



To: Safer and Stronger Renfrewshire Thematic Board

On: 2 September 2015

Report by:

Director of Community Resources

SAFER AND STRONGER RENFREWSHIRE ACTION PLAN PROGRESS REPORT – OUTCOME 4

1. Summary

- 1.1 In order to achieve our vision and our associated outcomes and targets, the Safer and Stronger Renfrewshire Board developed a partnership action plan. Following agreement of the action plan, the Board requested that a progress report for Outcome 4 'Renfrewshire citizens are positive, support equality and value diversity to achieve fairness for all within our communities' is produced in order for the Board to fulfil its monitoring and scrutiny role.
- 1.2 The progress against each individual action is detailed in Appendix 1 below, however Section 4 below highlights some of the key areas of progress.

2. Recommendations

It is recommended that the Board

- a) Scrutinise each of the actions detailed in appendix 1
- b) Notes the key areas of progress highlighted in Section 4
- c) Notes that there are no areas for improvement
- d) Agrees to undertake a review of the action plan as detailed in Section 6

3. Background

- 3.1 The Safer and Stronger Renfrewshire Board has responsibility for coordinating and driving multi-agency activity to ensure that we achieve our long term vision that:

'Renfrewshire is known as a safe and tolerant place where residents and visitors enjoy a high level of personal safety and public protections and are free from crime. A culture of fairness, respect and equality exists and vulnerable children and adults are well looked after and protected'

- 3.2 In order to achieve this vision and our associated outcomes and targets, the Safer and Stronger Renfrewshire Board developed a partnership action plan. Following agreement of the action plan, the Board agreed a reporting schedule for monitoring and scrutinising the progress being made against each of the Safer and Stronger Renfrewshire Outcomes and this report herewith details the progress being made against Outcome 4 'Renfrewshire citizens are positive, support equality and value diversity to achieve fairness for all within our communities'.

4. Key Areas of Progress

Each of the actions detailed in Appendix 1 are all making good progress, however some key areas are as follows:

- I Am Me works in partnership with Police Scotland and PACE Theatre to raise awareness of disability hate crime (DHC). The project is a Renfrewshire community led initiative which works closely with Renfrewshire Council and other partners to raise awareness with staff, pupils, teachers and staff, carers and service users from the local disability groups. Since forming in April 2013, the project has raised awareness with over 10,000 people and there has been a 300% increase (35% of the national increase) in reports of DHC to the police in Renfrewshire. The I Am Me project has been recognised locally and nationally and has been short listed for a National Diversity Award 2014, short listed for ROCCO awards in November 2014, won Equality in Action from Renfrewshire Council, the Public Safety award at the National Police Awards in September 2014 and a Bronze CoSLA Award in March 2015.
- The Diversity and Equality Alliance in Renfrewshire (DEAR) group has developed a portfolio of learning and educational initiatives that supports community resilience and strengthens community cohesion. This includes Police Scotland delivering four workshops to raise awareness of hate crime to over 90 employees of Renfrewshire Council.

In addition, the DEAR group continues to support Tartan Day Celebrations, Scottish Refugee Week, Black History Month and Reclaim the Night national campaigns

5. Areas for Improvement

There are no areas for improvement.

6. Next Steps

Over the past year the Board has monitored and scrutinised the actions associated with each of the four outcomes contained within the Safer and Stronger element of the SOA. During this period, partners have made significant progress in completing many of the actions and milestones and notably no areas of improvement have been identified.

Given the progress that has been made it is recommended that a review of the action plan is undertaken. This exercise will be led by the Community Planning team with support from Community Resources and a draft action plan will be presented to the next meeting of the Board for discussion.

7. Resources

The Action Plan framework allows the Safer and Stronger Renfrewshire Board to plan resources towards achieving the agreed Community Plan priority outcomes.

8. Prevention

The Safer and Stronger Board are committed to directing resource investment towards prevention and early intervention.

9. Community Involvement/Engagement

The Action Plan has been developed through the Safer and Stronger Renfrewshire Board and sub groups whereby the third sector is widely represented.

For more information about the report, please contact Yvonne Farquhar, Senior Policy Officer, Renfrewshire Community Planning Partnership Team 0141 618 7409 or Carolanne Robertson, Community Safety Manager 0141 618 7600

A Safer and Stronger Renfrewshire Action Plan

Outcome 4. Renfrewshire citizens are positive, support equality and value diversity to achieve fairness for all within our communities				
Proposed Actions	Lead organisation and group	Resource requirements	Milestones	Progress to Date
10% reduction in the number of reported hate crimes				
Support awareness raising campaigns/events to tackle hate crime specifically targeted at those with a disability and LGBT community	Police Scotland - DEAR Group	Within existing resources	Work with Stonewall Scotland as a partner within the 'Good practice programme' to support national events locally within communities and through education establishments - ongoing	Police Scotland continues to work with Renfrewshire community group 'I Am Me' to raise awareness of and increase reports of DHC. Police Scotland fully support and endorse Stonewall Scotland's 'No Bystanders' campaign with Chief Constable Sir Stephen House the first public figure in Scotland to sign the pledge. Renfrewshire & Inverclyde's senior management team have also signed the pledge.
Increase the number of third party reporting centres that are accessible at the heart of our communities	Police Scotland - DEAR Group	Within existing resources	Investigate opportunities to create additional reporting centres – December 2014	The DEAR group continues to work closely with Police Scotland to promote the establishment of third party reporting centres in the heart of the community. To date 23 local groups in various locations have registered to operate as third party reporting centre in addition to the public libraries. This gives additional options and choices and enables people to call or visit if they have been, or fear they may become a victim of hate crime.

Proposed Actions	Lead organisation and group	Resource requirements	Milestones	Progress to Date
Through the community safety joint tasking and co-ordinating group establish trends, patterns relating to hate crime	Community Resources - DEAR Group	Within existing resource	DEAR group to clarify analytical requirements – Summer 2014	Hate crime reports are regularly provided to the DEAR group by Police Scotland, however it is acknowledged that hate crime continues to be under reported. Going forward Police Scotland will release annual reports regarding hate crime detection rates. Events continue to be held with the aim of promoting and foster good relations across the diverse communities of Renfrewshire. Daily and monthly tasking is undertaken via the Community Safety Hub partners to effectively deploy diversionary activities and other appropriate methods to tackle and reduce the prevalence of anti-social behaviour and hate crime. Diversionary activities and the development of educational programmes highlighting the dangers of anti-social behaviour and the very real consequences of actions, intervening before those at risk of offending become further involved in such activities, promoting sustained change in their behaviour and attitudes.
Establish the perceptions of Renfrewshire citizens relating to hate crime	Engage Renfrewshire - Renfrewshire Forum for Empowering Communities			In order to establish the perception of Renfrewshire citizens towards hate crime we asked the Winter 2014 Public Services Panel if they felt that hate crime is a significant issue in Renfrewshire? 23% of respondents feel that hate crime is a significant issue.

Proposed Actions	Lead organisation and group	Resource requirements	Milestones	Progress to Date
Develop a portfolio of learning and educational initiatives that supports community resilience and strengthens community cohesion	Chief Executive's Service - DEAR Group	Undertaken within existing resources	Learning and educational initiatives to be supported include: • Tartan Day Celebrations to increase understanding of different cultures across the minority communities of Renfrewshire – April 2014 • Scottish Refugee Week – June 2014 • Black History Month – October 2014 • Reclaim the Night - giving women a voice and a chance to reclaim the street at night on a safe and empowering event, putting the issue of safety on the agenda for this night and every day – November 2014 Deliver training that enables staff from statutory, voluntary and community organisations to signpost or assist victims or witnesses in reporting hate crime - ongoing	Four awareness raising workshops on hate crime were delivered by Police Scotland. In total 95 employees from across the Council attended the workshops. Renfrewshire Council hosted 'Reclaim the Night' which brought together a range of voluntary, statutory and community groups, including individuals to join in the procession to echo the international call to end violence against women and girls. This event also launched Renfrewshire's 16 Days of Action. West of Scotland Regional Equality Council held an awareness raising workshop specifically for women from black and minority ethnic communities. A flash-dance 'Break the Chain' was held outside Renfrewshire Council's HQ, in Paisley Town Hall and during half time at St Mirren Football Club's home game. The 16 Days of Action ended with the award winning 'Walk A Mile In Her Shoes' an opportunity for men to raise awareness by walking in red high heeled shoes to stop rape, sexual assault and gender violence. The range of events in Renfrewshire during the 16 Days of Action was a significant driver in raising public awareness and understanding of gender based violence. The events attracted prominent coverage from local and national newspapers and our efforts were also presented on Scottish Television Riverside Show.

Proposed Actions	Lead organisation and group	Resource requirements	Milestones	Progress to Date
				A Planning Group has been set up comprising of Renfrewshire Women's Aid, Women and Children First and Renfrewshire Rising with input from Council's Health and Safety, Corporate Communication and Events team to support the Reclaim the Night and 16 Days of actions
Strengthen the partnership working between agencies and the voluntary and community sectors to improve conviction and detection rates	Police Scotland - in consultation with the DEAR Group	Within existing resources		Police Scotland continues to offer and deliver hate crime awareness sessions to all sections of the community and encourages partnership working at all times. Information is being passed through the Community Safety Hub between partners to effectively deploy diversionary and appropriate methods to tackle and reduce the prevalence of anti-social behaviour and hate crime. Diversionary activities and the development of educational programmes highlighting the dangers of anti-social behaviour and the very real consequences of actions, intervening before offenders become further involved in such activities, promoting sustained change in their behaviour and attitudes.

Proposed Actions	Lead organisation and group	Resource requirements	Milestones	Progress to Date
Provide support to attract external funding to existing equality groups to reduce hate crime	Engage Renfrewshire – DEAR Group	Public Services Panel and Engage Renfrewshire Membership Network. Renfrewshire Access Panel.	Define and commission a research project to establish a baseline for perceptions of hate crime. – June 2014	Winter 2014 Public Services Panel • 6% of survey respondents had experienced hate crime • 6% said they had witnessed this occur to a friend/family member • 8% had seen hate crime occur against another person. Funding Fayre for Engage membership February 2015 in Renfrew Town Hall, attended by Funding Officers from Robertson Trust, BBC Children In Need, BIG Lottery, Renfrewshire Council, SportScotland, AGE Scotland. Social Media updates from Engage on different funding opportunities provided to membership. Training from Engage offered to membership on funding toolkit. I Am Me continues to offer drama production on disability hate crime across Renfrewshire. Now seen as best practice by Police Scotland who are including it in their training to Police cadets. Other Council areas taking up offer of drama production going into their schools. Increase in number of Keep-Safe locations across Renfrewshire. Areas seen as 'safe havens' for those being or about to be bullied or intimidated because of the disability.