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**NATIONAL INDEPENDENT ADVISORY GROUP ON HATE  
CRIME FOR POLICING AND CRIMINAL JUSTICE**

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## **Meeting Minutes**

**Monday 10th October, 2022 2pm**

**102 Petty France London**

### **Attending Members**

Mike Ainsworth - Chair  
Neville Lawrence  
Iqbal Bhana  
Member No1  
Sue Sanders  
Representative of Tell MAMA  
John Grieve  
John Azah  
Mike Smith  
Representative of GALOP

### **Apologies**

Nathan Hall  
Jemma Tyson  
Robina Shah  
Yasmin Rehman  
Ivy Manning  
Mike Whine

### **In attendance**

Paul Giannasi - Secretariat  
DCC Mark Hamilton NPCC  
CCP Lionel Idan CPS

### **1. Introductions**

The Chair, MA welcomed members and guests to the meeting.

### **2. Minutes of online meeting 25<sup>th</sup> July 2022**

Suggested amendments to the minutes of the meeting were agreed and the agreed minutes will be posted on the True Vision website.

### **Matters Arising**

Doctor Lawrence agreed to continue his association with this group and accepted the offer to carry on as an honorary member of the IAG.

The group discussed a draft advert looking for new members and looking to plug what we believe in the gaps in representation in the IAG. The agreement was that convictions would not be an automatic block to the consideration and selection.

The group may seek external support for the process. But that would not come from officials. MA incorporated all the comments from members and the advert would be posted by PG.

PG and MA had spoken to JT about the Youth IAG and will seek to progress that as we get clarity about the direction of the initiative with the Princes Trust who had expressed a desire to use their services to improve the situation for young people and provide leadership. PG to discuss further with JT as she plans return to work and progress with the Trust if the work continues. There was a broad agreement that the Youth IAG which has ceased to exist under the secretariat of the Home Office should be reformed and that allegiances with existing groups link the NSPCC and youth LGB, transgender and disabled groups amongst others.

MA outlined a proposal to carry out targeted youth activity including a training event and consultation linked to future audits activity in forces.

**Actions -**

**1. PG to post the advert and members to alert those individuals or organisations that had shown an interest.**

**2. PG/MA to add youth activity onto the agenda for future force audits**

**3. JT/PG and MA to work to reestablish a functioning YIAG during 2022.**

JG and IB thanked MH for the opportunity to visit [*police Force A*] for the recent audit. They had found the experience to be very rewarding and were hugely impressed by the responses of the team there and the actions of the officers who had carried out the investigations they examined. They look forward to seeing the final report but believe it is likely to be a positive reflection on the force.

There was a discussion about the value of the force audits in identifying performance levels and areas for improvement. Both CPS and NPCC executives valued the audits to inform future strategic plans.

PG said it was difficult to make plans until the funding bids had been approved by ministers. NPCC had received a positive message recently that Ministers were minded to approve the two submitted bids. One related to Internet offending but the other would provide a performance team that could significantly increase the capacity to do more audits. This included plans to do some 'thematic' inspections in areas such as disability hate crime which lags behind in many performance measures.

MH thanked the IAG for their support for this work and hoped we could make strides in the next 12 months if the bids are agreed.

MA pointed out that the failure to fund this work would reflect on ministers' commitment to this subject, given recent crime data. There was a discussion about how much reach the IAG should have into decisions made within government now it is constituted as supporting the criminal justice agencies. Some expressed a view that the actions of ministers have a real impact on the nature and prevalence of hate crime as well as the CJS capacity to respond to it.

**Action - 4, PG to draw up audit plans once funding is approved.**

### **3. Reflections on current situation - Dr Neville Lawrence OBE**

Dr Lawrence outlined his views on the current situation with hate crime in the UK and talked of the reduction in the resources available to support victims.

The loss of organisations like the CRE has made it harder for the voice of affected communities to be heard in the debate.

DrL praised the work of the Air and its members for continuing despite being 'cast-off' by Government and he said that this kind of support is essential to support families who suffer like his did. He is working with JA is to try and look and see how many groups like his are still focusing on racism in this country. He referenced a call whilst he was in the KREC office one day. It was from a victim outside of London, who wasn't able to find a group like KREC in her area to help her. He worried how few groups like KREC are still around.

JA outlined the victims being a Punjabi speaker with no access to translated services He said that The British Federation of REC's had over 100 members in most local authorities. He thinks there are now less than 20 across the country.

Dr L asked that the IAG members and officials to try and push 'as hard as possible as you can' to get change and improved services

DrL reflected on the loss of Sylvia Lancaster to the group recently she and others had turned what must be the greatest tragedy of her life into something that actually created change in a real way for real people.

His rallying call was "If not us, then who? "

MA accepted the challenge saying that we just need a political will to enable that to happen. Because I think we have a framework that worked, but frankly, at one stage was the envy of the world.

PG outlined a number of conversations about potential ways to mark the upcoming anniversaries of the tragic racist murder of Stephen Lawrence and of the 25<sup>th</sup> year since the publication of the Inquiry report.

The group were keen to support the potential activity and offered their support if needed.

**Action - 5 - PG to update on progress in due course.**

#### **4. Vision for future work with IAG - DCC Mark Hamilton**

MH praised the IAG for sticking together and continue to offer support to the CJS agencies despite ending its relationship with Government. It has been a difficult time but he was grateful for the new terms of reference.

He would like to see the group offering itself as a resource to CPS and other agencies to work together to enhance the service to victims of hate crime. He also hopes the role of the group can continue to act was a bridge to communities. He was particularly keen to provide support in response to 'Critical Incidents' and murders.

He talked of needing to be responding not to public discourse but to see through that to what really matters to prevent and respond to hate crime. He talked of the particular challenges to Internet hate and the impacts it has on communities. He welcomes the guidance of the IAG on how we deliver services whilst diverting from the criticisms by those who seek to undermine our services and the communities most affected.

He congratulated the group for their guidance and expertise and he said he is proud of them for the way they have handled a challenging period and still offered support to victims and those who seek to serve them. He looks forward to their continued critical support and wise counsel as we tackle big issues such as the balance between free speech and hate that directly leads to harm.

There was a discussion about how the group can inform the decision process for police officers and staff. Several members said that it is really important to show examples where speech has escalated to serious offending and murders. Given that the Home Secretary is to issue a code on handling of non-crime incidents the group should consider how it supports this guidance.

SS said that it was really important of the group, and its members to stand up in support of other affected groups such as movements like 'Black Lives Matters'

**Action - 6 - PG and MA to discuss how the group, or a sub-group can inform police response to hate speech when the content of the HS's Code is published.**

## **5. CPS hate crime work - CCP Lionel Idan**

LI pointed out that he and MH were keen to develop a joint action plan ahead of the planned Hate Crime Conference in March. He thinks the group could be really valuable in informing that plan.

He talked about the challenging area of hate speech and criminal law. He had had a presentation from Professor Matt Williams about the nature of hate speech and the impact on physical crime.

He talked of six projects that he and colleagues across the country had been pursuing. He intended to learn from these to encourage national adoption to those that improve performance. This will feed into the national action plan.

He talked of the high percentage of crimes that do not get to court because the victim is not willing to go to court. We will seek to better understand this.

LI pointed out that the court outcomes for hate crime were higher than for crime in general so the greatest concern is improving the percentage of recorded crimes that are referred to the CPS by the police.

MS said he thought the main value of this group would be to offer support to LI and MH in informing and assisting their plans to improve. The IAG need to focus on how it can be more valuable in this role. He felt the IAG needed to better understand the processes in order to hold agencies to account as critical friends.

LI agreed with MS saying that victim satisfaction can be won or lost at any point in the CJS process and all will be judged by its weakest link.

*The Galop representative* stated that we are at a challenging point. He says that it was regularly commented that the UK led the world in responding to hate crime but we appear to have lost our way. It is important to get back to basics and point the narrative to show that this is about safety from violence and living safely from real crime.

*Member 1* talked about the importance of the impact of hate crime on mental ill-health. He said that his recent training has shown how we better need to understand the impact on mental health.

*Member 1* mentioned the recent disorder in Leicester and how some officials had a good understanding of local relationships but they lacked the knowledge of the international factors and the influence of bad actors seeking to divide groups. He saw this group as a valuable support in this respect.

JG reflected on the journey from 1999 and the essential role of IAG's in providing legitimacy to criminal justice agencies. He said he was reassured by the commitments of the two CJS leaders in the room but there was a need to keep focus. There are others who see the Stephen Lawrence 'agenda' as old news and there are many new recruits who have not hear of the murder. It is essential that the lessons learned inform future activity to prevent having to learn all over again in the wake of a future failure. He reminded the group of the Appeal Court Judge who sat with the group and talked of the 'foothills' and we need to ensure that foothills of genocide principles inform our work.

SS reiterated that we would continue to focus on training and vetting as this underpins everything in our service provision. MH said that work is ongoing in the College following on from the horrific murder Sarah Everard . He said this and the HMIC inspections on the same matter should provide some answers and whilst he agreed on the importance of the suggestion, he asked that we re-visit the subject once the College publishes its response.

**Action 7 - LI to discuss how to establish CPS relationship with the IAG.**

**Action 8 - PG/MA to add to agenda for substantive discussion after CoP report is issued in 2023.**

## **6. Update on disturbances in Leicester - IAA**

*The representative of Tell MAMA* updated on the disorder in Leicester between different faith-based groups. There were acts of provocation locally as well as national and international narratives that were seeking to fuel divisions. Tensions have existed in the area for several years, particularly with young people and more socially isolated.

Far-Right voices had used the narratives and misinformation to further tier bigoted views and two complicate the divisions.

Tensions still exist locally and Tell MAMA are supporting local agencies as well as communities and the NPCC Gold Group to try to reduce tensions.

One area that again takes prominence is the role of social media which we need to better understand.

Others complained that as well as the overt divisive material but there were similar narratives around the 'Lady of Heaven' divisive film. As well as the overtly hostile stuff there were extreme voices that were given space on national news debates. But there was also governmental actors who were seeking to make similar points criticising the police response for political opportunism.

Tell MAMA thanked NPCC for promoting an award at the forthcoming hate crime awards in the name of Sylvia and Sophie Lancaster to recognise those who support young people exposed to hate.

**Action 9 - The issue of social media role in community tensions to be explored at any hate conference**

**Date of Next Meeting Midday Tuesday 10<sup>th</sup> January 2023 -  
Online meeting**