

Morris Education Trust

MET Hate Crime and Hate Incident Policy

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1. Organisation's Statement

1.1 Our vision is to grow a family of schools and colleges which are individual in character but united by a passion that we:

- Will build a better world through education
- Will achieve excellence as standard for all
- Are stronger through community

1.2 Our family of schools is bound by a shared set of values:

- We value world class outcomes in progress, attainment and development for all
- We are a community of responsible, caring individuals who value the promotion and creation of a collaborative culture underpinned by positive human relationships
- We value the opportunity for all to engage in lifelong learning with creative freedom, enabling individuals to continue, develop and progress
- Wholly inclusive, we celebrate diversity and understand individual needs; we cultivate a global outlook and prepare all to be international citizens

1.3 It is our commitment to protect and safeguard all our employees, students and people within our communities from hate crimes and we will look to celebrate the diverse make up of our society. Morris Education Trust (MET) will raise awareness and enhance society's understanding of hate crime and challenge inequality and celebrate diversity.

1.4 MET will not tolerate any form of hate crime. We encourage our employees and students to report any hate incidents and crimes and are keen for these to be reported at the earliest opportunity. We promote a zero tolerance approach to hate crime and any incidents of it may lead to disciplinary action or sanctions being taken against the perpetrator.

2. Scope of Policy

2.1 This Policy is relevant to:

- All Staff and students in MET
- All MET-Living Customers

2.2 This policy gives due regard to the following policies and procedures. All allegations or acts of hate crime and hate incidents will be investigated:

Disciplinary Policy

Code of Conduct

Equality and Diversity Policy

Grievance Procedure

Absence Management Policy

Whistleblowing Policy

Bullying and Harassment Policy

Complaints Procedure

- 2.3 This Policy relates to any Hate Crime or Hate Incident that occurs on any of MET's premises and involves its employees, students or customers.

3. General Principles

- 3.1 **Raise awareness of hate crime** - A main principle of this policy is to raise awareness of what hate crime is and to encourage reporting of any incident of hate crime.
- 3.2 **Provide Guidance** – provide guidance to all employees on how to respond to a hate incident if they are witness to or subjected to one and the procedure they should follow.
- 3.3 **Provide Support** – To ensure that all MET sites are safe and secure environments and that the employees, students and customers are supported appropriately and their needs are met.
- 3.4 **Fairness** – This policy sets out to treat all employees, students and customers fairly, consistently, impartially, promptly, reasonably and is applied without discrimination.
- 3.5 **Representation** – The employee at all stages in this procedure has the right to be represented and accompanied by their trade union representative, full-time union official or work colleague. A student would usually be accompanied by a person with parental responsibility. Customers might wish to be accompanied by someone to support them, such as a friend or relative, if that helps them.
- 3.6 **Confidentiality** – All documentation and information relating to the allegation of misconduct will not be distributed to any parties not involved with the process. Any information relating the case will be kept in accordance with the Data Protection Act 2018. Any breach of confidence may be treated as a disciplinary case of misconduct.
- 3.7 **Equal Opportunities** – This procedure will be applied without discrimination. If an employee, student or customer has difficulty with any stage of this process due to a disability, it is their responsibility to make this known as soon as possible.
- 3.8 **Sickness absence** – Any employee absent from work due to being a victim of a hate crime will be treated in accordance with MET's Absence Management policy; however no sanctions will be incurred on the employee's employment file for absence related to this incident.

4. What are hate crimes and hate incidents?

- 4.1 A hate **incident** is any incident where a victim or anyone else, thinks it was motivated by hostility or prejudice based on someone's disability or perceived disability; race or perceived race; religion or perceived religion; sexual orientation or

perceived sexual orientation or a person who is transgender or is perceived to be transgender.

- 4.2 A hate incident becomes a hate **crime** when a criminal offence has taken place.
- 4.3 There is no legal definition of hostility so the CPS use the everyday understanding of the word which includes ill-will, spite, contempt, prejudice, unfriendliness, antagonism, resentment and dislike.
- 4.4 Prejudice can also be based on:
- Race / ethnicity and nationality
 - Gender or gender identity
 - Disability
 - Religion, faith or belief
 - Sexual orientation
 - Age
 - Appearance / lifestyle
 - Marriage and civil partnership
 - Pregnancy and marriage.
- 4.5 Hate crimes are a criminal activity and can include:
- Verbal abuse
 - Threatening or abusive behaviour towards any person / physical assault;
 - Criminal damage or threats of damage to property;
 - Writing threatening, abusive or insulting messages by letter, graffiti or on social media / hate mail
 - Distributing and or displaying racist leaflets, posters or notifications and posts on social media (Twitter, Facebook, etc)
 - Malicious / prejudicial jokes/ banter;
 - Malicious phone calls or text messages;
 - Bullying and Harassment;
 - Murder;
 - Sexual assault;
 - Theft;
 - Fraud

5. Impact of Hate Crime and Incidents

- 5.1 Hate crimes and incidents can impact on people in different ways including physical, emotional and psychological effects including increased stress, anxiety, depression, PTSD, ill-health and fear. In extreme circumstances victims could be injured.

6. Reporting Hate Crimes and Incidents

- 6.1 MET has a duty of care to its employees, students and customers and encourages them to report any hate crimes or incidents at the earliest opportunity.

- 6.2 This includes anyone who has:
- witnessed a hate crime or incident (seeing, hearing or reading)
 - a hate crime or incident reported to them by victims or witnesses
 - a strong suspicion or evidence of a hate crime/incident
- 6.3 MET will ensure that all victims and witnesses are supported, with access to counselling services and that appropriate action is taken.
- 6.4 MET will investigate all hate incidents and record them appropriately. Our schools use the Local Authority recommended recording system.
- 6.5 MET will ensure complete confidentiality to anyone who reports a hate incident or crime.
- 6.6 MET has a dedicated person who employees can speak to in confidence about any incident relating to a hate crime. Please contact the MET HR Manager, Susan Kay.
- 6.7 Where appropriate and if they are willing, victims will be offered the opportunity to play a part in the resolution of incidents to help them to perceive that the MET sites are a safe environment.
- 6.8 Any perpetrator of a hate incident or crime will be dealt with as appropriate; employees through the MET's Disciplinary Procedure and students through the relevant Behaviour Policy. If possible the motivation behind the incident will be discussed with the perpetrator. Similarly, customers of MET-Living could expect action beyond that taken by the police/CPS.
- 6.9 All hate incidents and crimes will be reported annually to the MET Trust Board.
- 6.10 If a complaint is identified as being criminal in nature it will immediately be reported to the Police for them to follow up and investigate. In these circumstances any collection of evidence should be carried out by the police officer in charge of the investigation.
- 6.11 For those who wish to independently report a hate incident / crime and prefer not to contact MET, a list of third-party reporting services is listed below who offer advice and support to anyone who has been a witness or victim of a hate crime:

In an emergency

Call 999

Contact the police

Call 101 (non emergency) to report an incident. You can speak to the police in confidence and you do not have to give your personal details, however this would impact on the investigation and Police's ability to prosecute the offender if the police cannot contact you. To find your nearest police stations go to www.police.uk

True Vision

This is the official website for reporting hate crime –
www.report-it.org.uk

Self reporting form

You can download a self reporting form and send this to your local police force via the True vision website

Report on-line

You can report a hate crime or incident on-line using the form via the True Vision website
