

 WARWICKSHIRE POLICE	POLICY
Security Classification	OFFICIAL
Warwickshire Police public internet site	If there is a reason this Policy should not be placed on the internet site, please put NOT FOR PUBLISHING in this box.

Please note, all Policies marked 'Official', will be published on the Warks Police Internet unless indicated otherwise. Please make it clear if the policy is not to be published. Provide rationale in Section Assessment and Analysis.

POLICY TITLE	Hate Crime
REFERENCE NUMBER	WP001
Version	1.1

POLICY OWNERSHIP	
DIRECTORATE	Local Policing
BUSINESS AREA	Communities

DATE FIRST IMPLEMENTED	March 2019
CURRENT VERSION EFFECTIVE FROM	07/08/2026
REVIEW DATE	07/08/2028
RISK RATING	HIGH
EQUALITY ANALYSIS	LOW
TIER	1

Warwickshire Police welcome comments and suggestions from the public and staff about the contents and implementation of this policy. Please e-mail policiesandprocedures@warwickshire.police.uk

1. POLICY OUTLINE

The strategic aim of Warwickshire Police is to protect and manage the risk of harm to those persons who live, work or travel within these boundaries. The effective recording and investigation of Hate Crime is paramount in order to afford people more protection and thereby increase trust and confidence.

2. PURPOSE OF POLICY

It is recognised that an efficient and proportionate approach to hate crime investigation will deliver the best protection and most appropriate justice outcomes with the resources available. This policy and subsequent procedure will provide a core investigative approach for every report of hate crime. Providing a victim focussed approach from the outset.

3. IMPLICATIONS OF THE POLICY

Staffing

Effective crime investigation and management is everyone's responsibility and is recognised as one of the most important policing functions. All persons designated as investigators or required to carry out an investigative function will be appropriately trained to PIP1 standards or equivalent. Specialist training will be given to PIP2 standards to accredit detective constables to investigate the more serious or complex hate crimes. The recording and investigation process is captured in the linked and updated hate crime procedure document.

Crime & Disorder Act 1998

Warwickshire Police are committed to working with our partner agencies in the management of identified risk of harm and this is encouraged at every level when conducting investigations. We will share information where appropriate, participate and contribute to multi agency forums and work in partnership in order to manage identified risk, deliver greater protection and improve outcomes for victims.

Human Rights Act 1998

The Rights to Respect Private and Family Life and Protection from Discrimination are two areas of this Act that require the consideration of proportionality when adopting tactics to effectively investigate crime.

In the application of this policy, the Force will not discriminate against any persons on the grounds of sex, race, colour, language, religion, political or other opinion, national or social origin, association with national minority, property, birth or other status as defined under Article 14 European Convention on Human Rights (ECHR).

There is potential interference with an individual's rights contained in the convention articles under Article 8 – Right to respect for private and family life. Which details, everyone has the right to respect for their private and family life, their home and their correspondence. Any potential interference would be with a legitimate aim of preventing crime and protecting public safety.

Equality Act 2010

An equality impact assessment has been undertaken to ensure that this policy complies with the requirements of the Act.

General Compliance

This policy is compliant with legislation which currently includes:

Police and Criminal Evidence Act 1984

The Youth Justice and Criminal Evidence Act 1999

The Investigatory Powers Act 2016

Code of Practice for Victims of Crime

Domestic Violence Crime and Victims Act 2004

National Guidance including:

College of Policing APP: Hate Crime Operational Guidance.

Equality and Human Rights Commission (EHRC) – Hidden in Plain Sight (2011) and Out in the Open (2013).

Challenge it, Report it, Stop it – Government approach to tackling Hate Crime.

Mencap – Stand by me Pledge.

Living in A Different World – Joint review of Disability and Hate Crime.

The Macpherson Report.

Hate Crime Strategy – NPCC

4. PROCEDURE

The Procedure is contained within a separate document.

5. CONSULTATION

- 5.1 As part of the consultation process for this procedure consultation has taken place with the Strategic Independent Advisory Group (SIAG), the Warwickshire County Wide Hate Crime Partnership and a number of Hate Crime victim services partners – including the Equality & Inclusion Partnership (EQUIP), Warwickshire Pride and Victim Support.
- 5.2 This has taken various forms including briefing / presenting to the groups directly, access to draft procedure and local consultation with local IAG's.
- 5.3 Members of SIAG, Hate Crime Victim Services Partners, and Warwickshire County Wide Hate Crime Partnership joined an interactive on line workshop, allowing for a broad consultation of different groups, providing an active consultation process to take place.

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- 5.4 Consultation has also taken place with the Office of the Police and Crime Commissioner (OPCC), the Equality and Diversity advisor for the Force and with members of the Critical Friends group.
- 5.5 Further consultation has been completed with internal stakeholder groups within Warwickshire Police.

6. DOCUMENT HISTORY

Please state which Head of Department or Chief Officer has been consulted on and approved this policy:

Chief Officer/Business Lead Consulted	Date Communication Sent
Ch. Supt Ben Smith	March 2019
Supt Lee Kemp	Dec 2023
Supt Steve Flavell	July 2026

The history and rationale for change to policy will be recorded using the below chart:

Date	Author / Reviewer	Amendment(s) & Rationale	Date of Approval / Adoption
Mar 2019	CI Kemp	Warwickshire Procedure Implementation 01/05/2019, previously A058	JNCC 21/03/2019
Dec 2020	Insp Hembry	Policy Review	
Oct 2023	Insp Hembry	Policy Review	October 2024
July 2026	C/Insp Hembry	Policy reviewed – no changes required except moving contents onto the forces' new policy template.	Republished 07/08/2026

7.0 ASSESSMENT AND ANALYSIS

The Equality Analysis (EA), Health and Safety Assessment (HAS) and Risk Assessment (RA) associated with this document are available on request.