

Hate Crime, Harassment, Racial & Discriminatory Abuse Policy

1.0 Policy Summary

This policy establishes Stonewater's commitment in addressing incidents of hate crime, harassment, and discriminatory abuse.

2.0 Policy Objectives

Stonewater condemns hate crime, harassment and discriminatory abuse in any form and will provide a practical and responsive support service for victims. Where ever possible we will also take effective action against the perpetrators.

Stonewater accepts the following definition of a discriminatory incident as being: -
"A discriminatory incident is any incident which is perceived to be racist, ableism, sexist, homophobic, etc. by the victim or any other person."

Stonewater also accepts the Home Office definition of a hate crime as being: -
"Hate crime involves any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice based on a personal characteristic"

The definition covers the 10 protected characteristics, in particular disability, gender-identity, race, religion or faith and sexual orientation.

3.0 Policy Details

This policy details the principles to be adopted when dealing with:

Reporting incidents of harassment, racial abuse or hate crime

Supporting victims

Prevention and publicity

Repairs and improvements

Action against perpetrators

Safeguarding

3.1 Reporting incidents of hate crime, harassment or discriminatory abuse.

Stonewater's Hate Crime, Harassment and discriminatory abuse procedure identifies areas of staff responsibility, gives guidance on decision-making and incorporates standard forms for the recording of incidents and information. We will also work with relevant agencies i.e. Police, Social Services, and local Racial Equality Councils and relevant community support groups.

3.2 Supporting victims

Stonewater recognises that the wishes of the victim must be respected and treated with sensitivity. Any decision to pursue action against the perpetrator will take into account the wishes of the victim.

3.3 Prevention and Publicity

Prevention of incidents of hate crime, harassment and discriminatory abuse is regarded as a core activity of Stonewater and our attitude is explained fully at the time of sign up and beyond. An information pack for victims is also available which can be translated into other languages.

3.4 Repairs

Where an incident necessitates repairs or the removal of graffiti, we will carry out the works required as a matter of urgency. (Repairs should be prioritised as urgent unless the repair would normally be categorised as an emergency).

3.5 Action against perpetrators

In dealing with perpetrators Stonewater will consider the use of all available remedies including injunctions and possession proceedings.

4.0 Key Outcomes

The key objectives of Stonewater are to

- Deter acts of hate crime, harassment, and discriminatory abuse through effective information, publicity and training;
- Seek ways to improve the prevention of acts of hate crime, harassment and discriminatory abuse through monitoring and evaluating performance;
- Deal with acts of hate crime, harassment, and discriminatory abuse competently by having effective and appropriate procedures, which are in accordance with current legislation and best practice.

5.0 Equality and Diversity

We will apply this policy consistently and fairly and will not discriminate against any person on grounds of their race, colour, ethnic or national origins, religion, sexual orientation, disability, gender, age or any other matter that may cause a person to be treated with injustice.