



# Glasgow Hate Crime Strategy

2018-2028



# Foreword

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Glasgow City Council is committed to defending the rights of everyone in Glasgow to live their lives free from fear and discrimination and to work with statutory and voluntary sector partners to eradicate hate crime across Glasgow. This Strategy lays out the approach of the City Council and its partners to deliver on our policy commitments to address hate crime.

## 1. Introduction

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**1.1.** Glasgow is the largest and most diverse city in Scotland. It is the local authority area with the largest black and minority ethnic population and home to the majority of New Scots. The Glasgow Centre for Population Health forecasts that by 2031 the non-white ethnic minority population will be 19% of Glasgow's total population. Correspondingly, Glasgow's faith communities are rapidly diversifying.

Glasgow is also home to a disproportionate number of people who are disabled or affected by a long term health problems and like many cities, Glasgow has a higher density of LGBTI+ people, who tend to gravitate toward metropolitan areas to access community, social opportunities and specific services.

**1.2.** Glasgow is rightly proud of its reputation as a welcoming city that values people regardless of their background. However some social groups are victims of crime and harassment that is motivated by prejudice toward a particular characteristic of their identity.

While Glasgow had approximately 12% of the total population of Scotland in 2018, almost 30% of all racist hate crime, disability hate crime and religious hate crime in Scotland was reported to the Glasgow Fiscal Office; 24% of homophobic hate crime in Scotland was reported to the Glasgow Fiscal Office; and 19% of disability hate crime in Scotland was reported to the Glasgow Fiscal Office. This makes targeted harassment and crime a particular concern for Glasgow.

## 2. Glasgow Hate Crime Working Group

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**2.1** Community Planning Partners in Glasgow recognise the impact of hate crime and take a corporate approach to address it. Glasgow City Council has appointed its Neighbourhoods and Sustainability Service as the corporate lead for partnership approaches to deliver on strategic priorities to address hate crime.

**2.2** Glasgow Hate Crime Working Group is a multi-agency specialist group of the Safe Glasgow Group chaired by an elected member who is nominated from the Safe Group. It has ownership of Glasgow's multi-agency strategic commitments in relation to hate crime. Its overarching aim is to encourage and coordinate partnership approaches to hate crime. This strategy, and corresponding delivery plans, are developed and owned by the Hate Crime Working Group.

## The members of the Hate Crime Working Group are:

Crown Office and Procurator Fiscal Service  
Glasgow Adult Protection Committee  
Glasgow City Council

- Community Empowerment Services
- Education Services
- Neighbourhoods and Sustainability
- Strategic Policy and Planning

Glasgow Disability Alliance  
Glasgow Health and Social Care Partnership  
NHSGGC  
Police Scotland  
Scottish Fire and Rescue Service  
Victim Support Scotland  
West of Scotland Regional Equality Council  
Wheatley Group - GHA

## 2. STRATEGIC THEMES

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- 2.1. Strategic priorities have been developed using a logic model, drawing on evidence provided through data mapping, SWOT analysis and strategy development sessions involving all Hate Crime Working Group members. Three themes capture the priorities identified for Glasgow:
- 2.2. PREVENTION - We will work together to stop hate crime before it happens
- 2.3. REPORTING - We will work together to encourage people to report hate crime when it happens
- 2.4. RESPONDING - We will work together to improve Glasgow's service responses to victims

## 3. STRATEGIC OUTCOMES

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- 3.1. The strategic outcomes summarise the changes that partners want to bring about in relation to hate crime. They have been organised into short, medium and long term goals that are each aligned to a strategic theme. The diagram on page 4 summarises our strategic themes and the corresponding outcomes.

These outcomes underpin all of the actions in our plans and we are accountable for how we deliver them. We will report on the plan annually and undertake a mid-term review to ensure we can respond to emerging issues.

## 4. DELIVERY PLANS

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- 4.1. Delivery plans sit behind the strategic themes and identify multi-agency actions that will contribute to achieving the Hate Crime Working Group's outcomes.
- 4.2. The delivery plans are working documents and will evolve in response, to progress and changes in relation to wider policy developments, environmental context, service reconfiguration and resource availability.

## 5. EVALUATING IMPACT

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- 5.1. The Hate Crime Working Group will review progress on the Strategic Plan bi-annually.
- 5.2. An Evaluation framework will be developed in year 2 to run in parallel with the strategy, providing a framework for ensuring that there are indicators in place to measure progress.
- 5.3. The Hate Crime Working Group will use qualitative data as well as quantitative data to measure progress.

### For further information contact:

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# Hate Crime Working Group Strategic Plan 2018-2028 Themes & Outcomes

Cross Cutting Theme; PARTNERSHIP and GOVERNANCE

