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

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## **Meeting Minutes**

**10am Monday 25<sup>th</sup> July, 2022 - Online meeting**

### **Attending Members**

Mike Ainsworth - Chair  
Iqbal Bhana  
Jemma Tyson  
Sue Sanders  
*A representative of the charity,  
Galop (Name Redacted)*  
John Grieve  
John Azah  
Mike Smith  
Mike Whine

### **Apologies**

Robina Shah  
Nathan Hall  
*A representative of the charity,  
Tell MAMA (Name Redacted)*  
Ivy Manning  
*Independent Member No1  
(Name Redacted)*  
Eloise Stonborough

### **In attendance**

Paul Giannasi (secretariat)

## **1. Welcome and introductions**

Chair MA welcomed members to the meeting and thanked them for their support as the transition was made to the new constitution.

Mike Ainsworth paid tribute to Dr Sylvia Lancaster OBE who has sadly died since the last meeting and will be a loss to the group.

## **2. Terms of Reference for the Group**

MA thanked the group for the support in establishing draft terms of reference for the group. He updated on conversations with DM Alison Lowe who leads for hate crime in the Association of Police And Crime

Commissioners. He had circulated a draft and was seeking the IAG support for this to be agreed with NPCC and APCC.

MS asked that present members receive a formal letter of appointment to the IAG.

**Decision:**

**It was agreed that the Terms of Reference were supported by the IAG members.**

**That the Terms of Reference should be reviewed after a period of time**

**Action:**

**1. PG to take ToR to NPCC and APCC for final sign off and post them on the True Vision IAG page once signed.**

**2. PG to arrange a review of the ToR after 12 months**

**3. Once ToR are signed PG/MA to provide each member with a formal letter of appointment.**

### **3. Review of membership**

MA highlighted the demand for support for forces from the auditing process carried out with the cooperation of the IAG. The demand for involvement in the future will create a demand on the group that the current numbers would find difficult to sustain. The group had a discussion on how it would seek to recruit new membership to the group who complement the work of the group.

JA clarified that he had spoken to Dr Neville Lawrence who is keen to maintain his relationship with the IAG. Given his physical and time difference for parts of the year it was accepted that he may not be able to be at every meeting but his huge value to the subject was recognised and support for his continued membership in whatever capacity he can offer.

**Resolved - That Dr Neville Lawrence is asked to continue his association with the IAG as an honorary member of the group.**

**4. Action: JA to notify Dr NL and agree routes of communication with his wishes fed back to PG**

There was a further discussion about the membership and it was agreed that we should circulate an advert calling for expressions of interest from individuals or organisations who are representing victims of hate crimes, incidents and hate speech. There would then follow a transparent application process led by IAG members to identify those who will add value to the purpose of the group and its support to affected victims and communities.

It was agreed that we would ask for cv's or organisational profiles from applicants together with a letter setting out work they had done to support victims of Hate Crime and Hate Incidents.

**Resolved - It was agreed that;**

- **having been arrested or convicted of crimes would not, in itself be a bar to consideration,**
- **that the selection will be for the IAG to agree and not for police/officials to decide and,**
- **that the group may seek external support for the process but not from officials.**

**5. Action: MA to share a draft an advert for new members which can be circulated on True Vision and by members amongst hate crime national and force networks.**

**6. The advert will include details of the process and the core principles that are expected to be agreeable to any member of the group based on the 'Race for Justice Declaration and supporting universal human rights.**

**4. Youth IAG**

It was also discussed that there is a need to reinstate the Youth IAG that had been allowed to dissolve under the secretariat of the Home Office. JT had chaired this and was happy to continue to support the reestablishment of a replacement.

**7. Action PG, JT and MA to meet to discuss options for establishing a Youth IAG to feed into the full IAG and to report back suggestions to the full group.**

## **5. Force Hate Crime Audits**

IB gave an update on his involvement in force audits and recognised that there's a huge demand building up for auditing or helping police forces to look at how they're performing at this moment in time. He pointed out that finances were likely to be an issue for the future as there seems to be significant demand from forces for support and it would be good to be able to revisit after the audit to hear of any progress.

The IAG agreed that they believe it is reasonable to continue to compensate members and organisations for the minimum of two day commitment the audits take.

PG referred back to the discussion about membership and capacity because we've struggled to get enough members able to do IAG audits in the past.

PG reported that NPCC had submitted a bid to the Home Office to fund a hate crime performance team. The audits were at the heart of this bid and whilst it would (in its present iteration) support seconded staff, there was no funds to cover the costs of the IAG participation. This would need to be found from other funding sources but can not be sourced until the result of the bid is known. This had taken longer than expected due to a range of issues including ministerial changes.

**8. Action PG will inform the IAG when decisions are communicated to NPCC.**

The IAG would be keen to reach out to offer support to the MPS if resources are provided to support the audits but they note that the scale would need to be much greater than small forces to be meaningful.

PG pointed out that one huge area of performance that needed to be addressed is the issue about victims not supporting prosecutions. This accounted for 31% of outcomes in the national crime statistics and in 23% of the total, the identity of the perpetrator was known or the victim didn't support a prosecution.

## **AOB**

PG updated on the guidance for recording Non-Crime Hate Incidents that had been published by the College of Policing the previous week.

He mentioned that a legal duty had become law for the Home Secretary to issue a code for the recording of such data. The expectation is that the new code will go before parliament in Autumn 2022 and come into effect in December.

JA asked if a date had been fixed for the bi-annual conference as Dr NL was keen to attend if in the UK. PG said that a series of possible dates was being considered by key personnel and would be shared once potential dates are known.

## **Date of Next Meeting**

To be confirmed once dates available for DCC Hamilton and DM Alison Lowe