

## Hate Crime Policy

### 1. SCOPE AND PURPOSE

- 1.1 Bournemouth University (BU) is committed to a working and study environment where the different values and beliefs of our community can be freely expressed and openly discussed. Inclusivity is one of our core values that underpins all that we do at BU and cuts across all of our activities and we will take action to address gaps and challenges in Equality and Diversity in order to support development, progression and achievement for all. We are committed to eliminating unlawful discrimination and celebrating Equality and Diversity.
- 1.2 We expect all of our community to treat others and be treated with dignity and respect at all times. We will do what we can to encourage open and respectful debate around Equality and Diversity issues and we encourage people to let us know when this is not the case. This policy outlines how matters of concern relating to hate crimes can be raised and outlines the support available.

### 2. KEY RESPONSIBILITIES

- 2.1 The Chief Operating Officer has overall responsibility for Dignity, Diversity and Equality at BU.
- 2.2 The Equality and Diversity Committee has overall responsibility for developing and embedding BU's strategic commitment to Dignity, Diversity and Equality.
- 2.3 The Equality and Diversity Adviser has overall responsibility for the daily operation of this policy, as well as ensuring that the university is complying with statutory duties under existing equality legislation and relevant codes of practice.
- 2.4 The Director of Human Resources and the Director of Student Services have responsibility for staff and student discipline respectively.
- 2.5 Everyone in the BU community (students, staff, board members, contractors and visitors) has the responsibility to comply with our Dignity, Diversity and Equality guidance and principles.

### 3. DEFINITIONS

- 3.1 In accordance with the [BU Equality and Diversity Policy](#), BU will not tolerate unfair or unlawful treatment on grounds of any protected characteristics as identified in the [Equality Act 2010](#):
- Age
  - Disability
  - Gender reassignment
  - Marriage and civil partnership
  - Pregnancy and maternity (including Paternity)
  - Race (colour, ethnic or national background)

- Religion or Belief (including lack of belief)
- Sex
- Sexual orientation

**3.2** This includes any treatment that could be considered a hate crime as defined by the Police and the [Crown Prosecution Service](#):

*“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. REPORTING PROCESS**

**4.1** Anyone can report an alleged hate crime, via the following methods:

- a) In an emergency and where you feel at immediate risk of harm, call Dorset Police on 999.
- b) If the matter is not an emergency you can report to the Police via 101 or via the Dorset Police online Hate Crime [reporting tool](#).
- c) If the matter is not an emergency, and you would prefer not to report direct to the Police you can report via a Third Party Reporting Centre or a National reporting Site. [BU](#) and [SUBU](#) are both third party reporting centres. A full list of Third Party Reporting Centres and National Reporting Sites is available on the Dorset Police [website](#). Matters reported through a Third Party Reporting Centre (including BU or SUBU) are also reported to the Police although names will not be shared without permission

**4.2** You can seek advice about how to report a hate crime from the following:

- [Equality and Diversity Adviser](#) (staff and students)
- [Human Resources](#) (staff)
- [Student Support and Engagement team](#) (students)
- [SUBU Advice](#) (students)

**4.3** Reports can be made anonymously if preferred, although the action that can be taken in these circumstances may be more limited. We encourage all issues of concern to be reported so that the University and/or Police are aware, even if we are not able to take any further action.

**4.4** If the Police decide to take further action they will normally need to speak to the alleged victim, if known. The University may also wish to take action if the reported incident could be considered a breach of [BU’s Dignity and Respect \(Harassment\) Policy](#). In this case the [Staff](#) or [Student](#) Disciplinary Procedures will apply.

**4.5** A report of all anonymised incidents/crimes will be presented as part of the Equality and Diversity Annual report. This report will be based on information provided via the students, staff or externals who have followed the Students and staff complaints procedure BU Crime/incident report form. This report will be presented to the [Equality, Diversity and Inclusion Committee](#).

## **5. SUPPORT**

**5.1** If you report via BU, the Equality and Diversity Adviser or a member of the Student Support and Engagement team will contact you to offer support.

**5.2** The University offers a wide range of support for [staff](#) and [students](#). The following may be of particular interest if you believe that you have been the victim of a hate crime

For students:

- [AskBU](#)
- [Equality and Diversity Adviser](#)
- [SUBU Advice](#)
- [Faith & Reflection](#)
- [Student Support and Engagement Team](#)

For staff:

- [Equality and Diversity Adviser](#)
- [Faith & Reflection](#)
- [Human Resources](#)
- [Occupational Health and Wellbeing Adviser](#)
- [Trade Unions](#)

## **6.** LINKS TO OTHER BU/SUBU DOCUMENTS

[Code of Practice on Freedom of Speech](#)

[Dignity and Respect \(Harassment\) Policy and Procedure](#)

[Equality and Diversity Policy](#)

[Faith and Believe Policy](#)

[Gender Reassignment Policy](#)

[Prevent Policy](#)

[Safeguarding Policy](#)

[Social Media Policy](#)

[Staff Disciplinary Procedures](#)

[Student Complaints Procedures](#)

[Student Disciplinary Procedures](#)

[Student Maternity, Adoption and Parents Policy](#)

[SUBU Safe Spaces Policy](#)

[SUBU Complaints Policy and Procedures](#)

[SUBU Member Code of Conduct and Disciplinary Procedure](#)

## Appendix 1: Third Party Reporting Centres

The following outlines how BU and SUBU will act as [Third Party Reporting Centres](#).

Reports via BU can be made using our online form, details of which can be found on our [website](#). Reports to SUBU can be made through [SUBU Advice](#) .

BU and SUBU will provide a confidential and safe area to speak to victims and take reports if necessary. However if there is immediate risk of harm to someone contact the police immediately by calling 999.

As a Third Party Reporting Centre we commit to:

- Ensure there is an adequate proportion of staff that understand and can advise what a hate crime is and take reports.
- Actively promote information on the service to students and staff on the [BU](#) and [SUBU](#) websites and in public areas, including displaying the Reporting Centre sign.
- Have available hard copies of the forms for reporting and where possible access to online reporting.
- Ensure completed reports are forwarded to Dorset Police, destroying any copies once submitted.
- Undertake two awareness raising activities yearly in relation to hate incident/crime and being a reporting centre e.g. newsletter item, information at events etc Prejudice Free Dorset can assist reporting centres with written information if required.
- Engage with and respond to requests from Dorset Police and Prejudice Free Dorset regarding the third party reporting process to include feedback to help improve the process and identify trends.
- The purpose of the protocol and reporting system is to ensure the immediate safety of the student or member of staff and collect and submit details on hate crimes. Each organisation will have its own policies and procedures regarding what services it provides to students and staff and it is for the organisation to invoke those policies with regard to any necessary subsequent support, if unable to provide support, students and staff should be signposted to other organisations such as Victim Support.
- Provide a confidential and safe area to speak to victims and take reports if necessary.
- Actively promote information on the service to students or staff on their website and in public areas, including displaying the reporting centre sign.