

REPORT TO: SAFER AND STRONGER STRATEGIC GROUP, 19 FEBRUARY 2009

SUBJECT: EQUALITIES INCIDENT MONITORING FORM

BY: CORPORATE POLICY UNIT MANAGER

1. REASON FOR REPORT

- 1.1 The Safer and Stronger Strategic Group is asked to agree and adopt the Equalities Incident Monitoring Form.

2. RECOMMENDATION

- 2.1 **The Safer and Stronger Strategic Group is asked to agree and adopt the Equalities Incident Monitoring Form.**

3. BACKGROUND

- 3.1 The Joint Racist Incident Partnership Group, Chaired by Grampian Police with representatives from Moray Council, Aberdeen Council, Aberdeenshire Council and Grampian Race Equality Council (GREC) proposed changes to the Racist Incident Monitoring Form (RIMF) to include all other equality strands in response to the growing equalities agenda. It was proposed that the form be renamed as the Hate Incident Form (**Appendix 1**).
- 3.2 A report was submitted to the Safer and Stronger Strategic Group on 13 November 2008 asking the group to adopt the changes to the RIMF but with consideration of the recommended points as follows:-
- The word 'Hate' within the title of the form is too extreme for the purpose of the form. The focus needs to be on recording or reporting diversity issues.
 - This form is too police focussed and has a criminal/serious incident focus. In order to adopt, the reference to crimes would have to be removed.
 - The form should focus on recording incidents, no matter how minor, rather than only focussing on serious crimes. The more data we have the better our understanding of any underlying diversity issues within the partnership.
- 3.3 The suggestions of the Safer and Stronger Strategic Group were presented to Grampian Police. This included the objection to the word "Hate" within the title

of the form and the word "crime" within the text, as it was believed that it sent out the wrong messages and may deter people from reporting incidents as a result.

- 3.4 The response from consultation with partner agencies carried out by Grampian Police highlighted similar views on the use of the word "Hate" on the form. It was therefore suggested that it may be more appropriate that the word "Equalities" be adopted for forms used out with Grampian Police. The information required within the form will remain the same for the purpose of gathering and monitoring statistical information by GREC. The words "hate" and "crime" however throughout the form may be changed to suit organisational requirements.
- 3.5 With regard to the form recording minor incidents rather than focussing on serious crimes, Superintendent Smailes advised at the November meeting that if an allegation was made forms had to be completed by Grampian Police even though most were low level. The amendment of the words 'hate' and 'crime' should reduce the focus from serious crimes to recording of incidents. Training on the form will increase staff awareness of what should to be recorded.
- 3.6 The implementation of the form is being delayed until the 1st April 2009 to ensure all agencies agree on the forms layout and content. It will be the responsibility of all partner agencies to record incidents relating to age, disability, gender, race, religion and belief and sexual orientation and forward this information to GREC for collation of statistics.

4 SUMMARY OF IMPLICATIONS

(a) Community Plan/Theme Plans/Partner Plans

The Community Planning Partnership must demonstrate clearly that it encourages equal opportunities and, in particular, the observance of the equal opportunity requirements. The provision also relates to the duty of Best Value and to the power of local authorities to advance well-being.

(b) Policy and Legal

The Partners have a legal duty to address equality issues.

(c) Resources (Financial, Risks, Staffing and Property)

There are no financial requirements arising from this report. The risk of not recording such incidents is breaching equalities legislative requirements. There will be commitment required from partner agencies to record such incidents and report to GREC.

(d) Consultations


There has been multi-agency consultation Grampian wide on the revision of this form, including agreement from GREC and Terrance Higgins Trust Scotland.

5 CONCLUSION

- 5.1 The Safer and Stronger Strategic Group is asked to agree and adopt the Equalities Incident Monitoring Form with the understanding that the words "hate" and "crime" can be changed to suit organisational requirements.**

Author of Report: Fiona Simpson, Equal Opportunities Officer

Background Papers:

Signature:  _____

Date 6 February 2009

Designation: Corporate Policy Unit Manager

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