



## **Dolphin Healthcare Services**

Sheldon Community Centre, Sheldon Heath Road,  
Birmingham, West Midlands, B26 2RU  
Phone: 01212433384

# **Hate Crime Policy and Procedure**

## **Purpose**

- To comply with the following statutes:
  - The Criminal Justice Act 2003;
  - The Crime and Disorder Act 1998.

## **Scope**

- All workers.
- All Service Users.
- All persons having contact with the service.
- Any person-targeted criminal offence is potentially a hate crime.

## **Policy**

- Definition: A hate crime is a crime whereby the perpetrator targets the victim due to his or her [racial group](#), [religion](#), [sexual orientation](#), [disability](#), [class](#), [ethnicity](#), [nationality](#), [age](#), [gender](#), [gender identity](#), or [political affiliation](#).
- The Act compels a Court to consider certain issues when considering a sentence.
- These issues are:
  - That, at the time of committing the offence, or immediately before or after doing so, the offender demonstrated towards the victim of the offence hostility based on:
    - The sexual orientation (or presumed sexual orientation) of the victim;
    - A disability (or presumed disability) of the victim.
  - That the offence is motivated (wholly or partly):
    - By hostility towards persons who are of a particular sexual orientation;
    - By hostility towards persons who have a disability or a particular disability.
- Dolphin Healthcare Services will follow policies and procedures which are intended to identify hate crimes and report them where they occur, and will train all workers to help them avoid and identify those incidents.

## **Procedure**

- Note that the following Policy and Procedures within the QCS system are related to issues regarding hate crimes:



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### **Hate Crime Policy and Procedure**

- Anti-Bullying Policy and Procedure;
- Harassment Policy and Procedure.
- If an instance of bullying or harassment is observed which involves verbal abuse, physical abuse, damage to property, or any combination of these, the incident must be reported to the Registered Manager.
- If the incident has any features which may define it as a hate crime, i.e. if the subject of the bullying or harassment is a member of any of the minority groups listed above, then this aspect of the behaviour must be clearly detailed in the report.
- The Registered Manager will consider what action is to be taken in line with the relevant policies, and also whether to report the matter to the Police such that they are able to consider the case for prosecution.