

BRIEFING NOTE 11 – HOW TO DEAL WITH AGE-RELATED HATE INCIDENTS AND HATE CRIME

1.0 Definition of Hate Crime

- 1.1 The Association of Chief Police Officers and the Crown Prosecution Service¹ have agreed a definition of hate crime as follows:
"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."
- 1.2 Although age does not fall within the definition in 1.1, the Director of Public Prosecutions has stated that "All crime is unacceptable but offences that are driven by hostility or hatred based on personal characteristics set a particular challenge to a civilised society. For the Crown Prosecution Service (CPS) therefore, effectively addressing all forms of hate crime and crimes targeting older people remain a core commitment."
- 1.3 The term "older people" is defined by the CPS as people over the age of 60.

¹ http://cps.gov.uk/publications/equality/hate_crime/index.html

2.0 What form do age hate incidents take

2.1 Hate incidents may take the form of verbal abuse, bullying, assault or harassment that are based wholly or in part on individual's age.

3.0 Why it is important to report a hate incident

3.1 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.

3.2 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 "older people" and identify what additional support mechanisms might be needed in the workplace.

4.0 How to report a hate incident or hate crime

4.1 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:

4.1.1 Report it to the University, with or without disclosing your details, so that the University can monitor what is happening at UEA. If you include your details appropriate support mechanism can be put in place for you and the incident investigated.

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

- Contact UEA Security on 01603 (59) 2222. 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

5.0 Where can you seek help and advice in the University

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

- A member of the [Human Resources team](#)
- A member of the [Equality & Diversity Team](#)
- Your line manager
- Your Campus Trade Union representative (UCU, UNISON, UNITE)

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

6.0 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_that_can_help) .

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