



Freedom of Information request 01/FOI/24/2587
We received your request on the 22/04/2024.

Request

You asked us:

What would you like to know?: A statutory code of practice for the recording of 'non-crime hate incidents' became law in June 2023 under sections 60 and 61 of the Police, Crime, Sentencing and Courts Act 2022. Please give details of the training you provide to officers and staff to ensure that the recording and investigation of NCHIs only take place when the threshold set out in the code is met.

REQUEST 2:

What would you like to know?: The statutory code of practice for the recording of 'non-crime hate incidents' requires that NCHI records holding personal data must use the terms 'subject' and 'complainant' (not 'suspect' and 'victim'). Have your incident and crime recording systems been updated to use the required wording in the context of NCHIs, and is the correct terminology in current use in your force?

REQUEST 3:

What would you like to know?: Please specify the number of 'non-crime hate incidents' recorded by your force for the year prior to the introduction of the statutory code as well as the numbers from June 2023 (since the introduction of the code) to the present date.

REQUEST 4:

What would you like to know?: Are you associated with Stonewall? If yes, please specify your membership or advisory level, e.g. Workplace Champions Scheme, and all annual costs related to such membership or provision of advice.

REQUEST 5:

What would you like to know?: In the interests of viewpoint diversity and inclusion, what staff association or internal forum do you have in place which specifically supports and encourages officers and staff who hold legally protected 'gender-critical' views?

We have handled your request under the Freedom of Information Act (FOIA)

Our response:

Q1

Training provided:

PP&V Introduction 1HR

State the definition of

- Hate Crime
- Hate Incident

Outline protected characteristics as defined in Crime and Disorder Act 1998 and Section 66 of the Sentencing Act 2020

- Disability
- Transgender
- Sexual Orientation
- Religion
- Race

Outline four additional protected characteristics as defined in the Equalities Act 2010

- Age
- Marriage and civil partnership
- Pregnancy and maternity
- Sex

Outline key provisions of the Crime and Disorder Act 1998 Summarise police actions when dealing with hate crimes and hate incidents.

State procedures and considerations when recording Hate crimes & hate incidents, referring to best practice. Discuss the impact of hate crimes and hate incidents on victims and wider community.

Discuss the impact that police response can have on victims and wider community

Discuss PRAP commitments and how these apply to responding and investigating Hate Crimes Identify BTP Public Protection 'Vulnerability Guides' on the intranet and forms used when dealing with these incidents. Identify where additional guidance and BTP policies can be located Identify additional support agencies and organisation.

Q2

Th Controlworks incident recording system has a number of different dropdown options for a person record including 'aggrieved', 'arrested', 'informant', 'involved', 'person reporting', 'other', 'suspect', 'victim' and 'witness'. It is the responsibility of the recording officer/ staff member to record the correct terminology.

Q3

Incident Period	Created Date	Number of BTP Hate Incidents, Excluding Scotland, that did not lead to a Notifiable Crime being Raised
1) June 2022 to May 2023		653
2) June 2023 to 21/04/2024		981

- BTP Hate Incidents are defined as Qualifier Codes 1 to 9 of S17; S18; S19; S20; S21; S22; S23; S24.
- The figures in the above table will include incidents where a non-notifiable crime record was raised instead.

Q4

BTP does not hold membership of Stonewall at any level.

Q5

Anyone in BTP can request to start an Employee Support Association (ESA) where one does not already exist. To date, BTP has not received any request to start a network for employees with gender critical / sex realist beliefs. Should such a request be received in the future then it will be considered the same as every other association we have in line with the below principles:

An ESA is based around the Public Sector General Duty in the Equality Act 2010 to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Act
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

Specifically, due regard is to be given within organisational life in order to:

- Remove or minimise disadvantages.
- Take steps to meet different needs.
- Encourage participation when it is disproportionately low.

An ESA is established with a primary aim to support the General Duty.