



POLICY	Issue: 1.0
Hate Incidents	Date: 11/06/2008

Policy Statement

The Civil Nuclear Constabulary (the Constabulary) will ensure that all incidents of hate crime are dealt with promptly, rigorously and sensitively, and that victims and witnesses to such incidents will be regularly kept informed as to progress of proceedings and the investigation.

A hate crime is defined as one where there is or perceived to be, an expression of hatred, dislike and tolerance towards another person's colour, race, creed, religion, ethnic or national origins, or sexual orientation or alignment. It may be verbal or physical, and includes the use of threatening or intimidating behaviour, harassment, damage to property, or causing a general nuisance. This perception need not be by the victim but can be that of a third party including a police officer.

The Association of Chief Police Officers' Guide to Identifying and Combating Hate Crime manual, provides clear guidelines in dealing with such crime.

To enable the Constabulary to meet its declared commitments it will ensure:

- Victims are dealt with in accordance with the Code of Practice for Victims of Crime under Section 232 of the Domestic Violence, Crime and Victims Act 2004. (Scotland under the Criminal Procedures (Scotland Act 1995)
- Where it is deemed that it is an incident that should be investigated by the Constabulary, then a full and comprehensive and intelligence report will be submitted, together with all necessary Section 9 Witness statements. Reference to the incident should be made on a crime report. The Operational Unit Commander, or in their absence the on call duty officer will decide on the immediate appropriate actions to take, and will themselves consult with the BCU Commander at their earliest convenience to determine who best to be appointed the investigating officer, who will be of at least the rank of sergeant. A check will be made that all victims and witnesses are being kept updated with all developments in proceedings. The updates and final resolution to be documented with the initial crime report.
- That where a hate incident has occurred or to have been perceived to have occurred, and where it has been deemed that it should be for the host constabulary to investigate, that a full and comprehensive handover package is completed for the host constabulary. In addition a full internal crime report and intelligence report is completed. The Operational Unit Commander (OUC) will endeavour to facilitate regular contact and progress reports from the relevant constabulary/force until a final resolution of the incident. The appointed investigating officer (IO) if a Constabulary officer will ensure that the incident is crimed promptly within the guidelines of the national crime recording standards

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(NCRS). Also that Victim Support is contacted unless there is a clear expression to the contrary from the victim. The IO will further ensure that an application for compensation is submitted by the victim where appropriate. Further they will ensure updates to victims and witnesses as to each stage or change in circumstances of the case, and in any case to maintain weekly contact with those persons.

- The IO will ensure that the Operational Unit Commander and BCU Commander are kept fully updated with the progress of the case.
- The OUC and BCU Commander will ensure the timeliness, sensitivity and quality of the investigation.

Aims of the Policy

To ensure that the proper procedures and handling of the relevant evidence are carried out thoroughly and sensitively, are properly documented, that interested parties are kept informed, and that evidence gathered will be of the required standard to present before a Court Of Law.

This policy is not enacted by further management system documents:

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