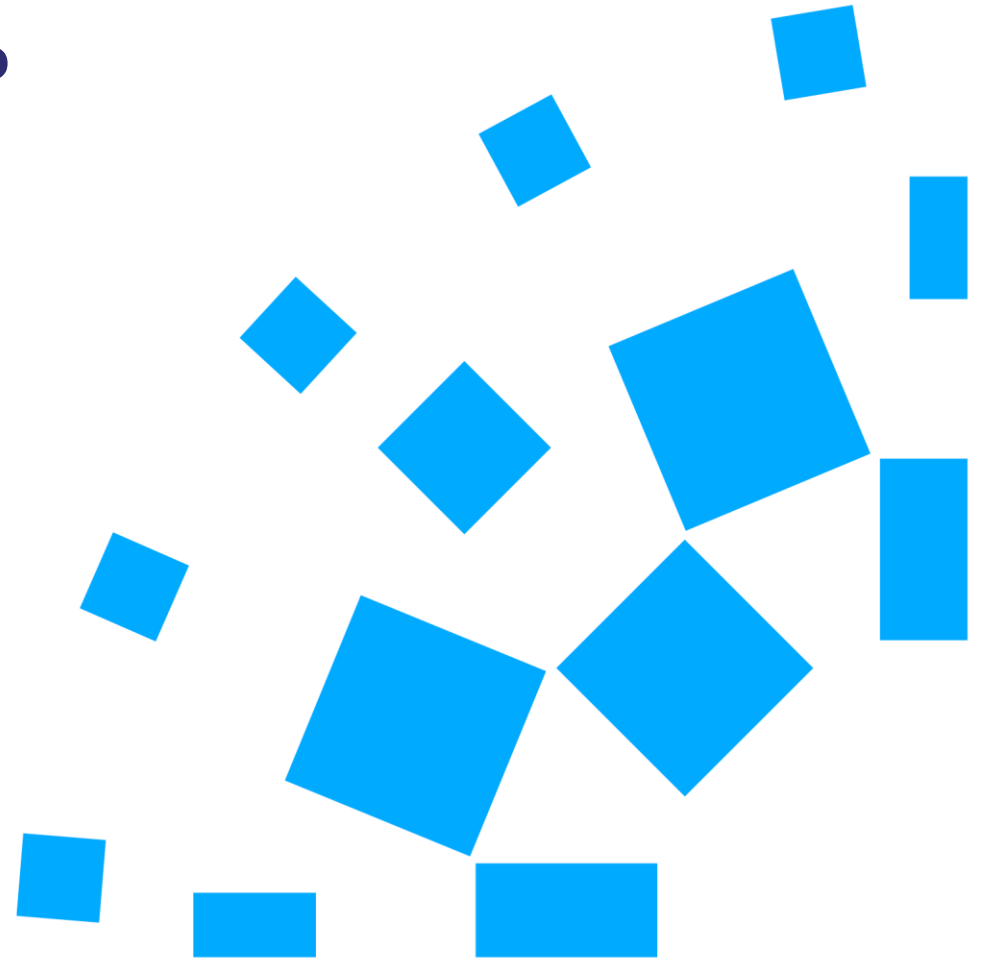


Non-crime hate incidents APP Consultation

Feedback form

college.police.uk



About the survey

The College of Policing conducts public consultations to inform the development of APP. This form aims to gather views on the draft non-hate crime incidents APP and how effective it will be in supporting forces and police practitioners to understand what they need to do when deciding whether to record or retain personal data for non-crime hate incidents.

The survey will take approximately 15 to 30 minutes to complete. Please read the guidance prior to completing this form.

How to complete the survey

This survey has 21 questions on 5 pages.

If you are completing this survey as a member of the public, the survey has 20 questions on 5 pages.

Please ensure that once you have completed the survey, you press the submit button for your answers to be recorded.

It will be helpful for us to understand why you have given a particular answer, or how you think the APP could be improved. Please provide detailed comments wherever possible, referring to the appropriate section of the APP when necessary.

Please note that we cannot amend or update non-College products, such as other guidance or legislation.

Accessibility

If you require a Microsoft Word version of this survey or experience any problems, please email whatworksstandards@police.co.uk

You can also read this survey in a different format using the immersive reader function by clicking on the three dots at the end of this section.

Register your interest

There is an opportunity for you to provide your email address

should you wish to be contacted once the APP is published. At the end of this consultation form, there is also an option for you to provide the College with your contact details (name, job title, organisation and email), should you be interested in contributing to future consultations or projects.

Privacy notice

This privacy notice aims to give you information on how the College of Policing collects data if you choose to participate in this public consultation. This privacy notice supplements other notices and is not intended to override them.

How we will use your information

Your participation in this consultation is completely voluntary and your responses will be automatically anonymised, meaning that the data collected is not linked to your name or your email address in any way. All feedback will be collated and analysed by College of Policing staff.

All published responses will be reported anonymously or as part of a combined set of responses; however, from time to time and where there is a substantial public interest to do so, anonymised statistical information may include categories of low numbers.

How your information will be held

The information that you provide will be held by the College of Policing in accordance with General Data The information that you provide will be held by the College of Policing in accordance with UK General Data Protection Regulation (UK GDPR). Your information will be lawfully held and processed for the performance of a task carried out in the public interest or in the exercise of official authority vested in us.

All information is held securely on our College network.

How long we will hold your information

We will hold your information for as long as is necessary for the purpose of this consultation, on completion, your

information will be securely disposed of.

More information

You have certain rights under data protection legislation regarding your personal information. For more information

about your rights and how to contact our Data Protection team, please see our full privacy notice at <https://www.college.police.uk/privacy>.

Consultation questions

Section 1: About you

1. Are you responding:	<input type="checkbox"/> As a member of the public (move to section 2: Questions) <input type="checkbox"/> In a professional capacity (for example as an individual member of a police force, charitable or voluntary organisation, but not on that organisation's behalf) (move to question 2) X On behalf of an organisation (for example as an official representative of a whole unit or department) (move to question 3)
2. In what capacity are you responding to this consultation exercise? (Choose one option.)	<input type="checkbox"/> Policing professional (move to question 4) <input type="checkbox"/> Other professional (move to question 4)
3. In what capacity are you responding to this consultation exercise? (Choose one option.)	<input type="checkbox"/> On behalf of a policing organisation <input type="checkbox"/> On behalf of a staff association or union <input type="checkbox"/> On behalf of a local government organisation <input type="checkbox"/> On behalf of a central government organisation <input type="checkbox"/> On behalf of a voluntary organisation X On behalf of another organisation
4. Please state your job title.	Policy and Engagement Officer
5. Please state your organisation.	<i>Independent Office for Police Conduct</i>

Section 2: Questions

6. Please indicate the extent to which you agree or disagree with the following statement.

The APP is easy to understand.

Strongly disagree Disagree Neither agree or disagree Agree Strongly agree

7. If you disagree, please provide an explanation for your response.

[Click here to enter text.](#)

8. Please indicate the extent to which you agree or disagree with the following statements.

It is clear what chief constables need to do from the APP.

Strongly disagree Disagree Neither agree or disagree Agree Strongly agree

9. If you disagree, please provide an explanation for your response.

[Click here to enter text.](#)

10. Please indicate the extent to which you agree or disagree with the following statements.

The processes for recording non-crime hate incidents is clear.

Strongly disagree Disagree Neither agree or disagree Agree Strongly agree

11. If you disagree, please provide an explanation for your response.

[Click here to enter text.](#)

12. Please indicate the extent to which you agree or disagree with the following statements.

It is clear what police officers and staff need to do as a result of the APP.

Strongly disagree Disagree Neither agree or disagree Agree Strongly agree

13. If you disagree, please provide an explanation for your response.

[Click here to enter text.](#)

14. Please indicate the extent to which you agree or disagree with the following statements.

The section on 'incidents in schools' is clear.

Strongly disagree Disagree Neither agree or disagree Agree Strongly agree

15. If you disagree, please provide an explanation for your response.

[Click here to enter text.](#)

16. There is enough information on impact factors to support decision making.

Strongly disagree Disagree Neither agree or disagree Agree Strongly agree

17. If you disagree, please provide an explanation for your response.

[Click here to enter text.](#)

18. In the APP, is there anything you think should be

added

changed

removed

19. What do you think should be added, changed and/ or removed from the APP?

Police Subjects

We welcome the work that the College is undertaking regarding recording of non-crime hate incidents (NCHI) by producing this APP. However, the IOPC is aware of inconsistency in how or whether some allegations involving police officers are recorded, in particular hate crimes and non-crime hate incidents, with some being recorded after allegations have been fully investigated. The APP is not clear on whether non-hate crime incidents reported by complainants against police officers – which may identify patterns of behaviour or contribute to or evidence a course of conduct on the part of the officer/staff member - should also be treated in accordance with this APP. The current/previous guidance did not include details about how NCHI reports against police officers should be handled; we believe it would be beneficial for this to be made clear in this new updated APP.

2. Recording non-crime incidents perceived by the reporting person to be motivated by hostility

Section 2.10 states, *“More often, however, it may be the accumulation of events that together constitute significant harm, but alone may appear minor to an external observer.”*

Section 2.12 states,

“When making a record, call takers, police officers and staff must use common sense and judgement to determine whether this threshold has been met. This may include examples where the behaviour of the subject falls short of criminal conduct but may later be evidence of a course of criminal conduct (for instance, harassment).”

It may be useful to clarify how instances of an *“accumulation of events”* should be dealt with. For example, if they do result in *“significant harm”* when put together, should officers and staff attempt to ascertain details of the subject and record them retrospectively?

There is also discussion within Section 2 of reports contributing to a developing picture and that they “*may help identify patterns of behaviour, and in Section 3 the APP outlines that “Non-crime hate incidents that do not meet the recording threshold and that do not include the personal data of the subject, will rarely require a call for service or further investigation. [...] Non-crime hate incidents may be the precursor to more serious or escalating incidents.”*

However, it seems unclear how patterns of behaviour (including amounting to harassment) may be identified in cases where the threshold is not met for recording personal information of the subject. For example, at point 2.30, a further question could be added along the lines of “*Is there any evidence of similar previous incidents involving the same location, group, or individual?”*

Monitoring/Supervision

The following threshold is cited throughout the APP:

“The personal data of the subject may only be included where the incident meets the threshold set out in the Code. This is when the incident: ‘presents a real risk of significant harm to individuals or groups with a particular characteristic(s) and/or a real risk that a future criminal offence may be committed against individuals or groups with a particular characteristic(s)’”.

It may be useful for the APP to define what is meant by “real risk” to avoid ambiguity and to encourage consistency in its application. Any – perceived – ambiguity or inconsistency could impact on public confidence and reporting levels.

It may be beneficial for Chief Officers to take steps to assure themselves that:

- Police officers and staff receive appropriate training to help them implement this APP
 - The APP is being applied correctly and consistently
- Where possible, there is transparency and engagement with the public around application of the guidance

Section 3: Potential impacts

14. Do you think the APP content could have any potential positive or negative impacts on individuals, groups or communities (including those who share protected characteristics)? Please explain your answer.

- The APP could have positive points
- The APP could have negative points
- Not Sure

15. Please provide an explanation for your response.

At the current time we have no evidence coming from our cases or wider work to say if these changes will have an impact on under-represented groups.

Section 4: Additional comments

16. If you have any other comments on the APP, please provide them below.

Detail included in this response

As part of our response to this consultation we have sought to draw on evidence coming from multiple teams working across the IOPC. Due to the tight timetable provided for responding to this consultation not all teams who may have had relevant insight to share have been able to contribute. To help ensure we are able to contribute effectively to any future consultations we would welcome early notice about planned consultations, including details of respective deadlines, so that we are able to factor this into business planning.

Section 5: Register your interest (optional)

17. Please indicate if you wish to register your interest to:

- be contacted should we need further information or clarification on your comments
- be informed of the outcome of the consultation and when the final APP is published
- be informed of other engagement activities related to College guidance (please read question 18 if you tick this box)

18. To be informed of other engagement activities, please confirm you have understood the below:

The What Works Standards Team are responsible for developing Authorised Professional Practice (APP) and new Policing Guidelines. We are looking for your help by adding your details to a Stakeholder Contact List which would allow us to inform you about new and upcoming opportunities to get involved. This is a great opportunity to influence guidance and practice advice at a national level. Please let us know by completing the details below if you are willing to support us and are happy for us to store your information.

The only information we will store is your name, job title, organisation and email address. Your information will be stored securely on our College Network, will only be used by College of Policing staff and WILL NOT be shared with anybody else. Your email address will only be used to send you information about guideline development opportunities and upcoming APP.

We will only keep your details for as long as you wish to receive updates. Should you ever wish to unsubscribe, you can do so simply by emailing us at whatworksstandards@college.police.uk

For more information about your rights or how to contact our Data Protection Officer, you can read our full privacy notice at <https://www.college.police.uk/privacy>.

I have read and understood this

19. Name

20. Job title

Policy and Engagement Officer

21. Organisation

Independent Office for Police Conduct

22. Email

Section 6: Feedback on the survey (optional)

Thank you for responding to our consultation. It would be useful to get your feedback on the below questions to improve future consultations.

If you have any questions please contact whatworksstandards@college.police.uk

23. How did you find out about this consultation?

[Click here to enter text.](#)

24. Did you find the online consultation survey easy to use?

Yes

No

25. Did you find the consultation questions clear?

Yes

No

Not sure

26. Are there any additional instructions that we could provide to assist in completing the survey?

[Click here to enter text.](#)

27. Do you have any comments on the questions above or additional comments you would like to provide?

[Click here to enter text.](#)

Please upload your responses onto the online survey by Sunday 16 April 2023 <https://www.college.police.uk/article/vetting-guidance-have-your-say>. If you experience problems, please email your form to whatworksstandards@college.police.uk by Sunday 16 April 2023.

About the College

We're the professional body for the police service in England and Wales.

Working together with everyone in policing, we share the skills and knowledge officers and staff need to prevent crime and keep people safe.

We set the standards in policing to build and preserve public trust and we help those in policing develop the expertise needed to meet the demands of today and prepare for the challenges of the future.

[college.police.uk](https://www.college.police.uk)