

NASUWT

The Teachers' Union
NORTHERN IRELAND

Hate Crime

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Hate crime

There is no statutory definition of 'hate crime'. In recording hate crime, the Police Service of Northern Ireland (PSNI) have adopted the definition for racially motivated crime recommended by the Stephen Lawrence Inquiry, namely: 'Any crime which is perceived to be racist by the victim or any other person'.

The PSNI records six different categories of hate crime:

- racist;
- homophobic;
- sectarian;
- faith/religious incidents (non-sectarian);
- disablist;
- transphobic.

In 2015/16, there were 516 recorded cases of hate crime reported, of which 393 ended in prosecution.

Being a victim of hate crime can leave a person fearful, isolated and vulnerable and can severely undermine their sense of safety in their school/college and or community. It impacts greatly on self-confidence and self-worth and can lead to depression, anxiety and, in extreme cases, suicide.

The NASUWT believes that all children and young people and staff in schools and colleges have a right to learn and work in a safe and secure environment that is free from intimidation, harassment, abuse and fear, and where they feel valued and respected.

Tackling hate crime

Schools and colleges can contribute to tackling hate crime by ensuring that:

- the school/college promotes a climate of respect;
- every student, staff member and parent/carer within the school/college community feels valued and secure;
- the curriculum reflects and represents accurately the diverse nature of Northern Ireland and the world and addresses issues of diversity in ways that counter prejudiced assumptions;
- false assumptions and stereotypes are challenged with sound factual information;
- they are vigilant for any signs of name-calling, abuse or bullying involving any member of the school/college community;

- all incidents of name-calling, abuse and bullying are reported, recorded and dealt with promptly and sensitively;
- all staff are given appropriate training and support to enable them to tackle discrimination, bullying and harassment and promote equality of opportunity.

Legislation addressing hate crime

Northern Ireland Act 1998 (Section 75, 76)

Section 75 of the Northern Ireland Act 1998 places a duty on designated public authorities in Northern Ireland to have due regard to the need to promote equality of opportunity and good relations across a range of different groups, including disabled and non-disabled people.

Schools are currently exempt from Section 75 but the Education Authority (EA), Council for Catholic Maintained Schools (CCMS) and the Department of Education (DE) are all covered by the legislation:

- Northern Ireland Act 1998 (Schedule 9);
- Special Educational Needs and Disability (Northern Ireland) Order 2005 (SENDO);
- Disability Discrimination (Northern Ireland) Order 2006.

The SENDO and the Disability Discrimination (Northern Ireland) Order 2006 prohibit discrimination and harassment of disabled people and disability-related discrimination in Northern Ireland. Schools, the EA, universities and colleges, including teacher-training colleges, cannot discriminate against a disabled person or a person who has had a disability in the past for an unjustified disability-related reason.

The types of conduct made unlawful or prohibited by the Northern Ireland Act are: direct discrimination; indirect discrimination; disability-related discrimination; failure to comply with a duty to make reasonable adjustments; harassment; and victimisation.

What do I do if I am a victim of hate crime?

- keep a log of all incidents, including copies of memos and letters and a diary of events;
- speak to someone about the incidents, such as a family member, a counsellor or a trusted work colleague;
- where the behaviour is having a detrimental effect on health, contact a GP.

Report and challenge hate crime

- Visit the NASUWT website at www.nasuwt.org.uk.
- Contact the NASUWT:
 - **NASUWT Northern Ireland**
Ben Madigan House, Edgewater Office Park,
Edgewater Road, Belfast BT3 9JQ
 - Tel: **028 9078 4480**
 - E-mail: **rc-nireland@mail.nasuwt.org.uk**

Victim Support Northern Ireland: Tel: 028 90 244039

Victim Support Line: Tel: 0845 3030900 E-mail: info@victimsupportni.co.uk

Police Service of Northern Ireland: Tel: 028 90 650222 or 0845 600 8000

Crimestoppers: Tel: 0800 555 111 www.psni.police.uk

Act for
**RACIAL
JUSTICE**