



The
University
Of
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EFM
Integrated
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System

Operational Procedure

HATE CRIME / INCIDENT POLICY

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Hate Crime/Incident Policy

Scope of Policy

This Policy sets out the approach to be adopted by the University of Sheffield in relation to dealing with all forms of hate crime and hate incident.

1. Policy Statement

1.1 The University of Sheffield takes all forms of hate crime seriously, and adopts a zero tolerance approach to incidents. This policy outlines the core commitments adopted by all members of the University community to work to prevent hate crime, and to deal effectively with incidents should they occur.

1.2 We recognise that this must involve close partnership working with our Students and other organisations in the communities in which we work, live and study, and we will ensure that effective links are developed to achieve this. We will meet all legal and regulatory requirements and work to ensure that our approach reflects best practice within the sector.

1.3 The University of Sheffield is committed to working with all partners to help prevent hate crime and to provide all victims with a sensitive, appropriate service. We recognise that meeting this commitment may require an enhanced response to ensure that we respond promptly and positively in all cases. We will use all available powers and resources to deal effectively with perpetrators of hate crime or harassment, as well as to provide support to victims.

2. Context

2.1 This Policy is set within the context of relevant legislation such as the Equality Act 2010. Legislation (sections 28-32 of the Crime and Disorder Act 1998 and sections 145 and 146 of the Criminal Justice Act 2003) which allows prosecutors to apply for an increase in the sentence for those convicted of a hate crime. It also aims to reflect the expectations outlined by our regulator in the Office of Students.

3 Definition

3.1 Hate crime is defined as any criminal offence which is perceived, by the victim or any other person, to be motivated by a hostility or prejudice based on a personal characteristic. This definition covers five nationally monitored characteristics, in particular disability, genderidentity, race, religion or faith and sexual orientation.

3.2 Hate crimes are therefore distinct from general anti-social behaviour in that they are perceived to be motivated by prejudice or hatred against people with an identifiable characteristic. Hate

crimes may also include hostility or hatred based on other characteristics such as age, gender, political affiliation or vulnerability.

4. University Statement on Hate Crime

A hate crime is any crime that is targeted at a person because of hostility or prejudice towards that person's race or ethnicity, religion or belief, sexual orientation, gender identity, or disability. Hate crime isn't just physical abuse or violence; verbal abuse, name calling, assault, blackmail, harassment, intimidation, bullying or exploitation are all forms of hate crime.

The University has a zero tolerance policy towards hate crime. It is very important to us that each and every member of the University community feels safe when they are out and about on our Campus, and we take any instances that threaten this extremely seriously.

5. Aims and objectives

5.1 The aim of this policy is to ensure that the University of Sheffield (including students and staff) work effectively to deal with hate crime and, in particular, to do the following:

- Raise awareness and build understanding. Ensure that employees are made aware and trained to identify the needs of victims and witnesses of harassment, so that they can provide a responsive and effective service whilst respecting the need for sensitivity and confidentiality.
- Have a victim first approach to make sure that all victims and witnesses receive the support they need to cope and recover from the impact of the crime. We care about those affected by crime and work continuously to improve services and support for all of the University community.
- Publicise and promote our policies and procedures, ensuring that the reporting of hate crime is accessible, with clear contact details for reporting incidents, and by offering appropriate support, whether this be solely or in collaboration with appropriate external agencies.
- Respond swiftly to reports of hate crime.
- For the University to recognise the seriousness of hate crime and that it is treated accordingly. We also understand that it is significantly under-reported nationally.
- Support victims where they are required to give evidence.
- Monitor cases of hate crime and hate incidents and maintain accurate records.

6. Policy outline

6.1 We will take the following actions to assist in the prevention of hate crime:

- Communicate with members of the University community through directed campaigns about their rights and responsibilities, emphasising the importance of allowing people to work, live and study peacefully and in a welcoming environment.
- Ensure that student and staff involvement arrangements are inclusive and contribute to the effective tackling of all forms of harassment and hate crime.
- Take positive steps to support those groups who may be especially vulnerable to harassment and hate crime as outlined above in 3.1. of this Hate Crime Policy.
- Encourage and support victims to report incidents of hate crime.
- Challenge any attitudes and behaviours that foster hatred and prejudice, and encourage early intervention to reduce the risk of any incidents escalating.

6.2 Dealing with incidents of hate crime

Incidents believed to be motivated by hatred or prejudice directed against any person or group of people based on any of the identifying factors included in 3.1, will be classified as a high priority for welfare support and investigation purposes, irrespective of the nature of the actual behaviour reported.

Although the following is not an exhaustive list, incidents of hate crime may comprise of, for example, one or more of the following:

- Physical attacks on people or property
- Intimidation and harassment
- Graffiti
- Arson or attempted arson
- Abusive or threatening language or behaviour (including on-line social media platforms)

- Deliberate and targeted acts intended to deter student residents from living in their home or to force them to leave

6.3 The University will strive to ensure that we offer a consistent, effective approach to dealing with reports of hate crime University wide and specifically will do the following:

- Operate a victim first approach, respecting the decision of the victim on whether to formally report the incident to the Police or to the University.
- Investigate thoroughly every case of harassment and hate crime reported to the University where the alleged perpetrator and/or victim is a member of the University community.
- When an incident is reported, we will aim to contact the person reporting it within one working day to take full documented details of the incident.
- Visit the person reporting the incident, or arrange for them to visit an office within the University if this is preferred.
- Remove any offensive graffiti within 24 hours of it being reported, if it is on our land.
- Provide a range of options to help support victims of hate crime. In cases where the safety and wellbeing of the victim(s) is at risk. This will depend on the wishes of the victim.
- Offer welfare support to witnesses of the incident and other affected members of the University community.
- Work with the Police and other local agencies including the City Hate Crime Co-ordinator to resolve cases of hate crime and help reduce it.
- Share information in line with good practice and any agreed protocols; whilst respecting confidentiality.

7. Monitoring

7.1 Security Services will monitor performance on dealing with all incidents of hate crime, and report every 3 months via the Security strategy group and then annually to the University Health and Safety Committee

8. Equality and Diversity

8.1 We are committed to fairness and equality for all regardless of their colour, race, ethnicity, nationality, gender, sexual orientation, marital status, disability, age, religion or belief, family circumstances or offending history, as referred to in our relevant University policies. Our aim is to ensure that our policies and procedures do not create an unfair disadvantage for anyone.