

**Committee:** Council

**Date:** 10 July 2019

Wards: All

**Subject:** **Strategic Objective Review – Safer and Stronger Communities**

Lead officer: Ged Curran, Chief Executive /

Chris Lee, Director of Environment and Regeneration

Lead member: Councillor Edith Macauley, Cabinet Member for Voluntary Sector, Partnerships and Community Safety / Councillor Laxmi Attawar, Cabinet Member for Women and Equalities

Contact officers: John Dimmer, Head of Policy, Strategy and Partnerships / Neil Thurlow, Head of Safer Merton / Evereth Willis, Equalities and Community Cohesion Officer

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**Recommendations:**

A. That Council consider, and note, the content of this report.

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**1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY**

- 1.1 Council at its meeting on 6 March 2019 approved the Business Plan 2019-2023.
- 1.2 The Business Plan sets out how the council will deliver the Community Strategy, which is grouped into five strategic themes:
  - 1.2.1 Sustainable communities,
  - 1.2.2 Safer and stronger communities,
  - 1.2.3 Healthier communities,
  - 1.2.4 Older people and
  - 1.2.5 Children and young people.
- 1.3 Performance against these themes, plus an additional theme of corporate capacity, is monitored by Council. Each meeting of Council will receive a report updating on progress against one of these strategic themes.
- 1.4 This report provides Council with an opportunity to consider progress against the priorities that are to be delivered under the theme of **Safer and Stronger Communities**.
- 1.5 The key outcomes set out in the Business Plan relating to this theme are:
  - 1.5.1 Reducing the fear of crime,
  - 1.5.2 Reducing alcohol related violence and supporting those who are affected by alcohol misuse

- 1.5.3 Reducing anti-social behaviour and its effects on communities as well as individuals.
- 1.5.4 In addition to this the Business Plan seeks to empower local people to have a greater choice and influence over local decision-making and to increase community cohesion and integration.
- 1.6 This report focuses on progress in relation to Equalities and Community Cohesion with the focus of Hate Crime. The portfolio holders are Councillor Edith Macauley MBE and Councillor Laxmi Attawar.
- 1.7 The report sets out the council's partnership approach in regard to tackling hate crime, updates council on the partnerships four year strategic delivery plan as well as providing wider regional and national context in regard to hate crime.
- 1.8 The report also sets out the council's approach to equalities, including how we meet our statutory requirements.

## **2 DETAILS**

### **2.1 Equalities**

- 2.1.1 The responsibility for meeting the council's Public Sector Equality Duty rests primarily with senior managers, the Corporate Management Team and Cabinet. The Director of Children, Schools and Families supported by the Equality and Community Cohesion Officer is the Corporate Management Team's equality champion and chairs the Corporate Equality Steering Group. The Overview and Scrutiny Commission undertake a regular review of the Council's Equality Strategy.

#### **Progress in meeting objectives under the Equalities and Community Cohesion Strategy 2017-21**

- 2.1.2 The Equality and Community Cohesion strategy sets out the council's equality objectives to meet the statutory requirements of the Equality Act 2010 to publish equality objectives every four years. The strategy was adopted by Council on 12 April 2017.
- 2.1.3 Based on GLA trend-based projections, Merton's population is projected to increase to around 222,717 by 2025 and 232,473 by 2030. During this time the age profile is also projected to change, with the most notable growth coming in the numbers of those aged under 16 and those over 50. GLA data at 2018 puts Merton's Black, Asian and Minority Ethnic (BAME) population as 76,800, meaning BAME groups make up just under 38% of the population and this proportion is projected to increase.
- 2.1.4 The Indices of Multiple Deprivation (IMD) ranks Merton as 6th least deprived out of the 33 London boroughs and 114<sup>th</sup> out of 326 local authority areas (where 1 is the most deprived) for the rest of England. This overall lack of deprivation does, however, hide inequalities and extremes in the borough between deprived wards in the east of the borough that are amongst the 15% most income-deprived in the country, and the more affluent wards in the west

that are amongst the top 5% most affluent. Three wards are more deprived than the average for London: Cricket Green, Figges Marsh and Pollards Hill.

- 2.1.5 The Joint Strategic Needs Assessment for Merton highlights health inequalities that are based on gender, ethnicity and where people live. It is evident that there is a difference between the most and least deprived areas within the borough for life expectancy of 6.2 years for men and 3.4 years for women. Linked to deprivation, those in the east of the borough have a much higher chance of serious illness and early deaths from illnesses such as cancer and heart disease.
- 2.1.6 Merton is a diverse London Borough and has a strong, resilient and integrated community supported by a strong track record of partnership working. This is reflected in the results of the Residents Survey (2019) with 94% of residents who think people from different backgrounds get on well together. This is underpinned by the council's commitment to equality and diversity set out in the new Equality and Community Cohesion Strategy.
- 2.1.7 The Equality and Community Cohesion Strategy 2017-21 aims to address key issues such as:
- bridging the gap between the levels of deprivation and prosperity in the borough;
  - improving understanding of the borough's diversity and foster better understanding between communities;
  - improving understanding of 'hidden' disabilities and the challenges that disabled residents face in all aspects of their lives. We aim to work in a cross-cutting way and take a holistic approach to more effectively address the needs of disabled residents;
  - supporting those who do not usually get involved in decision-making to better understand how they can get involved and get their voices heard;
  - supporting residents to access on-line access services;
  - providing services that meet the needs of a changing population;
  - employing staff that reflect the borough's diversity.
- 2.1.8 Outlined below are the 6 Equality Objectives that have been developed to narrow the gap in outcomes between residents in the east and west of the borough:
1. Ensure key plans and strategies narrow the gap between different communities in the borough;
  2. Improve equality of access to services for disadvantaged groups;
  3. Ensure regeneration plans increase the opportunity for all Merton's residents to fulfil their educational and economic potential and participate in the renewal of the borough;
  4. Promote a safe, healthy and cohesive borough where communities get on well together;
  5. Encourage recruitment from all sections of the community, actively promote staff development and career progression opportunities and embed equalities across the organisation;
  6. Fulfil our statutory duties and ensure protected groups are effectively engaged when we change our services.

2.1.9 The strategy is implemented through an action plan (see Appendix 1) which is monitored through the council's performance framework and commitments are aligned with departmental service plans to ensure effective implementation.

2.1.10 **Progress on the implementation of the strategy**

2.1.11 Overall, the update in Appendix 1 shows excellent progress has been made to implement the commitments in the Equality and Community Cohesion Strategy, in particular key achievements to note include:

- A Social Value Toolkit has been launched and will give service commissioners the policies to use the local labour supply and/or apprenticeships when major contracts (such as highways) are being procured.
- To support the council's financial inclusion work, Citizens Advice Merton and Lambeth is funded by the council to employ a Welfare Disabilities Advisor. Take-up of this service offer is very high.
- The Council continues to provide a Local Welfare Support Scheme that provides financial support to households experiencing extreme poverty.
- An increase in library usage by 11-16 year olds from a CR4 postcode, there are now 4,006 users amongst this cohort.
- Our schools continue to improve educational outcomes for disadvantaged groups. At Key Stage 4 the gap between disadvantaged pupils and their peers has narrowed in the Progress 8 indicator from 0.62 to 0.47 with this cohort achieving a score of 0.12.
- A new 'Positive Behaviour Support' policy has been developed with an associated training programme which has supported the reduction of exclusions related to challenging behaviour. The number of permanent exclusions in secondary schools decreased significantly – below the most recent national, London and outer London comparators. These results are against a national rising trend of permanent exclusions.
- Over the 2017-18 academic year, the proportions of young people who are Not in Education, Employment or Training (NEET), or whose status is unknown, again fell and were significantly better than national averages.
- Key workers from the My Futures team have continued to provide a range of group and individual 1:1 work as well as various other support through joint working to improve outcomes for at-risk young people and those who are NEET.
- Merton has been successful in a bid for the Home Office Early Intervention Youth Fund that will deliver 'Responsive Community Engagement' where there are concerns about anti-social behaviour, 'hot spots' and increasing violence. The team will be co-located in the Adolescent and Family Service and work alongside existing provision to increase capacity to respond swiftly to these concerns and divert young people from the criminal justice system.
- During 2017/18 the provision of housing advice and assistance has successfully prevented homelessness in 465 cases (exceeding the target of 450).
- The Merton Autism Strategy has been developed and published. An Autism Partnership steering Group has been established to implement the

action plan and a Merton Autism profile has also been developed which will be published shortly.

- A Health Needs Profile on disability has been produced to inform commissioners, ensuring disability needs and issues are considered in the commissioning of services. The profile will also be useful to voluntary and community organisations, as evidence when bidding for funding.
- The 'assisted waste' collection service has been promoted as part of the direct communication to every household in advance of the service change which was introduced in October 2018. This was again promoted as part of the information pack which accompanied the new wheelie bins.
- All controlled crossings on borough roads adhere to the regulation and are DDA compliant. TfL have also completed their review and administered remedial works at all signalised junctions.
- The Faith and Belief Forum has supported Wimbledon Synagogue to sponsor a Syrian Refugee family through the Community Sponsorship Scheme. This is the second family welcomed to Merton by our library voluntary sector and more applications are in the pipeline.
- The council submitted a successful bid for funding from the Home Office and secured £143k from the English Language Co-ordination Fund for 2018-20. The council has partnered with Merton Home Tutoring to provide a service that supports those seeking English language courses with the most suitable provider.

2.1.12 In addition to continuing to be address the commitments in the equality strategy, the following areas will be focused on in 2019/20:

- Reduce the gap in the percentage of obese 10-11 year olds between East and West Merton, through reducing obesity amongst children in east Merton.
- Increase Adult Education course take up by 25% in deprived wards by delivering a focussed employability and family learning offer.
- Continue to press for step free access at West Barnes and Motspur Park stations under the 'Access for all' funding programme
- Embed the new waste collection service and focus on assisted collections and ensuring pavements remain free of wheeled bins

2.1.13 **Celebrating and supporting Merton's Windrush Generation**

2.1.14 Merton successfully secured funding from the Ministry of Housing Communities & Local Government to celebrate Windrush Day and the Caribbean presence in Merton. Working with local community and educational groups the borough will celebrate 'Windrush Day 2019' through a three-day programme of events to highlight and celebrate some of the contributions made by the "Windrush Generation" to Merton and to the UK. Included in the programme are:

- 21st June - Schools Celebration -10.00-12.00 at Merton Civic Centre, including a Heritage display, traditional Caribbean and other music and storytelling: from 'Grandma's Knees'.

- 22nd June - Community Celebration -12.30-4.30pm at Merton Civic Centre. Heritage display, music, Caribbean migratory history workshop and authentic Caribbean taster food.
- 23rd June Interdenominational Thanksgiving Service- 4.00pm-6pm at St. Barnabas

2.1.15 Following the launch of the Windrush Compensation scheme the council has promoted the scheme through the council magazine, My Merton, and also working with MVSC to target information to relevant community organisations.

### 2.1.16 **EU Settlement Scheme**

2.1.17 The council has promoted publicity about the EU Settlement scheme and has been working with voluntary sector organisations to ensure that all those residents who are eligible to apply are aware of their rights and take steps to secure their status in the UK. The council has funded Citizens Advice Merton and Lambeth to provide advice and casework support to residents who need support to navigate the system to ensure they do not lose out on their rights.

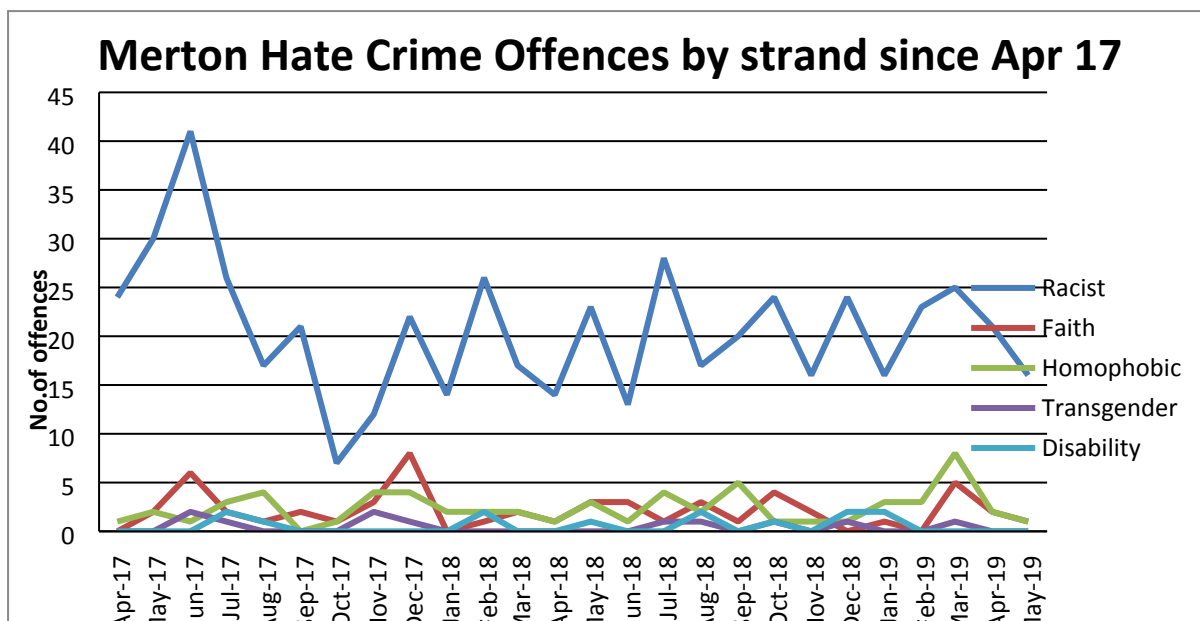
## 2.2 **Tackling Hate Crime in Merton**

2.2.1 Hate crime is defined, by the Mayor's Office for Policing and Crime (MOPAC) as, *"any criminal offence which is perceived, by the victim or any other person, to be motivated by a hostility or prejudice based on a personal characteristic; specifically actual or perceived race, religion/faith, sexual orientation, disability and transgender identity"*

2.2.2 Hate crime is a strategic priority for the Community Safety Partnership and Mayor of London as stated in the Police and Crime Commissioners (MOPAC) Police and Crime Plan 2017-21. The delivery of the partnerships hate crime plan sits within Community Safety where a dedicated officer oversees the work and delivery of the plans required outcomes.

2.2.3 Following the last strategic theme report in 2017 the country has seen several terror attacks including those at London Bridge as well as the bombing at the Manchester Arena.

2.2.4 These attacks lead to increased reports of hate crime nationally, and within Merton. However, the borough based reports gently declined and this trend has been maintained since.



- 2.2.4.1 National hate crime figures from the Office for National Statistics (ONS) are only available up to FY 2017/18
- 2.2.4.2 For Merton the figures show a 17% increase on the previous year for all forms of hate crime offence with racial incidents being the highest form of offence with an approximate average 20 offences reported a month.
- 2.2.5 Each year the Safer Merton service undertake a hate crime profile to better understand reported hate crime within the borough. The refresh of this report is due to be delivered in August 2019.
- 2.2.6 For financial year 2018/19 Merton saw 330 reports of hate crimes made to Police. This is an increase on the total of 313 for the previous year. These figures break down as follows:-
- 238 racial hate;
  - 30 faith based hate;
  - 34 homophobic hate;
  - 9 disability hate crime;
  - 9 transgender hate crime.
- 2.2.6 These numbers suggest that there is still more to do in terms of how we engage our disabled and LGBT+ communities to encourage reporting.
- 2.2.7 Whilst these figures show a slight decrease year on year the partnership recognises that reports of hate crime remain significantly low and that there will be more victims whom are yet to come forward and seek support.
- 2.2.8 Merton has a strong community and the Safer Merton service, as too the council as a whole, are fortunate to have excellent partners in the voluntary and community sector who are helping us drive this agenda forward.

2.2.8 Working with our communities over the last 12 months we have delivered:

- *International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)*. Friday 17<sup>th</sup> May 2019 saw the Mayor of Merton, Members, Merton's LGBT+ Forum, council, police, LFB and community representatives raise the Freedom Flag above the Civic Centre to mark IDAHOBIT 2019. The event was well attended with colleagues across the council coming together to show their support and take a stand against hate in any form.
- *Hate Crime Awareness Week (HCAW)* – running 13<sup>th</sup>-20<sup>th</sup> October 2018, HCAW saw a programme of engagement events running at locations across the borough supported by a strong social media campaign. Over the course of the week Safer Merton, police and partners engaged with over 1,500 residents from a range of backgrounds face to face, raising awareness of hate crime and providing a strong reassurance message that hate crime in any form is not tolerated in this borough. 180 residents also completed our hate crime survey via face to face and online methods, the learning from which will be taken forward to shape this year's programme of events.
- *Hate Crime Advice Surgery in conjunction with Tell MAMA and partners* – In February 2019 the first of Merton's Hate Crime Advice Surgeries launched. Taking place once a month at the Civic Centre, this service is the first of its kind in South London and sees representatives from Tell MAMA (Measuring Anti Muslim Attacks), Polish Family Association, BAME Voice and Inner Strength Network offer advice and support on hate crime and how to report it. This is a drop in service available to all victims of hate crime living in the borough.
- *Hate crime video in conjunction with South Thames College and Leaders Unlocked* – Safer Merton has funded the production of a video on hate crime and how it affects young people developed, scripted and produced by students at South Thames College in Merton. This video will be used as an educational resource for students aged 11-18yrs across the borough going forward.
- *Hate crime advocate at DV OSS trial* – During the first half of 2018/19, a specialist worker attended the weekly one stop shop for victims of domestic violence to identify and support disabled domestic violence victims who were also victims of hate crime. The worker also provided training to other agencies involved in the running of the OSS on how to recognise and support victims of this sometimes difficult to identify crime.
- *Hate crime leaflet* – a leaflet explaining what a hate crime is and how to report it and the key support services available in Merton has been designed and distributed to residents at engagement events and on our website. (Appendix 10.1)



- *Hate crime victims' card* - A card with this information in a wallet sized format has been created and distributed to police Neighbourhood and Response teams in the BCU to be given to victims of hate crime to inform them of further support services available to them in Merton. (Appendix 10.2)

2.2.9 Our approach to engaging with victims of hate crime, and championing the work which is being delivered in Merton is driven by third sector is recognised as being innovative and inclusive within the Borough Command Unit area. Our work on this agenda has been driven to ensure that our third sector and statutory partners come together to work with the council on this agenda.

2.2.10 Moving forward we will seek to further enhance this work with the development, and launch, of third party reporting sites, increased work on engagement and awareness raising (to increase both formal reports and requests for support) as well as seeking to align victims of hate crime with other victims needs as we explore the concept of safe havens across the borough.

2.2.11 Our partnership work ensures that we respond appropriately, swiftly and in a co-ordinated fashion when supporting victims of hate crime. Our work will continue in this vein as we work with colleagues from across the council and the partnership to provide support and guidance to our communities as we work to ensure that they feel safe and they understand what offers there are in the borough.

2.2.12 If we can achieve this we will seek to enhance Merton's position as a safe, cohesive borough which is not immeasurably impacted upon by the few but is, rather, celebrated by the majority.

## **Our hate crime strategy – 2018/19 update**

2.2.13 As advised in the previous strategic theme report our work on hate crime is channelled via a four year strategic work plan. This plan, delivered between 2017-21, is overseen by the hate crime strategy group and, in turn, the community safety partnership. The plan works to four key themes:

(i) Co-ordination – Designed to ensure that we develop an understanding of the victims’ needs and their journey through the criminal justice system to ensure that Merton’s residents can access reporting and support services easily and efficiently.

(ii) Prevention - Provide our residents with the knowledge and skills to stay safe, whilst challenging those who identify with the perpetration of hate crime. Developing and strengthening community cohesion through unifying our residents.

(iii) Provision - Work with partners and the community to provide a range of support services which assist in a practical sense with regards to the reporting (and potentially trial) procedures while also providing emotional support to victims.

(iv) Protection - Ensure that the police and partners are given equalities and diversity training and so can identify factors which could flag a regular crime as being motivated by hate, in the process ensuring these are taken seriously and acted upon accordingly.

2.2.14 The plan is now entering its third year of operation. Year two outcomes include:

- A successful campaign of engagement events took place throughout Hate Crime Awareness Week (HCAW) in October 2018 to raise awareness of hate crime and increase confidence in reporting.
- IDAHO (International Day Against Homophobia) 2018 was marked with a Freedom flag raising ceremony outside Wimbledon Police Station attended by the Mayor and community leaders and representatives.
- The launch of a monthly Hate Crime Advice Surgery in conjunction with Tell MAMA and partners, the first in the South London area, encouraging victims to come forward and seek advice and support.
- Work began on strengthening relationships with third party providers and on designing a third party reporting protocol.
- The consideration of the impact of Brexit on our community and the affects hate crime can have on community cohesion. As such, a social media campaign run by the council and supported by partner organisations in the hate crime strategy group was implemented with the hashtag #mertonstopshate to relay the message that Merton is a harmonious borough which will not be divided by hate.

Future aims and next steps for the hate crime strategy:

- Following the implementation of a six month pilot scheme, to roll out a network of third party reporting providers to improve the reporting mechanism and support available to victims and encourage those who do not feel confident reporting to police to come forward.
- To further evolve a strategy involving Think Family which takes consideration of the victims' and perpetrators' entire family.
- The hate crime strategy group will continue to keep a watching brief of developments over Brexit and how we can support those who are affected by resulting hate crime. This will involve the continuation of our #mertonstopshate social media campaign and monitoring of data on reports of hate crime to ensure any groups within our community particularly affected can be offered further engagement and support.
- To continue to run a comprehensive programme of engagement events across the borough during Hate Crime Awareness Week (HCAW) in October 2019 in conjunction with our partners, the police and community groups to provide a strong reassurance message that hate crime will not be tolerated and support is available.
- To further develop our educational approach in tackling hate crime by incorporating awareness sessions into the Junior Neighbourhood Watch programme already being run by Safer Merton aimed at primary school pupils in the borough.
- Explore avenues of BCU wide working around hate crime to ensure the needs of victims in the South West BCU are fully understood.
- To engage housing providers around early recognition of hate crime and enforcement actions against tenants who are perpetrators.

### **Definitions of hate crime**

2.2.15 In November 2018, Merton Council formally adopted the International Holocaust Remembrance Alliance's (IHRA) working definition of Anti-Semitism. This definition has been added to our Hate Crime Strategy.

2.2.16 At Council in April 2019 a motion was passed to write to the borough's MPs to urge them to work with the government to produce an internationally recognised definition of Islamophobia to be adopted by the government, which will then be formally adopted by this Council.

## **3. REPORTS OF OVERVIEW AND SCRUTINY COMMISSIONS/PANELS**

### **3.1 Safer Communities**

3.1.1 The Overview and Scrutiny Commission has continued to hold the Police and Safer Merton to account in relation to crime, policing and anti-social behaviour over the last year.

- 3.1.2 The BCU Commander has attended scrutiny twice in the past year to provide the latest crime data and answer questions on a wide range of issues including stop and search, anti social behaviour, gangs and knife crime, street drinking (including the use of public space protection orders) as well as preventative work including the work of police officers in local schools. The Commission has closely questioned the Borough Commander on levels of crime, how BCU police resources are deployed in Merton and the future of Wimbledon and Mitcham police stations.
- 3.1.3 The Commission was pleased to hear of progress made in obtaining a long term injunction that will help the police and the council to respond promptly to Traveller encampments.
- 3.1.4 The Safer Merton Manager reported twice on work being undertaken by Safer Merton and the Community Safety Partnership, including detailed information on the CCTV service, anti social behaviour, victim support and hate crime. At the request of the Commission, an email was sent to all councillors setting out key messages about when to use the 999 and 101 police phone numbers so that this could be passed on to residents.
- 3.1.5 The Commission commended the work of Safer Merton in regard to its content, breadth and outcomes achieved epically when considered alongside headcount within the service itself. Several members have visited the councils CCTV service which, in summer 2018, returned to Safer Merton's management.
- 3.1.6 The Commission and the Youth Parliament ran a joint event during Local Democracy Week 2018 to give young people some experience of and insight into the council's scrutiny processes. Five members of the Youth Parliament joined seven scrutiny councillors to discuss "what is Merton doing to help young people feel safe?" This question was chosen by the Youth Parliament to provide them with an opportunity to present and discuss the results of a consultation the Young Advisers had carried out with 742 young people aged 11-20.
- 3.1.7 A Police Sergeant and a council officer from Safer Merton also attended to outline their roles and to answer questions.
- 3.1.8 Cabinet subsequently endorsed the recommendations made by the Youth Parliament and the implementation plan is now being monitored by the Commission.

## **3.2 Stronger Communities**

- 3.2.1 The Overview and Scrutiny Commission has continued to take a close interest in Merton Partnership's equality and community cohesion strategy and to review the action plan on an annual basis. The Commission welcomed progress made this year on the Equality and Community Cohesion Strategy action plan, particularly on narrowing the gap on

educational attainment, the proportion of young people not in education, employment or training (NEET), food poverty and welfare support.

3.2.2 In November 2018 the Commission received a report detailing how the council was preparing for Brexit, including contingency plans in the event of a 'no deal', and how the council could support EU residents to secure their rights around settled status. In response, members requested that councillors be provided with information so they could encourage EU residents within their wards to apply for settled status.

3.2.3 Although the Commission leads on Stronger Communities, many of the work strands of the three Overview and Scrutiny Panels actively contribute to the promotion of equality and diversity. For example, the Healthier Communities and Older People Overview and Scrutiny Panel has scrutinised the experience of people with disabilities who have faced challenges when applying for the Disability Living Allowance to the Personal Independent Payment. A number of organisations have been invited to the Panel to give evidence including the Merton Centre for Independent Living, Citizens Advice Merton and Lambeth and representatives from the DWP. The Panel will continue to focus on this area until the service for Merton residents has improved..

#### **4 CONSULTATION UNDERTAKEN OR PROPOSED**

4.1 None for the purposes of this report.

#### **5 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS**

5.1 The work to drive forward the council's contributions to hate crime sits within Safer Merton. The service has been fortunate to secure funding from grant income (London Crime Prevention Fund) to pay for officer time on this agenda. This funding is currently secure for financial years 2019/20 and 2020/21

5.2 The Equality and Community Cohesion Strategy will be delivered within existing resources.

#### **6 LEGAL AND STATUTORY IMPLICATIONS**

##### *6.1 IHRA Definition of Anti-Semitism*

The IHRA definition of Anti-Semitism is *“a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”*

Manifestations might include the targeting of the state of Israel, conceived as a Jewish collectivity. However, criticism of Israel similar to that leveled against any other country cannot be regarded as anti-Semitic. Antisemitism frequently charges Jews with conspiring to harm humanity, and it is often used to blame Jews for “why things go wrong.” It is expressed in speech, writing, visual forms and action, and employs sinister stereotypes and negative character traits.

Contemporary examples of anti-Semitism in public life, the media, schools, the workplace, and in the religious sphere could, taking into account the overall context, include, but are not limited to:

- (a) Calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion.
- (b) Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Jews as such or the power of Jews as collective — such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions.
- (c) Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews.
- (d) Denying the fact, scope, mechanisms (e.g. gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust).
- (e) Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust.
- (f) Accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations.
- (g) Denying the Jewish people their right to self-determination, e.g., by claiming that the existence of a State of Israel is a racist endeavor.
- (h) Applying double standards by requiring of it a behavior not expected or demanded of any other democratic nation.
- (i) Using the symbols and images associated with classic antisemitism (e.g., claims of Jews killing Jesus or blood libel) to characterize Israel or Israelis.
- (j) Drawing comparisons of contemporary Israeli policy to that of the Nazis.
- (k) Holding Jews collectively responsible for actions of the state of Israel.

- 7 On 6 April 2011 the Equality Act 2010 introduced the Public Sector Equality Duty (PSED) which requires the Local Authority, when exercising its functions, to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation and to advance equality of opportunity and foster good relations between persons who share a “protected characteristic” and those who do not. “Protected

characteristics” are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and, in relation to the duty to eliminate unlawful discrimination only, marriage and civil partnership.

- 8 With effect from 12 April 2012 the Equality Act 2010 (Specific Duties) Regulation 2011 requires the council to prepare and publish equality objectives and subsequently at least four-yearly. The objectives must be specific and measurable. The Equality and Community Cohesion Strategy fulfils these requirements.

## **9 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS**

- 9.1 By developing and producing a new Equality Strategy, the Council has re-affirmed its commitment to human rights, equality and community cohesion. Merton’s approach to equality and diversity is driven by its overall vision of Merton – a great place to live, work, learn and visit. The draft strategy will encourage a wider public debate about equalities in Merton and the actions needed to address inequality.

## **10 CRIME AND DISORDER IMPLICATIONS**

- 10.1 There is a risk of increased hate crime activity directed towards certain groups if there is no commitment to eliminate discrimination and harassment.
- 10.2 Council and the wider partnership need to be aware of the potential risk of increased levels of hate crimes as and when the UK officially exits the European Union

## **11 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS**

- 11.1 None for the purposes of this report.

## **12 APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT**

- 12.1 Update on Equality Strategy Action Plan  
To follow

- 12.2 Hate crime leaflet



10.19  
Hate\_Crime\_DL\_Leaf

- 12.3 Hate crime victims’ card



10.19 Hate Crime  
Wallet Card 54x85.6

## **13 BACKGROUND PAPERS**

### **13.1 The hate crime strategic work plan 2017-21**



Strategic Work Plan  
2017-2021 Yr 2 Upda