

**BRISTOL CITY COUNCIL  
CABINET  
4 October 2012**

**REPORT TITLE:** Commissioning a Hate Crime Community Support Service for Bristol

**Ward(s) affected by this report:** Citywide

**Strategic Director:** Rick Palmer, Interim Strategic Director, Neighbourhoods and City Development

**Report author:** Peter Anderson, Service Manager, Safer Bristol

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**Report signed off by executive member:** Cllr Gary Hopkins

**Purpose of the report:**

This report provides information relating to the joint commissioning of hate crime community-based support services in Bristol to be implemented by April 2013.

**RECOMMENDATION for Cabinet approval:**

1. To note the report and to seek approval for procuring via competitive grants process for hate crime community based support services.
2. To note that the decision will result in expenditure over £500,000. The decision will result in expenditure over £500,000. The annual value of the contracts to be procured is £215,600. In accordance with BCC Procurement guidance this contract will be commissioned for three years.

**The proposal:**

**Context**

1. Safer Bristol and other city council partners currently fund three hate crime service providers to deliver casework and advocacy support for victims of hate crime who experience homophobic / transphobic, disablist and race and religious hate crimes.

The current three service providers are:

- Educational Action Against Homophobia (EACH).
- Support Against Racist Incidents (S.A.R.I).
- The West of England Centre for Inclusive Living (WECIL).

Each provider has a service delivery agreement with Bristol City Council covering the delivery of specialist hate crime support services.

Service provision includes:

- reporting phone lines;
- online hate crime reporting and websites;
- community safety work;
- dedicated caseworker service for one to one support, advocacy and signposting of clients.

Safer Bristol is leading the joint commissioning process (2012 to April 2013) for community-based hate crime support services within Bristol. Commissioned services will be effective from 1<sup>st</sup> April 2013 and will run for three years to 31<sup>st</sup> March 2016. Depending on funding and effective service delivery, there may be an opportunity to extend services for a further two-year period to 2018.

## Governance and Decision Making

2. Two key groups provide governance and decision-making throughout this commissioning process:

Strategic Partnership Against Hate Crime (SPAHC) – The membership of this group consists of key partners and current providers and it is responsible for overall decision-making and equitable deployment of financial resources.

Hate Crime Joint Commissioning Group (HCJCG) – The membership of this group primarily consists of internal hate crime, commissioning and procurement experts, although membership also includes Bristol Compact representative and Avon and Somerset Police. The overall purpose of this group is to ensure that efficient and effective services are available to all people who are affected by hate crime.

This is further defined as follows:

- To improve the outcomes and satisfaction for all Hate Crime service users.
- To provide increased flexibility and choice for service users and future service users.
- To develop a commissioning approach that measures performance against a set of identified outcomes and delivers value for money for BCC as a whole.

Additionally, the HCJCG are responsible for developing a Hate Crime Commissioning Plan and consulting with providers and general public on key proposals contained within it.

#### Draft Hate Crime Commissioning Plan – summary of key proposals

3. In Setting the scene the HCJCG has developed the Hate Crime Commissioning Plan based on information that has been gathered through a Hate Crime Needs Assessment.

In August 2011, a Hate Crime Needs Assessment was undertaken to help Safer Bristol gain a better understanding of the hate crime issues within Bristol. The current hate crime service providers took part in a series of expert sessions reviewing the reported hate crime in the city.

From these sessions three key issues emerged that would need to be addressed in the commissioning process. There were:

- Underreporting
- Priority Locations within Neighbourhood Partnership areas
- Identified activities or elements of provision

4. The key proposals contained in the draft Hate Crime Commissioning Plan are;

Proposal 1. Using the evidence from the Hate Crime Needs Assessment, the HCJCG have prioritised two separate elements of hate crime provision for Bristol. These are:

- a) Response services – providing support to victims of hate crime on the grounds of disability and sexual orientation as well as race and faith, preferably through a single point of access and,
- b) Prevention work - working with young people to raise awareness of hate crime and the impacts of hate crime.

From this, the HCJCG have stated a preferred option to purchase separate 'Response' and 'Prevention' elements and that this could be achieved through two or more contracts or funding agreements.

Proposal 2. The HCJCG has developed a set of 'outcomes' to be achieved in delivering the 'Response' and 'Prevention' elements. These are:

- Increased skills and knowledge, resilience, confidence and self-esteem in dealing with hate crime;
- Understanding of individual rights and choices available;
- Ability to make informed choices about actions to take;
- Satisfaction with the responses received;
- Increased voice and influence on hate crime services;
- Increased cultural awareness and understanding of people from different faiths, cultures and with different protected characteristics;

- Increased understanding and awareness of hate crime (for young people and schools).

Proposal 3. The HCJCG considered different funding options for the commissioning of Hate Crime support services and have proposed that services should be commissioned through an outcomes-based competitive grants process.

This means that the voluntary community sector organisations (VCS) will be invited to bid against a clear and defined specification for the provision of hate crime services in Bristol through a Competitive Grants Process.

## **Consultation and scrutiny input:**

The HCJCG is endeavouring to provide as many people as possible with an opportunity to have their say about the proposed commissioning of community based hate crime support services and the proposals outlined above.

### **a. Internal consultation:**

Consultation with colleagues in BCC has included;

- Commissioning and Procurement
- Children and Young People's Service
- Landlord Services
- Equalities
- Neighbourhoods and Communities
- Finance

Key stakeholder groups include;

- Safer Bristol Executive Board
- Strategic Partnership Against Hate Crime
- Hate Crime Joint Commissioning Group

### **b. External consultation:**

The Hate Crime Commissioning Plan (and feedback questionnaire) has been circulated to groups of interest / external provider / public / statutory / voluntary interest groups.

The Plan has been posted on BCC Consultation Finder.

A Survey Monkey feedback questionnaire is available and publicised.

Five separate consultation events will take place during August 2012 and Sept 2012 (two open events, one event specifically for race/religious/faith groups, one event specifically for lesbian, gay, bisexual, transgender, and one event for disablist groups).

An 'easy-read' consultation document and questionnaire has been developed and is available.

One-to-one or group discussions have been offered

The Hate Crime Commissioning Plan was first published on 6<sup>th</sup> July 2012 and will be available for comment during a 12-week consultation period. This will close on 3<sup>rd</sup> October 2012.

### Other options considered:

No change

Not an option – would not meet procurement regulations.

Negotiate longer-term contracts with existing providers

Would not meet procurement requirements

Limits the opportunity to significantly re-model services.

### Risk management / assessment:

<b>FIGURE 1</b>							
<b>The risks associated with the implementation of the (subject) decision :</b>							
No.	RISK  Threat to achievement of the key objectives of the report	INHERENT RISK  (Before controls)		RISK CONTROL MEASURES  Mitigation (ie controls) and Evaluation (ie effectiveness of mitigation)	CURRENT RISK  (After controls)		RISK OWNER
		Impact	Probability		Impact	Probability	
1	Performance reduction of treatment providers due to impact of re-commissioning	High	Medium	Regular communication with providers  Robust performance monitoring and recovery plans if required	Medium	Low	Hate Crime Joint Commissioning Group

<b>FIGURE 2</b>							
<b>The risks associated with <u>not</u> implementing the (subject) decision:</b>							
No.	RISK  Threat to achievement of the key objectives of the report	INHERENT RISK  (Before controls)		RISK CONTROL MEASURES  Mitigation (ie controls) and Evaluation (ie effectiveness of mitigation)	CURRENT RISK  (After controls)		RISK OWNER
		Impact	Probability		Impact	Probability	
1	Not able to respond to identified need	High	High	Ongoing Needs Assessment  Robust performance monitoring with improvement plans put in place where required.	High	Medium	Hate Crime Joint Commissioning Group
2	Delivering services that do not deliver value for money	Medium	Medium	Opportunity to put in place revised output and outcome measures that deliver services against identified need	Low	Low	Hate Crime Joint Commissioning Group



**Advice given by** Giles Liddell, Environmental Advisor, Procurement Services  
**Date** 24.09.12

**Resource and legal implications:**

**Finance**

The Safer Bristol Partnership provides the governance for the delivery of hate crime support services and delegates the responsibility for service delivery and budget management to Hate Crime Joint Commissioning Group.

**a. Financial (revenue) implications:**

The overall budget for the hate crime community based support services is £215,600 per year for three years (£646,800 total). The contributing partners are Safer Bristol, Children and Young Peoples Services (CYPS), Estate Management and Community Investment Team. This funding has been secured for the term of this tender.

**Advice given by** Mike Harding, Finance Business Partner, Neighbourhoods and City Development  
**Date** 11.09.12

**b. Financial (capital) implications:**

Not applicable. There are no finance (capital) implications associated with this proposal.

**c. Legal implications:**

Awaiting legal guidance on classification on contracts to be procured e.g. whether services are Part A of Part B. However, procurement must comply with BCC's obligation regarding fairness and transparency. Procedures will comply with the BCC's procurement rules which include a requirement for formal tendering exercise.

**d. Land / property implications:**

Not applicable. There are land / property implications associated with this proposal.

**e. Human resources implications:**

Not applicable. There are no BCC staff employed in the services effected. Therefore, there are no human resources implications to this decision. All services are being procured and will be tendered for by external organisations.

There may be TUPE issues in connection with any change in service provider.

**Appendices:**

Equalities impact assessment

**Access to information (background papers):**

Draft Commissioning Plan





## Bristol City Council Equality Impact Assessment Form

### Directorate and Service:

**Lead officer** Mark Parry crime reduction projects officer

**Additional people completing the form (including job title):**

Jo MacDonald and Anne James equalities officers

**Start date for EqIA:** April 2012

**Estimated completion date:** 20<sup>th</sup> July 2012

### Step 1 – Use the following checklist to consider whether the proposal requires an EqIA

1. What is the purpose of the proposal?

Recommissioning of Hate Crime Support services as currently these are all grant funded by various departments within Bristol City Council. There is no grant funding from next year 2013. BCC funding is revenue.

Almost 2500 hate crime/incidents reported in Bristol 2010-2011. These relate to race (78%), homophobia (14%) and disability (4%).

	High	Medium	Low
2. Could this be relevant to our public sector equality duty to:			
a) Promote equality of opportunity	Yes		
b) Eliminate discrimination	Yes		
c) Promote good relations between different equalities communities?	Yes		

3. Could the proposal have a positive effect on equalities communities?

Please describe your initial thoughts as to the proposal's positive impact

The purpose of the Hate crime support services is to support people who have experienced hate crimes on account of having or more of the following protected characteristics, race, religion and belief, lesbian, gay, bisexual and transgender and disabled. The commissioning of new hate crime support services will be more evenly spread to support under represented groups receiving casework and advocacy support service.

The two groups currently under reporting are Disabled People and Lesbian, Gay, Bisexual and Transgender People.

4. Could the proposal have a negative effect on equalities communities?  
No the project aim is to offer case work and advocacy support to hate crime victims.

Please describe your initial thoughts as to the proposal's negative impact

Possible negative impact by not getting the process right plus it is important to acknowledge the limitations of certain consultation activities on particular groups.

Possible perceived negative impact on Age and Gender protected characteristics however the Strategic Partnership Against Hate Crime (SPAHC) has decided not to include these into the hate crime commissioned services as these groups are currently supported by other services and strategic structures within Bristol. For example, Victim Support provides support to all victims of crime. The Bridge, Sexual Assault Referral Centre and Bristol Rape Crisis Centre provide services supporting women who have experienced sexual violence and assault.

If the proposal has low relevance and you do not anticipate it will have a negative impact, please sign off now. Otherwise proceed to complete the full equalities impact assessment

Service director.....Equalities officer .....

Date.....

<b>Step 2</b>	<b>Describe the Proposal</b>
2.1	<p><b>Briefly describe the proposal and its aims?</b> <b>What are the main activities, whose needs is it designed to meet, etc.</b></p> <p>The draft Hate Crime Commissioning Plan proposal is to purchase separate Response and Prevention Services in order to provide Hate Crime services across Bristol.</p> <p>Proposed outcomes for the Response and Prevention elements have been developed by the HCJCG, considering the feedback received from the March 2012 online Survey/Questionnaire. The proposed outcomes are summarised below.</p> <p><b><u>Through a Response Service</u></b></p> <p>Providing support to victims of hate crime on the grounds of disability and sexual orientation as well as race, religion and faith, preferably through a single point of access service thus providing victims with:</p> <ul style="list-style-type: none"> <li>• Increased skills and knowledge, resilience, confidence and self-esteem in dealing with hate crime</li> <li>• Understanding of their rights and choices available</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to make informed choices about actions to take</li> <li>• Satisfaction with the responses received</li> <li>• Increased voice and influence on hate crime services.</li> </ul> <p><b>Through Prevention Service</b>, to work with young people raising awareness of hate crime and the impacts of hate crime via the provision of: information, education and guidance</p> <ul style="list-style-type: none"> <li>• Young people will have Increased cultural awareness and understanding of people from different faiths, cultures and with different protected characteristics</li> <li>• Increased understanding and awareness of hate crime (for young people and schools).</li> </ul>
2.2	<p><b>If there is more than one service* affected, please list these:</b></p> <p>3 contracts are affected by our joint commissioning approach of hate crime support services</p>
2.3	<p><b>Which staff or teams will carry out this proposal?</b></p> <p>Safer Bristol Crime Reduction Manager, Crime Reduction Project Officer, Equalities Officer.</p>
3.0	<p><b>Current position: What information and data by equalities community do you have on service uptake, service satisfaction, service outcomes, or your workforce (if relevant)?</b></p> <p>Since 2001 Bristol's BME population is estimated by the Office of National Statistics (ONS) to have increased by 26,500, giving a total BME population in 2009 of 58,000 – this is 13.5% of the total population in Bristol. This is the largest BME population of all local authorities in the South West.</p> <p>The Government compiled the first national figures on the lesbian and gay population in December 2005 as part of work carried out to support the Civil Partnerships Act. They estimated that one in 16 (6%) of the population is lesbian or gay equating to 3.6 million people in total. The conclusion of most researchers in the field is an estimated 5–7% of the population is Lesbian, Gay and Bisexual, rising to 10% in major cities. This latter figure is the one accepted by the Greater London Authority in 2006 (GLA 2006). The estimate of the size of the LGB population in the city of Bristol (5–7%) is estimated to be between 21,065 and 29,491 (ONS 2008).</p> <p>The 2001 census identified that 18% of the population have a limiting long-term illness or disability. Going by the 2009 mid-year population estimate for Bristol this would mean there are approximately 78,000 disabled people in Bristol.</p>
3.1	<p><b>Summarise how equalities communities are currently benefiting from your service* here</b></p>

	<p><b><u>Consultation</u></b></p> <p>Annual Hate Crime Needs assessment and expert stakeholder group meetings have been conducted. We carried out an online user survey in March 2012 to gain a better understanding of what type of services users wanted. We are now moving into the consultation stage from the 11th July 2012 of the draft-commissioning plan. We have planned to hold five consultation/ focus group events with current services users and potential services user during the 12-week consultation period.</p>
3.2	<p><b>Then compare to the relevant benchmark (eg. the % of people from each community who use your services* with the % of people within the relevant equalities community who live in your local area or in the city of Bristol).</b></p> <p>Approx 2500 people in Bristol reported hate crimes/incidents during 2010/11, a 12% decrease from 2009/10 figures</p> <p>The overwhelming numbers of recorded hate crime in Bristol is racist most of these are related to race or religion (78%), homophobia (14%) or disability (4%).</p> <p>Although levels of hate crime/incidents appear to be declining, Bristol has high reporting levels in relation to similar cities and the Core City Group. An intelligence gap exists as to whether this decline reflects increasing unwillingness to report incidents or an improvement in relations between Bristol's community groups.</p>
3.3	<p><b>Evaluate what the data in 3.1 &amp; 3.2 tells you about how the current position affects people from equalities communities (see Guidance for further information and examples).</b></p> <p>Currently figures from 2010-2011 hate crime needs assessment reported hate crime incidents are approx 2500 incidents per year.</p> <p>Homophobic hate crime reports account for 7% of recorded hate crime. Anecdotally, homophobic hate crimes and incidents occur commonly in the everyday lives of LGB people. Too many LGB people worry about being the victim of crime and feel at risk of being a victim of hate crime. Both the experience and fear of homophobic hate crimes and incidents limit the quality of life of LGB people.</p> <p>In order to avoid victimisation, some people try to avoid being identified as 'gay', which curtails their freedom and their right to be who they are. There have also been a number of homicides committed against LGB&amp;T people.</p>

The Home Office funded research by Stonewall *Homophobic Hate Crime: The British Gay Crime Survey 2008*. The key findings relevant to this survey are:

- One in five lesbian and gay people have experienced a homophobic hate crime or incident in the last three years. One in eight have been a victim in the last year.
- Fourteen per cent of victims of homophobic hate crimes or incidents did not report them to anyone because they happen too frequently to report.
- Three in four of those experiencing hate crimes or incidents did not report them to the police. Only six per cent reported them to third parties.
- Eight per cent of all black and minority ethnic lesbian and gay people have experienced a physical assault as a homophobic hate incident, compared to four per cent of all lesbian and gay people.

**‘We can do anything we like and you can’t do anything about it.’  
One of the gang of young people involved in harassing Fiona Pilkington and her daughter Francessca Hardwick<sup>1</sup>**

Disablist Hate Crime accounts for 4% of recorded hate crime in Bristol, which is approx 102 people as victims, but it is estimated that the disabled community massively (can we soften the this word) underreport this. Increasing Disablist Hate Crime reporting is in the Governments 2012 Hate Crime Action Plan, which refers to homicides of a number Disabled people, where hate crime was a motivating factor. Furthermore the EHRC report Hidden in Plain Sight confirmed that disablist hate crime is hugely underreported and identified barriers to reporting as:

- Inaccessible reporting
- Fear of not being believed
- Shame
- Believe that nothing will be done

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<sup>1</sup> Quoted by Fiona Pilkington’s mother, Pam Cassell, during the inquest into her death.

	<p>Therefore, we can identify that we have significant under reporting of homophobic and disablist hate crime. A commissioned service will be required to:</p> <ul style="list-style-type: none"> <li>• Increase confidence in reporting</li> <li>• Improve communities understanding of what is a hate crime and how to report it</li> <li>• Prevention work by improving relations between those who have a relevant protected characteristics and those who do not</li> <li>• Work with agencies such as the Police to improve victims responses</li> <li>• Support Victims</li> <li>• To advocate for victims to bring perpetrators to justice.</li> </ul> <p>At the moment we don't separate out hate crime reporting covering age and gender as these are dealt with under different Police procedures (Decision of SPAHC) - Decision made September 2011 and to continue to monitor hate crime reporting to see if there is an increase of these reported crimes.</p>
<b>Step 4</b>	<b>Ensure adequate consultation is carried out on the proposal and that all relevant information is considered and included in the EqIA</b>
4.1	<p><b>Describe any consultations that have taken place on the proposal. Please include information on when you consulted, how many people attended, and what each equalities community had to say (&amp; provide a web link to the detailed consultation if possible).</b></p> <p>A range of consultations has taken place since Dec 2011 including meetings of HCJCG, various experts groups, meetings of SPAHC, various current providers meetings, provider monitoring visits, online survey.</p> <p>Current hate crime service providers have identified increased reporting and understanding of hate crime issues through other agencies as a result of education and awareness raising training</p> <p>The online survey of people who experienced hate crime prioritised the following outcomes for hate crime support services:</p> <ol style="list-style-type: none"> <li>1. Increase confidence and trust enabling direct reporting to BCC/Police</li> <li>2. Reduce repeat victimisation to hate crime victims</li> </ol>

	<div>3. Improve understanding and education of hate crime and its impact on victim</div> <div>4. Increased publicity in order to raise awareness of hate crime</div> <div>5. Increase confidence of victims to help provide evidence so action can be taken against perpetrators</div> <div>The Priorities of SPAHC from its current action plan 2012-2013 are as follows:</div> <div>1. Bring offenders to justice</div> <div>2. Increase reporting of hate crime</div> <div>3. Reduce incidents of hate crime</div> <div>4. Support victims of hate crime.</div> <div>Summary findings of the expert group meetings in May 2011 contributed to the data analysis for the Hate Crime Needs Assessment August 2011.</div>	
4.2	<div>Please include when and how the outcome of the consultation was fed back to the people whom you consulted.</div> <div><div>• SPAHC &amp; HCJCG Group members were supplied with minutes after each meeting.</div><div>• Current providers of hate crime service receive a communication briefing update bimonthly.</div><div>• Outcomes of the experts group meetings were shared with the participants of the sessions held.</div><div>• Online hate crime survey results published on Bristol City Council consultation finder and Safer Bristol website.</div></div>	
Please note details of the consultation findings in 4.1 will be built upon in Step 5 where you will set out what you plan to do to address any issues for equalities communities.		
Step 5	Giving due regard to the impact of your proposal on equalities communities	
Possible Impact on Equalities Communities, whether or not you will address the impact		Actions to be included in the proposal

<p><b>Age</b> 6 reports of age based hate crimes/incidents occurred during 2010/11, a 33% decrease on 2009/10 figures. Most incidents involve intimidation.</p> <p>Bristol Safeguarding Adults Board recorded 4 reports of discrimination against older people in 2010/11</p>	<p>More work is needed to work with the Adult Safeguarding Board. To gain a better understanding of incidents that are recorded as an adult safeguarding incident rather than possibly a hate crime incident.</p> <p>The Community Confidence Team (ASB team) is currently monitoring reports to the Council of anti social behaviour to identify where age related hate crimes have occurred rather than the report being identified as an ASB issue.</p> <p>This will help to gauge the amount of age related hate crime that occurred rather than it being recorded as an ASB incident.</p>
<p><b>Disability</b> There was just over 100 reported offences, which occurred in 2010/11, a decrease of 29% since 2009/10.</p> <p>Victims are most likely to be white British and between the ages of 30-50 years. Offenders are mainly young (&lt;20) white males.</p>	<p>The support service needs to increase awareness of what is hate crime as many disabled people do not recognise what can be a regular occurrence/ incident as hate crime incident.</p> <p>The support service needs to promote what actions can be taken to protect people reporting to increase confidence in reporting.</p> <p>The support service needs to support the emotional needs of the victim and their families where relevant.</p> <p>The support service needs to increase awareness with agencies of 'mate crime' and increase monitoring via agencies concerned about exploitation by neighbours and friends.</p>



<p><b>Ethnicity</b></p> <p>There were nearly 2000 reported race hate crimes/incidents in Bristol during 2010/11, making this the most prevalent hate crime/incident type in the city. This is a 7% increase on 2009/10 figures.</p> <p>Most victims are Black (esp. Black African/Somali) or Asian (esp. Pakistanis) males/females aged 25-49.</p> <p>S.A.R.I may have supported a number of clients who were BME and xx disabled and or xx lesbian, gay, bisexual and transgender.</p> <p>I am trying to obtain the possible numbers of BME clients supported by the current agencies with other protected characteristics. By end July 2012</p>	<p>Reporting to include recording of:</p> <ul style="list-style-type: none"> <li>• BME disabled people</li> <li>• BME LGB&amp;T people</li> </ul> <p>Support agencies are expected to have a good understanding of race equality and cultural competence and to work in partnership with S.A.R.I and other support agencies.</p>
<p><b>Gender</b></p> <p>Gender based hate crime is part of the VAAWG strategy.</p> <p>13 reported gender hate crimes/incidents occurred in Bristol during 2010/11, a 43% decrease on 2009/10 figures.</p>	<p>This commissioning plan does not include commissioning a specific project for women. Further work is needed to improve awareness of agencies to identify gender based hate crime.</p> <p>All commission agencies will be required to identify gender based hate crime.</p>
<p><b>Pregnancy &amp; maternity</b></p>	<p>People who are pregnant are vulnerable and support agencies need to ensure procedures are in place to escalate such reports to other support agencies.</p>

<p><b>Religion and belief</b></p> <p>33 faith related hate crimes/incidents were reported to Police and Partners, which occurred during 2010/11, a 3% increase since 2009/10. This figure may continue to rise especially around the Muslim faith. There is a gap in knowledge around the levels of anti-Muslim prejudice which emanates from individuals who support Far Right narratives and groups like the British National Part and the English Defence League</p> <p>It should be noted that some partners feel that many faith related crimes/incidents are recorded as race hate crimes/incidents in error.</p>	<p>People currently experiencing religious hate crime are supported by S.A.R.I. This service will be part of the commissioning plan for the community based hate crime support services.</p> <p>Support agencies need to be confident to identify religious based hate crime if it is part of casework support.</p> <p>Currently Measuring Anti Muslim Attacks (MAMA) has set up an Anti Muslim reporting service. The service aims to measure attacks any forms of anti muslim abuse across the country. We need to consider anti Muslim abuse and attacks within the commissioning plan regarding the support services available to faith groups.</p>
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<p><b>Sexual orientation</b></p> <p>Over 350 reports made to Police and Partners occurring during 2010/11, a 52% increase on 2009/10 figures.</p> <p>Offending at present is focused around the “Village” area in Old Market. Victims are most likely to be white British males typically aged 16-49. Offenders are also mainly white British young males.</p>	<p>Support agencies need to</p> <ul style="list-style-type: none"> <li>• Achieve reputational confidence amongst the LGB community to increase reporting</li> <li>• Undertake outreach work to meet LGB people who are not a homogenous community</li> <li>• Work in partnership to prevent homophobic attitudes and prevent hate crime</li> <li>• Work with agencies to improve their response to LGB people who are reporting hate crime</li> <li>• Improve understanding of LGB communities and those who do not share this protected characteristic.</li> <li>• Work with community safety initiatives to decrease the incidents in the ‘Village’ and improve reporting of incidents and responses to such incidents when they happen.</li> </ul>
<p><b>Transgender</b></p> <p>10 reported transgender hate crimes/incidents occurred in Bristol during 2010/11, a 47% decrease on 2009/10 figures. Victims are mainly male</p> <p>The vast majority of transgender hate incidents appear to involve intimidation (30%), assault ABH or less (20%) or other actions, which include noise and offensive advertising, (20%).</p>	<p>The support agencies need to have a good understanding of the transgender communities and vulnerability to hate crime.</p> <p>Support agencies need to work with agencies to improve their understanding and responses to transgender people reporting hate crime and harassment.</p> <p>Support agencies to have a clear strategy to reach this small disparate community to improve reporting.</p>

<b>5.2</b>	<b>Next Steps</b>
<p>The HCJCG has developed a range of consultation events and activities that will take place over 12 weeks in line with the Bristol Compact. The consultation on the proposed hate crime commissioning plan will start on the 11<sup>th</sup> July 2012 - and run until 3<sup>rd</sup> October 2012</p>	

<b>Step 6</b>	<b>Meeting the aims of the public sector equality duty</b>
<p>In this section you should summarise the relevant equality issues (including significant adverse impacts that you are unable to mitigate) and set out how consideration of the public sector equality duty aims has been taken into account in developing the proposal.</p>	
6.1	<p>This will be completed following the round of consultation events ending on the 3<sup>rd</sup> October 2012</p>
<p>This section serves as an executive summary of the proposal and can be duplicated into any reports for decision-makers with an electronic link to the full equalities impact assessment (or include full EqIA as a an appendix if needed).</p>	

<b>Step 7</b>	<b>Monitoring arrangements</b>
7.1	<p><b>If your proposal is agreed, how do you plan to measure whether it has achieved its aims as described in 2.1. Please include how you will ensure you measure its actual impact on equalities communities?</b></p> <p>All support agencies are required to undertake equalities monitoring and to repeat on a quarterly basis. All agencies are expected to be able to support people with more than one protected characteristics to a high standard.</p>

<b>Step 7</b>	<b>Monitoring arrangements</b>
<b>Step 8</b>	<b>Publish your EqlA</b>
<b>8.1</b>	<p>Ensure the EqlA is signed off by a Service Director and the directorate equalities officer.</p> <p>Signed _____ Signed _____</p> <p>Service Director _____ Equalities officer _____</p> <p>Date _____ Date _____</p>
<b>8.2</b>	<p>Can this EqlA can be published on the web. Yes/No</p> <p>Yes and on BCC consultation finder alongside the commissioning plan.</p> <p>If no, please explain why the proposal is confidential and cannot be published</p>
<p>Contact Communications and Marketing Team or your directorate equalities officer to arrange to publish the equalities impact assessment on the Equality and Diversity web pages.</p>	

Thank you for completing this document. We hope you found it useful to improve the overall quality of your proposal.

If you have any feedback on this process please contact the corporate equalities team at [equalities.team@bristol.gov.uk](mailto:equalities.team@bristol.gov.uk)

### **Directorate Equalities Contacts**

Children and Young People Services – Su Coombes

City Development – Jane Hamill

Health and Social care – Jan Youngs

Human Resources – Jo McDonald

Neighbourhoods – Simon Nelson & Anneke van Eijkern

Corporate Resources – Anne James & Joanna Roberts