

National Hate Crime Independent Advisory Group on Hate Crime for Policing and Criminal Justice

Terms of Reference - Agreed March 2022

Purpose

In line with the principles established in The Stephen Lawrence Inquiry (1999) following the racist murder of Stephen Lawrence, and reinforced in Professor Gus John's report "Race for Justice", the Independent Advisory Group (IAG) provides independent and informed advice to the National Police Chiefs' Council (NPCC), the Association of Police and Crime Commissioners (APCC) and partners on strategy, policy, guidance, and operational responses relating to hate crime, community tensions and associated challenges, with the aims of:

- Preventing hate crime; by challenging the attitudes, behaviours and circumstances that underpin it, and developing early intervention strategies to limit escalation of incidents.
- Increasing reporting and access to support; by building trust and confidence within and across communities, supporting local partnerships; and access to specialist services.
- Promoting best practice response to hate crimes by police agencies by identifying improvements to policy and practice.
- Raising awareness around the scale, nature and impact of Hate Crime working to inform, educate and protect all communities in the UK affected by hate crime.
- Improving the communications between the police and communities affected by hate crime..

The remit of the group shall relate to all forms of hate crime and whilst it may concentrate its efforts to address those in greatest need, we all agree that everyone has a right to live their lives free from hate crime.

Duties and obligations of members

In furtherance of the aims of the IAG appointed members will:

- gather intelligence and evidence, both quantitative and qualitative, on hate crimes, hate incidents and hate speech

- provide independent advice to the police leaders on strategy, policy, guidance, practice and procedure
- provide independent advice on communicating with people from diverse communities and assist with the improvement of relations between the police and people from those diverse communities.
- help promulgate NPCC and APCC policies and advice to communities which, in the view of the IAG, promote the prevention of hate crime.

Members agree to act in the interests of the wider IAG and not to further the specific interests of any group by which they are employed or otherwise represent, except insofar as it is necessary and appropriate to further the aims of the IAG. Members agree to act in accordance with the 7 “Nolan Principles” of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Members of the IAG are free to speak publicly on any subject in their own name but if they wish to make public statements as a member of or on behalf of the IAG they will first seek the approval of the group or, in pressing circumstances, of the Chair of the IAG.

The Chair of the IAG will inform the NPCC and the APCC Hate Crime leads or their designated representative of any public statement made by the IAG

The IAG is committed to challenging all forms of hate. It’s members agree to the core value that:

Everyone has a right to live their life free from abuse
and hatred and to be treated with dignity.

Relationship with NPCC and APCC

- The IAG will advise the NPCC and APCC Hate Crime Leads on the development and implementation of the its operational responses and commitments it makes to broader state and criminal justice strategies affecting hate crime.
- There will be a standing invitation for the National Policing Leads and their representatives to attend IAG meetings.
- The Chair or Deputy will be authorised to represent the IAG in urgent or time-constrained matters but will report back to the IAG to update them on actions taken.
- NPCC officials will provide appropriate resourcing, including the provision of secretariat support and meeting space for the IAG to enable it to fulfil its duties outlined above.
- The National Policing Lead will provide the secretariat support to the IAG.

Membership and Operations

- The IAG will be representative of, rather than representing, community and other interested groups. The Chair and Deputy chair shall be responsible for ensuring it has a broad balance of age, geography, educational background, gender and representatives of all protected characteristics and interests in relation to hate crime. Including people who have been arrested gone through to be convicted of a crime (other than murder, violence, domestic abuse or hate crime)
- Membership of the IAG will be reviewed every three years following the processes set out below with all needing to have majority support for continued membership.
- Members who miss three consecutive meetings without reasonable explanation may be asked to step down.
- All members are to complete a register of interests and declare any potential or actual conflict of interests that may exist. And notify of any new conflicts of interests, or conflicts that may arise. These will be updated in the conflict of interests log by officials.
- The recruitment of new IAG members will be led by the IAG in consultation with the National Policing Leads.
- The recruitment process will be open with candidates assessed against a role description and person specification
- Prior to advertising for new members the IAG will agree priorities for new members, to ensure it retains a healthy diversity of members and fills any emerging skills gaps. These priorities will be noted in the advert for new members.
- The chair of the Youth IAG and at least one other rotating Youth IAG member will have a seat on this IAG and this IAG agrees to represent the YIAG in their interactions with the NPCC.
- Existing IAG members may be asked to use their networks to ensure the recruitment process reaches the right audiences.
- Existing members will vote to select new members onto the IAG, and up to a maximum of 24 members.
- The role activities, and post holder, of Chair and Vice Chair will be determined from within the IAG membership. At a minimum the Chair and Vice Chair will be reselected every four years (although existing post holders may put themselves forward again). Any election will be held by secret ballot.
- Membership of the IAG may be suspended or revoked if the National Policing Leads and the Chair believe standards or conduct as set out in these Terms of Reference has been breached. An appeal against the decision of the Chair can be made to, and will be considered by, the full IAG.

- If the IAG does not have adequate numbers or specialisms covered (whether by resignations, suspensions or otherwise), the IAG may choose to invite co-opted members onto the IAG to address short-term issues until a full recruitment process can be followed.
- Members accept that some conversations in the group may lead to disclosure of confidential information. Members agree not to discuss any personal disclosures outside the meeting without the consent of the speaker and the IAG Chair
- The IAG will usually meet quarterly but may convene additional meetings (sometimes at short notice) where the Chair or Vice Chair agree appropriate. To encourage participations, meetings will usually be virtual but in person meetings will be called as felt necessary.
- The IAG Chair, the Youth IAG Chair and at least one other member shall be invited to the meetings of the National Policing Lead's Strategic Group.
- An agenda will be circulated one week in advance. If members would like a specific topic to be added to the agenda they should bring this to the attention of the Chair in good time. Any final decision will be up to the Chair.
- Minutes and actions arising from meetings will be prepared and circulated as soon as is possible after meetings, and agreed at the next meeting. They will be published on the True Vision website and redacted as necessary.
- Members can suggest that the chair invites ministers and civil servants to meetings and that minutes may be shared with them.

Agreed and Signed (March 2022)

Mike Ainsworth

A handwritten signature in black ink, appearing to read 'M. J. Ainsworth', written in a cursive style.

Chair of Independent Advisory Group