17. Building Partnerships to Tackle Hate Crime

This information sheet provides guidance to groups that wish to increase support for victims of LGBT Hate Crime and its reporting. This guide will assist LGBT groups and those that wish to incorporate LGBT work into their day to day operations.

Who you partner with will depend on:

- Your resources
- Local service provision
- Local issues
- Your remit

Why partner with anyone?

Most LGBT groups do not have large resources or high capacities. Even where a new project to support LGBT victims is overseen by a larger (perhaps non-LGBT specific) group, its resource tends to be small.

It is common place for small groups to spend much time attempting to build an in-house service to support victims of hate crime or increase reporting. Whilst this is a great goal to have it is often unrealistic. Even with an in-house service the case for partnership work is still strong. The key point here is that there are numerous statutory and local services with a remit for community safety. This includes LGBT safety but in practice tends to be, at best, reactive and, at worst, hetero normative and gender normative in its provision. LGBT groups need to use their limited resources wisely, to help other services improve.

Where do I start?

Firstly, you need to decide what your top one or two priorities are. The following are good examples:

- Increase reporting to the police
- Remove barriers to community safety or criminal justice services
- Ensure adequate LGBT knowledge
- Start monitoring for hate crime
- Start outreach to LGBT venues
- Include LGBT in mission statements or training guidelines
Then you will need to check out below the options available to you. Once you know what you want to achieve and who can help you achieve it you may wish to come up with a short strategy of engagement with your potential partner. Consider the following:

- Could you go along to a public event and network in person?
- Do they have a website and if so a named contact?
- Can someone you know make an introduction?

Once you have their attention you will need to have your rationale for forming a partnership. Consider the following:

- How working with you on hate crime fits into their remit
- How you can assist them meet their Equality Act duties or local priorities
- What the problem is that you are trying to address
- Who you are and why you are so passionate
- How you can help them support our community

**Things to watch out for**

- It is easier today than ever before to convince local services that they should work with LGBT residents. However, we all know about ‘talk’ versus ‘action’. Make sure you are coming up with measurable and firm strategies.
- Don’t do all the work. You are there to help them help us. If there is strong evidence that your group would be better placed to fulfil some of their remit, then this is your chance to suggest some funding to help you do it. Don’t be too ambitious – these small successes are what we are measured against for bigger project bids.
- Check out the fact sheet on measuring impact – this is important to use as evidence for future partnership building

**Who can I partner with?**

The rest of this guide will give you some suggestions to help fulfil your objectives through local partnership. It is not exhaustive and is based on common local objectives. This guide includes the most likely opportunities you will have in most parts of the UK. Broadly speaking there are three types of partners you may wish to work with: statutory, public and private.

**Statutory Partners**

A statutory partner is one that by law has to exist to provide a particular service and may be independent of or part of the Local Authority (LA).

**The Police**

The Home Office and Mayor’s Office for Policing and Crime (in London) both recommend that all police forces have designated LGBT Liaison Officers (LOs). These officers are there to support victims of crime amongst the LGBT community. Their strategy will depend on area
priorities and here is a perfect chance for you to let them know what they should be doing. Examples of work could include:

- Appointing LOs where they don’t exist or are limited in number
- Ensuring a balance of LOs in uniform (those that respond to crime or patrol) and criminal intelligence (those that investigate crimes)
- Organising some outreach with them to local LGBT venues or groups
- Reviewing recorded hate crime and advising them on support available to victims
- Seek appointment to your local Independent Advisory Group (IAG) to ensure an LGBT voice
- Sharing intelligence on local hate crime hotspots
- Taking third party reports from your members

The Courts

This is a great place to provide training to court probation staff and liaison services – they will come across hate crime often but usually are untrained in the area (check out our training resources).

Public Partners

A public partner exists for the benefit of the community and will be overseen, commissioned or funded by a local authority (LA) or public body – it differs from statutory services because they are not required by law and may only exist for a short period of time.

Community Safety Department (CSD) of Local Authority (LA)

There are numerous names for such a department but a quick call or look online will give you the appropriate name. What you are looking for is the department responsible for the safety of its residents. This is very different from the local police. In recent times, however, the idea of local Community Safety Partnership Boards has become popular (this is an oversight board with members of the LA and Police who set priorities locally). This is a great place to start your partnership work as their remit is vast and flexible. CSDs have overarching responsibility to ensure the safety of local residents and are supposed to set priorities based on need. Where there is no representation from the LGBT community there are often no priorities set for hate crime. Examples of work could be:

- Training front line patrol staff (e.g. Wardens)
- Training safety intervention officers (who deal with individual cases)
- Seeking a place on the Partnership Group operational meetings
- Ensuring the data collection staff include hate crime monitoring
- Ensuring reporting hate crime is part of their media strategy
- Ensuring internal referral systems for hate crime
- Attending Multi Agency Risk Assessment Conferences (MARAC) to advise on interventions
Equalities Department of Local Authority

A common trend in LAs is for equalities obligations and strategies to be overseen by each department separately. There are however many that still retain a separate team providing oversight. If your LA has an equalities team, then they may be a great place to start your partnership work as can provide a back door to hate crime target formulation. This team will have details of what data is and is not collected across the LA and this can help you set your goals accordingly. They may also possess a budget. Perhaps you could build a partnership with this team and a statutory service.

Schools, colleges and universities

Remember the point of this Fact Sheet is to use limited resource (knowledge, links, ideas etc.) to get services already resourced to do the work. An educational establishment has a duty of care to its students (this is true whether a school, adult education or further or higher establishment). They will all have staff responsible for safeguarding and safety. Could they start promoting the reporting of hate crime on your behalf? Perhaps you could provide the training and support. Perhaps they can provide volunteers for your budding outreach. Could they run a campaign with you on the dangers of hate crime? Some of the best work I have seen from small groups are exclusively in the education sector – there is no reason why your angle should not be one of community safety. Remember prevention. Perhaps you could run workshops in schools in order to prevent hate crime in the future. (See information sheet: 8. Training Toolkit on LGBT Hate Crime.)

Police Consultative Group / Safer Neighbours Board / Police and Crime Commissioner / Oversight Groups

Every area has a group with responsibility for monitoring the police and consulting with the public. The minimum would be a Chief Officer’s network but often there will be a formal consultative group. In London these are called Safer Neighbourhood Boards. Consider the following:

- Could you sit formerly on the group?
- Could you attend public meetings?
- Could you ask for a thematic discussion on hate crime at a meeting e.g. during History Month or Hate Crime Awareness Week?

Private Partners

Private Partners can be third sector groups, clubs and societies, residents’ associations, charities or businesses and is by far the broadest category of potential partners.

Third sector and charities

Some of the best work locally is provided by charities through grant, commissions or volunteering. Check out your local charity list (use CINDEX or contact your LA Communities Team) and see which align to your interests. Are there groups with safety or equality remits that you could partner with? Consider diversity. Often there will be groups dedicated to people with
disabilities, learning difficulties, different faiths, cultural centres and older residents. Why not line up with them and do some intersectional work (check out the Partnership Fact Sheet on Intersectional Work). Speak to the community centres. They could be a great place to do outreach, campaign or create a small third party reporting site and can be a fertile recruitment ground for volunteers.

**Businesses**

Apart from funding, a local business may be an ideal partner. If your priority involves the use of spaces accessible to the public, then businesses with shop fronts may be ideal. Could they sign up to a safe haven scheme? Could they allow you to conduct outreach? If they are an LGBT bar, then the latter is a must. Could venues signed up to local crime prevention initiatives consider reporting incidents of hate crime? Could you provide the training? Could this be your ideal partnership?

**Associations**

If a Local Authority has commissioned an association to deal with a safety issue (e.g. residential group or tenants’ association) then this is a great place to partner. Neighbour based hate crime is common and getting the local residents’ groups to make a stand could be lifesaving.

This information sheet was produced by Camden LGBT Forum, a charity working to ensure that the rights and interests of LGBT people are represented in Camden through casework, schools work, policy work, crime mapping, raising awareness, projects and events. It is a part of a series of 17 resources on hate crime for LGBT people and service providers, created on behalf of the National LGBT Hate Crime Partnership. The other useful information sheets are:

1. Glossary of Terms Relating to Hate Crime
2. Diary Sheets and Guidance on Keeping a Written Record of Hate Crime
8. Training Toolkit on LGBT Hate Crime
9. LGBT Hate Crime Quality Standard: A Service Improvement Tool for Organisations
14. Hate Crime and Older Lesbian, Gay, Bisexual and Trans people in Care Settings
15. Housing, Disability and LGBT Hate Crime

Find out about our work at [www.camdenlgbtforum.org.uk](http://www.camdenlgbtforum.org.uk) and [www.lgbthatecrime.org.uk](http://www.lgbthatecrime.org.uk)

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