

## Impact case study (REF3)

<b>Institution:</b> Nottingham Trent University (NTU)		
<b>Unit of Assessment:</b> C18 – Law		
<b>Title of case study:</b> Improving the criminal justice response to hate crime		
<b>Period when the underpinning research was undertaken:</b> 2014-present		
<b>Details of staff conducting the underpinning research from the submitting unit:</b>		
<b>Name:</b>	<b>Role:</b>	<b>Period employed by submitting HEI:</b>
Dr Loretta Trickett	Associate Professor	2002-present
<b>Period when the claimed impact occurred:</b> 2014-present		
<b>Is this case study continued from a case study submitted in 2014?</b> N		
<b>1. Summary of the impact:</b>		
<p>Trickett's research directly influenced how the police respond to hate crime on local and national levels. Specifically, the research has transformed the design, content and implementation of national and local hate crime training for policing staff; informed the development and adaptation of Police Risk Assessment tools in Nottingham and the East Midlands region; extended the level of protection under the law to victims of hate crime.</p>		
<b>2. Underpinning research</b>		
<p>Hate crime has been historically under-reported or under-prosecuted, with the task of identifying such offences complicated by the fact that perpetrators may be friends, carers or acquaintances of victims who exploit these relationships for financial gain or some other criminal purpose. Against this backdrop, the CPS and police have been keen to discover more around the nature of offending and its impacts among concerned communities. In 2014, Trickett was commissioned by the South Nottinghamshire Community Safety Partnership to evaluate CPS Disability Hate Crime Cases across the East Midlands. Her research identified significant gaps in knowledge resulting in poor responses and incorrect labelling of disability hate crime which greatly influenced the efficacy of prosecutions. This empirical evidence provided localised insights into a national picture of victim dissatisfaction with criminal justice responses particularly those concerning victims with learning disabilities (<b>R1</b>).</p> <p>Subsequently, Trickett undertook an empirical study exploring the experiences of police officers in dealing with hate crime. The report, <i>The Policing of Hate Crime in Nottinghamshire</i> (<b>R2</b>), found that the existing 'tick box' design of the online training materials was not fit for purpose. It was noted that this training format was out of line with existing educational pedagogies on adult learning and also failed to account for key aspects of police culture and the existing literature on how police officers learn. Significant deficits were also found in the knowledge officers had around hate crime issues. Recommendations were provided which improved the delivery of hate crime training and to which led to the redesign of risk assessment tools in 2016 (see Section 4).</p> <p>In 2018, Trickett undertook a follow-up study to explore how the 2016 recommendations had been implemented (<b>R3</b>). The report concluded that officers found existing procedures to be overly cumbersome and recommendations included the need for a streamlined risk assessment focused on factual questions with gradient responses linked to levels of procedure/response, and which afforded space for officers' discretion. It was further suggested that this user-friendly form of risk assessment should be adopted by all police forces as a national standardised model.</p>		

One particular limb of Trickett's research focuses on violent hate crime directed against women and girls. In 2018, Trickett was commissioned by the Nottingham Women's Centre and the Nottinghamshire Police and Crime Commissioner to undertake an evaluation of the policy (R4). The research found that women in Nottingham felt that they were specifically targeted for harassment and abuse on the basis of their gendered identity. The report recommended that 'gender' should be included as an additional legal category of hate crime, recorded as such by all police forces on a national level. Police training should also be recalibrated to reflect the intersectional nature of harassment, and to encourage empathy and sympathy with women so that they feel they are being taken seriously.

### 3. References to the research

The quality of the underpinning research has been evidenced by rigorous externally peer reviewed outputs, and has been widely used a point of reference for further policing and hate crime research beyond NTU.

**R1** Hamilton, P. and Trickett, L., 2014. Disability hostility, harassment and violence in the UK: a motiveless and senseless crime. In: N. Hall, A. Corb, P. Giannasi and J. Grieve, eds., *The Routledge International Handbook of Hate Crime*.

**R2** Trickett, L. with Hamilton, P., 2016. *Hate crime training of police officers in Nottingham: a critical review*. Nottingham, Nottingham Trent University.

**R3** Trickett, L. 2018. *Hate Crime Risk Assessment: Lessons from the front-line of Nottinghamshire Police*. Nottingham: Nottingham Trent University.

**R4** Mullany, L. & Trickett, L., 2018. [Misogyny Hate Crime Evaluation Report](#). Nottingham: University of Nottingham / Nottingham Trent University.

### 4. Details of the impact

#### (1) **Shaping police training**

As a direct result of Trickett's research, the National College of Policing developed new training for front-line police and call-handlers on identifying, recording and responding to reports of hate crime (S1, S2, S5). The new electronic training platform now includes videos of experts, victims, support providers and others who have had direct experience of hate crime and its effects. The platform was piloted in Hampshire in 2018, and is now being rolled out nationally. The College of Policing stated that R1 'helped us to address a significant gap in our knowledge' and 'has been instructive in the development of our on-line learning for frontline police and call handlers on identifying, recording and initially responding to hate crime reports' (S1). One platform designer commented that use of the videos 'were very well received during the pilot stage of the online learning development. These design points were also integrated into online learning for police in Italy and Hungary' (S2).

Similarly, at local level, Trickett's research led to Nottinghamshire police overhauling their existing model of hate crime training, replacing a restrictive 'tick box' approach with face-to-face workshops using quotes and videos with victims of hate crime to humanise their experiences (S3, S5). The research continues to be 'invaluable in ensuring any training we design is appropriate and answers police officers' needs' (S4).

#### (2) **Revision of risk assessment tools**

As a result of the research Nottinghamshire Police revised their risk assessment process (S5), replacing the three risk categories ('Low/Middle/High') with a simplified 'Low/Raised' classification to enable a wider range of hate incidents to be captured and avoid artificial inflation of risk. The

new tool was commended by HMICFRS, citing ‘the design and balance of questions about the offence and diagnostic questions to determine risk’ and ‘the alignment of procedure with risk categories as specific guidance for police officers in keeping victims safe’ as exemplars of best practice (S6). Trickett’s further recommendations concerning the need for streamlined questions with gradient responses were subsequently incorporated into the latest version of the tool in June 2019 (S4, S5). The research has also effected change at national level, with other forces including North Yorkshire, Northamptonshire, Avon & Somerset, Surrey and Dyfed-Powys adopting the tool (S3, S7).

### (3) *Improving the legal response to misogyny*

Trickett’s research has triggered a national debate, having been ‘extensively used in developing the campaign to make misogyny a hate crime’ (S8). A number of organisations including Citizens UK and the Fawcett Society have drawn on Trickett’s research to call for gender-based hate crime to be recognised in England and Wales (S8, S9).

The research was ‘the catalyst for Nottinghamshire Police to make the decision to begin recording and investigating incidents and crimes perceived to be motivated by misogyny as hate crime’ (S3). From April 2016, Nottinghamshire Police was the first police force to change the way they recorded and investigated reports of crime allegedly motivated by misogyny (S9, S10). An additional category of ‘gender’ was added to the list of current legal categories used to record hate crime, so that the police now have a more accurate picture of the nature and extent of incidents of harassment and abuse committed against women (S5). A total of 301 hate crimes or incidents against women were recorded up to February 2020. Previously such incidents would have been recorded under a general criminal offence (e.g. assault), or would not have been recorded at all. This new practice ‘showed that the policy had widespread support and has led to behavioural and organisational changes’ (S6) and has had ‘a positive impact on women victims, and was perceived as helping to gain convictions for related offences’ (S8).

The research has directly influenced the parliamentary debates relating to the Voyeurism (Offences) (No 2) Bill and amendments to the Domestic Abuse Bill. Stella Creasy MP described the new reporting process as a practice which was ‘transforming the experience of women’ (S8). It also formed the basis of the researchers’ contribution to a briefing note for the Domestic Abuse Bill Committee, in which they advised that ‘Amendment 84’ be reworded to ensure that misogyny is recorded as a hate crime. Their suggested re-wording, which was accepted by Commons clerks, ensures that the frequently long-term nature of domestic abuse would be reflected in the legislation (S8). The research also informed a recent consultation by the Law Commission evaluating the effectiveness of hate crime laws throughout England and Wales, and underpinned its recommendation that sex or gender should become a ‘protected characteristic’ (S9, S10). The Government has subsequently committed to requiring all police forces across England and Wales to record violent and sexual offences against women, as well as stalking and harassment, as hate crimes where such offences have been motivated by misogyny.

## 5. Sources to corroborate the impact

**S1** Communication from the National Police Policy Lead for Hate Crime since 2007

**S2** Communication from an Independent Consultant on Hate Crime Policy

**S3** Letter from the former Chief Constable, Nottinghamshire Police

**S4** Letter from the Hate Crime Manager, Nottinghamshire Police

**S5** Communication a Superintendent, Nottinghamshire Police

**S6** HMICFRS, *The State of Policing: The Annual Assessment of Policing in England and Wales 2018*. London: HMICFRS.

Available: <https://www.justiceinspectors.gov.uk/hmicfrs/wp-content/uploads/state-of-policing-2018-double-page.pdf> (accessed 9 October 2020)

**S7** Letter from Assistant Chief Constable, Dyfed-Powys Police

**S8** Letter from a Member of Parliament

**S9** Law Commission for England and Wales, 'Hate Crime: the case for extending the existing offences', LC Consultation Paper No. 213 (London: 2020)

Available: [https://s3-eu-west-2.amazonaws.com/lawcom-prod-storage-11jsxou24uy7q/uploads/2015/03/cp213\\_hate\\_crime\\_amended.pdf](https://s3-eu-west-2.amazonaws.com/lawcom-prod-storage-11jsxou24uy7q/uploads/2015/03/cp213_hate_crime_amended.pdf) (accessed 12 October 2020)

**S10** Letter from the Chair of the Law Commission