
- Police recorded hate crime – characteristics: updated study (January 2023)
- Why Me? (SAREC, 2017), <https://www.hatecrimeglasgow.org/why-me-report-sarec-march-2017/>
- Hate Crime Statistics (January 2024, House of Commons Library), <https://researchbriefings.files.parliament.uk/documents/CBP-8537/CBP-8537.pdf>
- Hate Crimes Reported in Grampian 2022 (GREC, 2023), and How Fair is North East Scotland (GREC, 2021), <https://grec.co.uk/research/>
- Hate Crime and Public Order (Scotland) Act 2021: Information note, <https://www.gov.scot/publications/hate-crime-public-order-scotland-act-2021-information-note/pages/4/>

### Contact details:

Ross Mackay, Co-General Manager, Grampian Regional Equality Council (GREC)  
[rmackay@grec.co.uk](mailto:rmackay@grec.co.uk)  
07857 180175