

EDC17D006D

BRIEFING NOTE 19 – HOW TO DEAL WITH RELIGIOUS OR PERCEIVED RELIGIOUS RELATED HATE INCIDENTS AND HATE CRIME

1.0 What is meant by ‘religion’?

- 1.1 Legally (under the Equality Act 2010 religion is an overarching term which covers any religion or belief that has a clear structure and belief system. Further information is available at <https://portal.uea.ac.uk/equality/aspects-of-equality/religion-and-belief> .
- 1.2 It is unlawful to discriminate, harass or victimise any individual about their religion or belief or their non-belief.

2.0 What is unacceptable religion related behaviour?

- 2.1 The Crown Prosecution Service¹ defines such behaviour as a Hate Incident and states “any incident which the victim, or anyone else, thinks is based on someone’s prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender”.

3.0 Definition of Hate Crime

- 3.1 The Association of Chief Police Officers and the Crown Prosecution Service² have agreed a definition of hate crime as follows:

¹ http://www.cps.gov.uk/northeast/victims_and_witnesses/hate_crime/

² http://www.cps.gov.uk/northeast/victims_and_witnesses/hate_crime/

FINAL DRAFT

"Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability; and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender."

4.0 What form do hate incidents take in relation to religion?

4.1 Hate incidents may take the form of verbal abuse, damage to property, bullying, assault, harassment or graffiti that are based on an individual's religion or perceived religion.

5.0 Why it is important to report a hate incident

5.1 UEA has a zero tolerance to any form of harassment, bullying or hate incident. It is important that the University and the Police have a better understanding of the nature and number of hate incidents on campus being experienced by or witnessed by UEA staff, students, members of the public, service users, suppliers, contractors or other individuals.

5.2 As more individuals make such disclosures, the University will be able to gather more realistic data and make more informed decisions in respect of issues that relate to staff of differing religions or beliefs and identify what additional support mechanisms might be needed in the workplace.

5.3 The University will not tolerate any form of hate incident and will take seriously any incidents that are brought to its attention.

FINAL DRAFT

6.0 How to report a hate incident or hate crime

6.1 If you believe that you have experienced or witnessed a hate crime or hate incident, whether on the UEA campus/Norwich Research Park or off campus, you can:

6.1.1 Report it to the University {insert link for reporting form}, with or without disclosing your details, so that the University can monitor what is happening at UEA. If you include your details appropriate support mechanisms can be put in place for you and the incident investigated.

6.1.2 Report it to the Police in one of the following ways:

- Contact UEA Security on 01603 (59) 2352. UEA is a Reporting Centre and its Security staff have been trained by Norfolk Constabulary to take reports.
- Contact the Police direct by calling 101.
- Contact your local Police Station.
- Report on-line via the True Vision website at [http://report-it.org.uk/your police force](http://report-it.org.uk/your_police_force) .
- Download a self-reporting form from the True Vision website at [http://www.report-it.org.uk/self reporting form](http://www.report-it.org.uk/self_reporting_form) .
- Download the Police Hate Crime App
- Contact one of the organisations listed at [http://report-it.org.uk/organisations that can help](http://report-it.org.uk/organisations_that_can_help) .
- In an emergency always call the Police on 999 or 112

7.0 Where can you seek help and advice in the University

7.1 If you wish to discuss any concerns the following help is available:

- A member of the Human Resources team {insert link to contacts}

FINAL DRAFT

- A member of the Equality & Diversity Team {insert link}
- Your line manager
- A UEA Staff Pride Dignity & Respect Champion {insert link}
- Your Campus Trade Union representative (UCU, UNISON, UNITE)
- UEA's Multifaith Centre team (<https://portal.uea.ac.uk/multifaith>)

7.2 If you are in an emergency situation dial 999 or 112 for the Police and dial 01603 592222 for Security.

8.0 Where can you seek help and advice outside of the University

6.1 The True Vision website has a list of organisations external to UEA who can provide advice and support. This list can be accessed at [http://report-it.org.uk/organisations that can help](http://report-it.org.uk/organisations%20that%20can%20help) .

UEA Equality & Diversity Committee – approval date	Due to be considered at 30 October 2017 equality & diversity committee
Equality Impact Assessment undertaken	
Next Review Date	September 2018
Review frequency	Annually
Author	S Forder - Human Resources Division
Document Ref.	Briefing Note 19 – How to deal with religious or perceived religious related hate incidents and crime final draft 1017