Working together to stamp out hate crime and harassment

Report of the Conference held on 12th May 2014

BAWA, Southmead Road Bristol
1. **Background**

South Gloucestershire Equality Forum (SGEF) aims to challenge and work to eliminate discrimination, promote equality of opportunity, build up good relations between diverse individuals and equalities communities of interest, the Council and other Partners operating in South Gloucestershire and be inclusive of all equalities communities.

SGEF holds regular events to bring together members of the equality communities in South Gloucestershire. In October 2013 the meeting of the Partners in SGEF set up a planning group to organise an event for 2014. This group, made up of representatives of a number of the partners in the statutory and voluntary sector (see Appendix 3 for full membership), looked at a range of issues of concern to equality communities in South Gloucestershire. The group identified that the population of South Gloucestershire is becoming increasingly diverse. A recent presentation on information from the 2011 census highlighted the rapidly increasing number of residents from a black and minority ethnic background, an ageing population with rising numbers of disabled people and those with caring responsibilities. It was decided therefore that hate crime and harassment would be an appropriate subject for SGEF’s 2014 Conference.

Although the numbers of hate crimes in the district are relatively low there was concern that growing diversity could give rise to tensions and it was sensible to prepare strategies to deal promptly and effectively with any incidents. There was also some anecdotal evidence from community organisations of a rise intolerance in some of the communities of the area. The planning group recognised that where incidents are relatively rare minor prejudice motivated incidents are not always correctly identified either by statutory organisations, or indeed the victim. The aims set for the conference were:

- To build a better understanding of what constitutes hate crime and harassment among potential victims and those who work with them leading to a greater use of complaints and reporting systems
- Secure commitments from agencies to improve how they deal with hate crime and harassment which will be reviewed at a subsequent follow-up event

The conference was attended by 84 people from a wide range of statutory and voluntary organisations. Some of the voluntary
organisations work with and represent equality communities whose members are sometimes the target of hate crime and harassment. The first part of the conference programme was designed to help everyone understand both the technical definitions of hate crime and how it impacts on the lives of the individuals affected.

In the second part of the conference the focus moved on to how organisations can deal with incidents both by supporting the victim and taking steps to stop the perpetrator.

This report summarises the various contributions to the Conference and the outcomes, including the commitments to action made by the delegates.

2. Introduction – understanding hate crime and harassment

The conference was chaired by Councillor Ian Boulton, Chair of South Gloucestershire Council. He welcomed everyone to the conference and stressed what an important topic was being discussed. Ian highlighted how harassment and fear of harassment can impact dramatically on the lives of individuals belonging to communities which have historically been the victims of discrimination. This undermines their confidence and stops them fulfilling their potential and damages all of us. Sadly in some cases these incidents escalate and can result in serious injury and death. This conference was a good opportunity to discuss these issues and develop ways to deal with them in South Gloucestershire.

Alex Raikes, Interim Director of Stand Against Racism and Inequality (SARI) then made an introductory presentation about some of the terms which would be used in the course of the morning. She began by illustrating some of the horrific hate crimes which had been perpetrated locally and in the wider UK to remind delegates of the serious issue addressed by the conference. She then explained the following terms as defined by the Association of Chief Policy Officers:

**Hate Incident:**

“Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate.”

Whilst a **Hate Crime** is defined specifically as:
“Any hate incident, which constitutes a criminal offence, perceived by the victim or any other person, as being motivated by prejudice or hate.”

Hate crimes are any crimes that are targeted at a person because of hostility or prejudice towards that person’s:

- disability
- race or ethnicity
- religion or belief
- sexual orientation
- transgender identity

This can be committed against a person or property. A victim does not have to be a member of the group at which the hostility is targeted. In fact, anyone could be a victim of a hate crime.

Alex concluded by quoting Martin Luther King “Injustice anywhere is a threat to justice everywhere”.
3. The Voice of Experience

The conference was then addressed by a number of people who had experienced hate incidents. To protect their anonymity their names are not included in this report and what follows is a brief summary of the experiences they shared in their presentations:

- A young transsexual sent a written summary of the bullying he had experienced at and around his school. Bullying had started at Primary School and had been so bad that he'd been forced to change school. At secondary school he’d been isolated and was constantly called names suggesting that he was gay. Although he now better understood himself and was coping with support from SARI he was still subjected to harassment. He had loathed his time at school and couldn’t wait to leave as soon as he can.

- Two Asian women spoke about their experiences of abuse. One had been subjected to a particularly unpleasant verbal attack at a supermarket when she was just doing a regular shop. The man who suddenly started shouting at her looked incredibly angry and really frightened her. Although he had been successfully prosecuted for his actions this had been her left frightened to go shopping. The overall impact of abuse had left both women fearful whenever they were out and about.

- An English Traveller who had lived in the area for some years on a site spoke about the hostility which he regularly faced. This had reached a peak recently when he had sought to add another pitch on his site. There had been hostile posters in the area and he had felt vulnerable and threatened.

- A Srilankan man spoke about the hostility he experienced running a shop with his wife. He had kept a thick book with details which he reported to the police. Although they tried they were unable to stop the incidents which culminated when two boys appeared in front of his wife naked (something which is deeply shocking in their culture). In the end they had been forced to move to another shop. Despite this experience he wanted to express his gratitude to the UK for giving him a safe place to live where the rule of law gave him some security unlike what he experienced in Sri Lanka.
• A transsexual woman spoke of a series of incidents which had eventually forced her to move home because of the hostility she had faced. One particularly difficult incident had arisen when she had left a support group for LGBT people. She had been surrounded by young people taunting her and had felt very vulnerable.

The conference was deeply moved to hear these stories. The courage of all the speakers in sharing their experiences in front of such a large audience was greatly appreciated.

4. Case Studies

Having spent time building up delegates understanding of prejudice motivated incidents and the impact they have the Conference moved on to look at how incidents are handled. Delegates began by looking at some case studies.

Three case studies illustrating examples of prejudice motivated behaviour had been prepared for the conference to discuss in groups. Details of the case studies and the approach to be taken are attached at Appendix 1.

Key points which came out the discussion of the case studies:

• The importance of correctly identifying prejudice motivated attacks
• The importance of taking incidents seriously and not trivialising them or brushing them under the carpet
• The need to recognise that what might appear as anti-social behaviour may in fact be prejudice motivated incidents
• The importance of keeping good records of incidents
• Collaboration between agencies is vital, both to get a full picture of what is happening and to ensure that measures taken to protect victims are coordinated and cover all aspects of their lives
5. Tackling Hate Crime and Harassment – Examples of Good Practice

The Conference then heard about three examples of what organisations are doing to tackle hate crime and harassment.

The first initiative was a **Hate Crimes Ambassadors** project developed by Southern Brooks Community Partnership with **Abbeywood Community School**. Three Ambassadors, who are all from year 10 explained about the project.

The Ambassadors are a group of students who are available to help pupils in our school, confidentially and with confidence. They signpost students to other helpful organisations, help with restorative conversations and guide victims in the right direction to help them. The Ambassadors consider hate crime to be when someone continuously discriminates against another person and the reasons for the discrimination are related to the protected characteristics defined in the Equality Act 2010. Bullying occurs when the act is not motivated by the person having one of these characteristics.

The pupils were chosen to become involved in this project because they have each experienced bullying either as the victim or perpetrator, or they have experience with these situations. They received 6 weeks training from Katie Donovan from Southern Brooks Community Project. The pupils identified the following benefits and outcomes from the project:

- Helps students know they are supported and not alone
- Gives people someone to talk to of their age group
- Helps resolve issues
- Gives us more confidence and skills such as; handling situations, mediating, to empathise
- Raises awareness
- Gives us experience that we can put on a cv
- We can contribute to different events in school such as anti-bullying week

The school gains by having increased and more varied ways of dealing with incidents, more scope for restorative justice approaches and a more comprehensive anti-bully strategy.
The Ambassadors future plans include recruiting and training more, establishing hate crime forums in all years, and helping support pupils as they transfer from Primary School.

The second initiative was a **Hate Crime Champions** project developed by **Avon and Somerset Constabulary** in South Gloucestershire.

South Gloucestershire generally has low levels of recorded hate crime and a comparatively good rate for clearing up the crimes that occur. However this is not grounds for complacency, the Police want to ensure that they provide good support to victims and a comprehensive service to encourage reporting of incidents and ensure that the situation continues to be positive. To help achieve this they identified the development of Hate Crime Champions as a way of improving the work they do.

17 Champions were identified, both serving officers and PCSOs. They received a programme of training covering:

- Information sharing
- Key legislation
- Safeguarding
- ASB and hate crime
- Impact on victims – VOICES project
- Partner involvement
- Input from Police and Crime Commissioner Sue Mountstevens

After their initial period of training the champions meet together every 6 months for further support and training.

The Police have identified the following benefits from this project:

- Officers equipped to help victims of hate crime through the CJS from reporting the crime to the conclusion of the case
- Positive relationships between the police and minority groups
- Potential conflict arising within or between different communities is better anticipated and better prevented as a result of having good relations and understanding with these communities
- Increased trust from hate crime victim
- More offenders brought to justice builds networks between and within many organisations to facilitate better understanding and action taken regarding hate crimes
• Improved confidence in reporting and consequently an increase in the number of reported hate crimes to the District
• Stronger relationships between the police and identified vulnerable communities
• Better and more referrals to relevant agencies by officers for vulnerable individuals
• More accurate reporting of crimes which clearly distinguish between ASB, general crime and hate crime
• A multi-agency approach
• Better education re: hate crime and cultural awareness available for suspects
• Better support for victims
• Victims feeling less isolated than they would without a hate crime champion
• Communities feeling safer as a whole
• Communities to have better links to support agencies and hate crime champion to liaise with.
• Decrease in incidents
• Increase in awareness of hate crime
• Communities better able to take responsibility and action

The third initiative is the **Multi-strand Support Approach to Supporting Victims of Hate Crime** developed by **Stand Against Racism and Injustice**.

After more than 20 years supporting the victims of racially motivated incidents SARI has broadened its area of work to assist victims of all forms of prejudice motivated attacks. They have changed their name from Support Against Racist Incidents to Stand Against Racism and Injustice which has allowed them to retain the acronym SARI. There is anyway a close relationship between racist abuse and some of the faith based incidents such as attacks on Mosques and Synagogues. Now they were able to support victims of attacks which are motivated by homophobia, transphobia and disablism.

The new service now offered by SARI can draw on all the years of working to support victims of racist attack. It also benefits from all the contacts that SARI has built up in within the criminal justice system and with community organisations. However it brings with it a challenge in understanding the support needs of disabled and LGBT people and building up working relationships with groups in touch with these communities.
Alex was convinced that the new combined service would offer better support to all victims and a more coordinated approach to addressing all prejudice motivated incidents.

6. Tackling Hate Crime and Harassment - Working Together

Mark Pullin, Safe Strong Communities Manager and Philippa Isbell, ASB & Community Safety Team Leader at South Gloucestershire Council spoke about the importance of collaborative working between all agencies in order to tackle hate crime and harassment and the Council’s role in helping to develop this approach.

Working with key stakeholders, Avon and Somerset Constabulary, Merlin Housing Society, Victim Support, SARI, and voluntary and community sector representatives the Council Coordinates the Safer Stronger Communities Strategic Partnership. They also support the ASB and Hate Crime Delivery Group which reports to the Partnership and two task and finish groups, one focussing on Victims and the other on Offenders.

The role of the ASB and Hate Crime Delivery Group is to:

- Agree priorities and actions to reduce, prevent and combat ASB
- Ensure accountability across all agencies
- Support and co-ordinate inter agency policy
- Problem solve and allocate resource

The two task and finish groups work collaboratively with agencies to:

- Agree and develop policies and procedures to ensure timely and effective responses to ASB and Hate Crime
- Meet the needs of victims and communities

The current priorities of the SSC Partnership and therefore the Delivery Group are to:

- Review methods for identification of high risk victims of ASB and prejudice motivated incidents
- Review how agencies support victims
• Agree and implement robust and collaborative approach and effective case management
• Maximise the use of existing resource
• Establish a robust evidence base to support action

It was clear that collaboration was fundamental to achieving these priorities and with it the overall objective of reducing (if not eliminating) hate crime and harassment in South Gloucestershire. This went beyond the organisations who were members of the SSC Partnership; Schools, GP practices, and lots of community groups all have a part to play in developing a network which identifies and supports victims and convinces perpetrators to desist (ideally recognising that what they have been doing is wrong and that everyone gains from a more tolerant society).

Although reports of incidents in South Gloucestershire remain low it is recognised that in part that this is because victims are sometimes fearful of reporting their experiences, or may have no confidence in the willingness and capacity of the authorities to find a solution. Much work remains to be done and the ASB, Crime and Policing Act 2014, due to come into force over the next year, will bring new powers and duties at the same time as the Council and other partners will be dealing with reductions in budgets.

There are plenty of challenges to come, but this vital work must continue.

7. **Key Outcomes**

At this point the conference broke into seven workshops to explore what they could collectively and individually do to help reduce hate crime and harassment. Five of the workshops brought together delegates from a similar professional background. There were groupings of people who worked in housing, education, care and two for parish and town councils. The remaining two workshops were of people involved in community groups.

Each workshop was asked to feed back one key action point. Facilitators of the workshops have added some supplementary information and this is summarised in the following section of the report.
a) Fundamental to tackling hate crime and harassment is to see the incidents through the eyes of the victim. If they believe that they have been attacked in some way because of their identity they need to be convinced that the organisation to which they are reporting the incident is taking it seriously. Even if staff believe that the victim has misinterpreted the incident it is important to demonstrate that they understand how they feel and that the person who needs to change their behaviour is the perpetrator.

b) There was a strong consensus that information sharing was key to successfully tackling harassment. This involves sharing information within and between organisations so that knowledge is pooled and all relevant staff are aware when someone is at risk. It was important not to hide behind data protection legislation and recognise that disproportionate concerns about confidentiality might put someone at risk.

c) Greater efforts are needed to ensure that staff understand the impact of prejudice motivated harassment so that they take it seriously and implement organisational procedures. Initiatives to do this should include:

i. Training for all staff on a regular basis, making sure that new staff receive training and are fully familiar with procedures

ii. Development of initiatives such as champions where volunteers within teams take a role to keep hate crime and harassment on the agenda for the team and are available to support colleagues dealing with incidents (or who may be a victim themselves)

iii. Using self-organised staff groups as leaders in receiving complaints and supporting victims.

iv. Analysis of complaints into and from within organisations to identify potential hate crime links.

v. Promotion of an organisation’s Whistle Blowing policy where it incorporates ‘Sexual, racial, physical or other abuse of service users’

d) It was important to raise wider community awareness of prejudice motivated harassment and the systems which are available to support victims and stop attacks. This should include the easy availability of information on how to report incidents (eg putting such information in places such as parks, GP surgeries,
community centres etc). Presentations could be made to community organisations (not just those working with equality communities) to help raise public awareness.

e) Organisational procedures to record prejudice motivated incidents should be easy for front line staff to implement.

f) Organisations should be aware that sometimes complaints about the behaviour of a vulnerable person can be part of a sequence of prejudice motivated incidents. Such complaints might be maliciously motivated, or because the victim is taking steps to challenge the behaviour which is targeting them.

g) Where attacks are being made on a victim at, or close to their home, every effort should be made to protect them and their family and make them feel safe. Moving someone to a new home should be a last resort, but if this does happen they should receive help to ensure that the process is one of new hope, not the culmination of a trauma.

h) There was concern that schools (who were not represented at the Conference) appear not to be dealing with prejudice motivated harassment as well as they might. The Conference was impressed by the excellent example of Abbeywood Community School and also heard of other examples of good practice, particularly working in partnership with voluntary organisations. Nevertheless, it was felt that some schools do not identify prejudice motivated attacks correctly, and even if they do, they do not have robust procedures to stop the incidents. There appeared to be a reluctance to work in partnership with other agencies to ensure that the pupil felt safe outside the school premises. It was acknowledged that academies have little local accountability and even the Council and the Police have little leverage to influence practice in schools. One suggestion was that School Governors could be encouraged to nominate a Hate Crime Champion to ensure that they review and strengthen school procedures. It might be possible to provide training for these Governors.

i) Overall it was agreed that collaborative working between agencies is crucial to getting on top of hate crime and harassment. Nobody lives their lives in such a way that only one organisation can help solve the problems they face. Unless measures are put in place to ensure that they feel safe in all aspects of their life the fear of
harassment will continue to limit the way in which they live their lives.

8. Participant Commitments

Delegates were asked to complete a commitment form at the end of the conference and 41 forms were returned. The Form (attached at appendix 2) suggested some policy steps which organisations could take:

- Check and review our existing policies on Hate Crime and anti-social behaviour
- Review our recording and risk assessment systems for Hate Crime and anti-social behaviour
- Review our training of staff to ensure that they are equipped to identify Hate Crime and harassment
- Investigate how we can better collaborate with other partners to tackle hate crime and harassment

In addition delegates were asked to add a personal commitment. These are being retained and individual delegates will be contacted in about 6 months’ time to ask what progress they have made.

The majority of these personal commitments involved the individual pledging to undertake personal steps within their own organisation to
raise awareness of the issue of hate crime, particularly with colleagues. Some planned to place articles in newsletters and other publications to raise awareness in the wider community about the issue.

Some were in a position to lead work within their organisation to review policies and procedures and undertook to do so. Others pledged to get their managers to initiate such work.

Someone was able to pledge to support the development of peer support groups for LGBT people and another would feed it into their work with youth groups. Those groups who work to strengthen voluntary and community organisations pledged to help make organisations more aware of the issues and better able to signpost victims to support services.

Generally there was an intention to promote wider awareness of the support that SARI can provide, particularly now that they work to address the needs of people from all equality communities.

9. Recommendations for Action

Reviewing the outcomes of the Conference South Gloucestershire Equalities Forum recommends the following actions (unless otherwise stated these applications apply to organisations in the public, private and voluntary sectors):

A. All organisations to review their staff training to ensure that they are able to identify potential incidents of hate crime and harassment. Particular care being taken to ensure that new staff are made fully aware of the importance attached to the issue and are confident about the policies to be followed.

B. All organisations to review their policies and practices to ensure that they are able to participate fully in multi-agency work designed to support and protect people who are being targeted by hate crime and harassment. This includes ensuring that they are able to share information about victims and perpetrators within the scope of their procedures regarding data sharing and confidentiality.

C. Organisations to look at models such as hate crime ‘Champions’ to ensure that there are people within their organisation who can
ensures that the issue is continually monitored and staff are supported to be on the lookout for incidents and will be helped to follow the correct procedures.

D. Consideration to be given by the Council in particular to methods of supporting schools to deal with hate crime and harassment and encourage them to work with other agencies to support pupils who are being targeted and to challenge the behaviour and attitude of perpetrators.

E. Organisations to review their policies to ensure that they are able to identify where reports of anti-social behaviour might disguise where a vulnerable person is being targeted by perpetrators of hate crime and harassment.

F. All organisations and individuals to help to raise awareness of hate crime and harassment in communities which may be targeted so that members are able to identify that they are being attacked and seek help.

G. All organisations and individuals to publicise the reporting procedures and the support services available for victims of hate crime and harassment.
Working together to stamp out hate crime and harassment

Scenarios for group discussion

Scenario 1

A lesbian couple living with their 3 children have started to have problems when visiting their local park. A group of mixed sex teenagers have been calling them ‘lesbos’ and ‘dykes’ and some of the older girls have said that the kids should be taken off them as ‘it’s just not right that you have kids.’

Recently local young people have started banging on the front door of their privately rented home and ringing the doorbell late at night. The landlord says that he is getting complaints from the other tenants and wants the problems to stop.

The abuse is from the children of people they recognise as local residents and this is starting to affect the oldest daughter (10 years old). She has told her teacher that she is hearing things being said at school.

Complaints have been received by Social Services that the kids are being left on their own at night and are at risk.

As a result the couple have contacted the Council asking to be re-housed away from the area.

With the group around your table please discuss:

- What impact is the behaviour having on the family and the community as a whole?
- What are the risks from this case?
- What evidence can be collected to find out what is happening?
- How can this family be supported?
- Which agencies should be involved?
- What can be done to stop the behaviour targeting the couple?
Hate Crime Scenario 2

A 15 year old Somali girl reports that a small group of fellow pupils tried to remove her hijab and spat on her while she was on the school bus. She recognised some of the pupils but they were mainly older boys from the year above.

The girl’s performance at school has started to deteriorate and she is becoming withdrawn in class.

You have heard some ‘terrorist jokes’ from members of the 6th form and think that some of your fellow teachers have laughed these off.

With the group around your table please discuss:

- What impact is the behaviour having on the girl, the family and the school?
- What are the risks from this case?
- What evidence can be collected to find out what is happening?
- How can this girl be supported?
- Which agencies should be involved?
- What can be done to stop the behaviour of the pupils in and out of school?
Hate Crime Scenario 3

An elderly couple make several reports of shouting, banging and arguing coming from their neighbour’s property. They tell their Housing Officer that the young single man (John) who lives next door has always been ‘a bit odd’ but when he first moved in was really quiet and no one ever really came to the property at all. Now there are a lot of younger kids hanging about and cars coming to the street late at night and beeping their horns.

A lot of the other people in the street are complaining about anti social behaviour and criminal damage is occurring to their cars and property. They want action taken against the tenant.

There is a rumour circulating that there might be a paedophile living on the estate and there is growing unrest.

*With the group around your table please discuss:*

- *What impact is the behaviour having on the community?*
- *Who are the victims and what are the risks from this case?*
- *What evidence can be collected to find out what is happening?*
- *Which agencies should be involved?*
- *What can be done to manage this situation?*
Response

- Treat each case on an individual basis
- As per the definition of a hate crime, consider the impact on the individual directly targeted and friends or family (present or not), people from the wider equality community, bystanders who could have experienced alarm or distress
- Believe the victim when they say that the incidents were hate motivated
- Consider the motivations behind reporting ASB
- Use any customer profiling information that might be available to help understand the circumstances of all parties involved.

**Benefit:** showing competence/ build trust

- Risk assessment to ascertain the vulnerability of the victim.

**Benefit:** reducing further risk and help identify where further agencies might be able to help. Consider safeguarding issues?

- Risk Assessment of Perpetrator and Community where possible – IMPACT

**Benefit:** Consider information already available from other agencies to gain intelligence and ensure a co-ordinated approach to managing behaviour.
Divert anti-social behaviour by offering pathways to alternative activities.
Consider target hardening to create safer place to live.

- Victim orientated approach with the agreement of an Action Plan that forms a ‘contract; with the agencies on what needs to be done.

**Benefit:** give the victim a voice, whilst also setting out realistic expectations of what can or cannot be done. Important for agencies/organisation to find the balance between progressing the case to resolution stage without overriding what the victim wants.

Empowerment is important in this process and professionals should balance support against over dependency.
• Arrange a multi-agency meeting with the consent of the victim (consent might not be necessary if there are safeguarding issues) – for example, A&S Police, SCG ASB Team, Social housing, S.A.R.I., Home Choice, Support Workers, health workers, voluntary organisations, community representative, education, social services

**Benefit:** Taking a holistic approach to supporting the victim involving not only statutory organisation but also community groups to help ease / combat the feelings of isolation, and health organisations to consider the mental health and wellbeing of the victim.

**Benefit:** Information sharing process to tackle Hate Crime incidents and possible tension monitoring.

**Benefit:** Identify a key worker to progress the case. It can help to avoid overwhelming the victim with constant calls whilst demonstrating that there is joined up working in tackling the issues.

• Regular review of case and needs for resolution with victim agreeing frequency and means of communication.

**Benefit:** ensuring that the response continues to be tailored appropriately to the case.

**Benefit:** Professionals do not assume what is right for their clients.
APPENDIX 2

Following this Conference

........................................................................................................... will:
(insert name of organisation)
☐ Check and review our existing policies on Hate Crime and anti-social behaviour
☐ Review our recording and risk assessment systems for Hate Crime and anti-social behaviour
☐ Review our training of staff to ensure that they are equipped to identify Hate Crime and harassment
☐ Investigate how we can better collaborate with other partners to tackle hate crime and harassment

Specifically I ................................................................. will take the following steps
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(tear paper in half; give top to facilitator and keep other as a reminder of your pledge)
The Conference was organised by a sub-group of the SGEF Partners Group consisting of:

Julie Close – Southern Brooks Community Partnership
Jack Bailey – SARI
Mark Pullin – South Gloucestershire Council
Nigel Roderick – South Gloucestershire Clinical Commissioning Group
Stephanie Kruse – South Gloucestershire Council
Will Bee – South Gloucestershire Council

In addition we were grateful to receive assistance in planning the Conference from:

Joanna Gray-Joseph – formerly SARI, latterly Merlin Housing Society
Jo McKean – South Gloucestershire Council
Katie Donovan – Southern Brooks Community Partnership
Nicky Rice – South Gloucestershire Council

On the day we were grateful to receive help with facilitation and administration from the following staff of Southern Brooks Community Partnership

Jackie Lewis
Chole Watkins
Laura Colman
Winsom Barrett Muir
Working together to stamp out hate crime and harassment

Thanks to

South Gloucestershire Council

South Gloucestershire Clinical Commissioning Group

NHS

Merlin Housing Society

SARI

Stand Against Racism & Inequality

Southern Brooks Community Partnership

Abbeywood Community School