



September 2019

www.echogenicity.co.uk

Hate Crime Policy

Scanning Cornwall's Hearts

What is a Hate Crime?

Any incident, which constitutes a criminal offence, which is perceived by the victim or any other person as being motivated by prejudice or hate.

Hatred goes much further than just causing offense or creating a hostile environment. Hate crimes are a criminal offense, and are committed against a person or their property. The motivation behind these acts will originate from the offender's hatred of the victim, because of their membership to a diverse group for example:

- race, colour, ethnic origin, nationality or national origins
- religion
- gender or gender identity
- sexual orientation
- disability

Some incidents occur by association, this means that a person may perceive another to belong to a certain group and abuses them because of this. For example mixed race couples or perceiving someone to belong to a religion.

What is a Racist Incident?

A racist incident follows the same principles as hate crimes, but the motivation is solely based on a person's (or perceived) race, colour, ethnic origin, nationality or national origins.

What Type of Behaviour can be considered an Incident or Crime?

The examples provided below are not an exhaustive list, but provides a guide for the type of actions or behaviour that could constitute an incident or crime.

- Physical abuse: spitting, punching, kicking, slapping or other physical injury.
- Threats: words of a threatening nature.
- Verbal abuse: eg racist name calling.
- Sexual abuse: eg degradation, rape, assault which is motivated by a person's membership to a diverse group.
- Written/printed abuse: letters or posters with discriminatory (eg racist, homophobic, etc) language, abusive text messages.

- Graffiti: discriminatory language or images on property.
- Attacks on property: eggs/stones thrown at property, tyres slashed, windows broken, etc.
- Harassment: persistent intimidating or threatening behaviour over a period of time.

Why Report these Crimes or Incidents?

Events of this nature can be degrading and make staff and patients feel uncomfortable, as an organisation Echogenicity has a responsibility to ensure that it provides a safe environment for both staff and patients.

Echogenicity operates a zero tolerance culture to protect the wellbeing of staff and all that use Echogenicity's services.

What are the Methods of Reporting?

There are two methods of reporting, and when dealing with hate crime or racist incidents both methods must be used.

Incident Form: is Echogenicity's internal reporting system

What happens with the Information Provided after Reporting an Incident or Crime?

The information from the system is held centrally and managed by Verity Williams Curnow who will ensure that adequate support is offered those affected by the event.

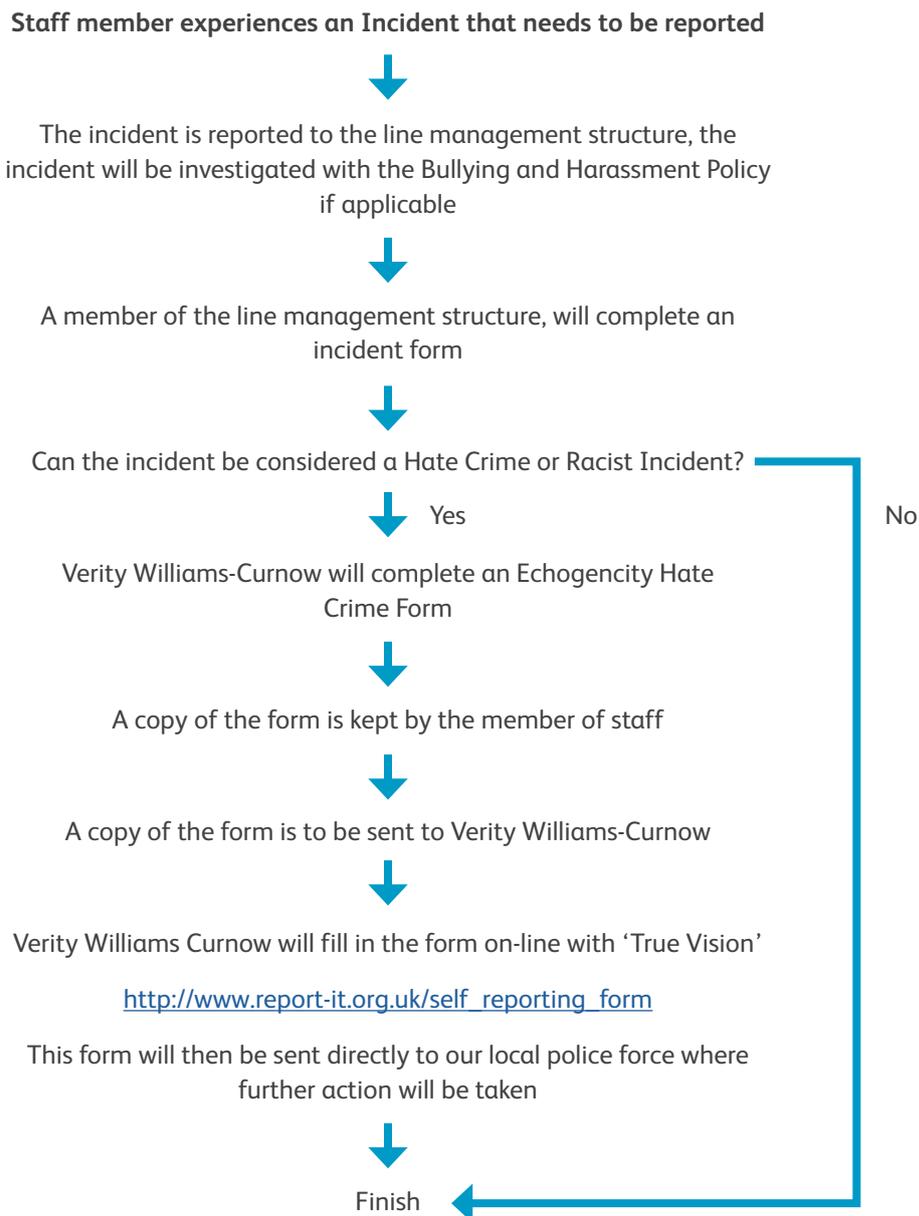
Over a period of time the Echogenicity can review the incident system, and relevant external agencies (eg Police, Partnership Community Safety Team, Racial Harassment

Forum, etc) review will look for patterns or trends for areas where these events are happening. If there appears to be hotspots of areas where these events are happening within Echogenicity, then action can be taken to stop/reduce the risk of any further happening.

Where can Staff Members get Advice or Support?

If at any time during the reporting process a member of staff requires additional support, they should contact Verity Williams-Curnow on 07967883189

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Any Incident form with the following sub-categories, will most likely need to have a Hate Crime Form completed as well:

- Racial harassment/abuse
- Abusive or threatening phone call
- Anti social behaviour
- Attempted assault
- Bite – Human
- Harassment /abuse based on gender or sexual orientation
- Harassment including stalking
- Intimidation
- Patient/visitor on patient assault
- Physical
- Racial
- Rape
- Sexual assault
- Threatening behaviour
- Verbal abuse
- Verbal abuse – staff on staff

Review in November 2022

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