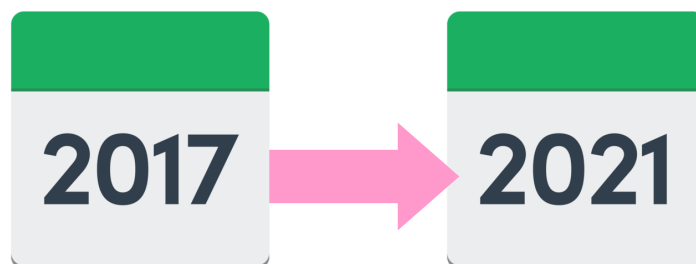
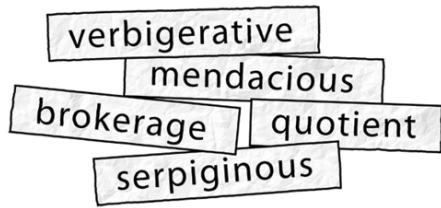




Our Big Plan to say how we
will deal with **hate incidents**
and **hate crime** in Norfolk





Difficult words in this document



Hate Incidents or **Hate Crime** are when someone picks on you or hurts you because they think you are different from them and do not like you because of that.



Hate incidents or **hate crime** are when the reason they are picking on you or hurting you is about one of these things:



Race

the colour of someone's skin or what country they are from.



Religion

what someone believes in, what their faith is.



Disability

where someone has a disability that can be seen or a hidden disability.



Sexuality

about who people are attracted to.

This could be about someone who is gay or lesbian or bi-sexual.



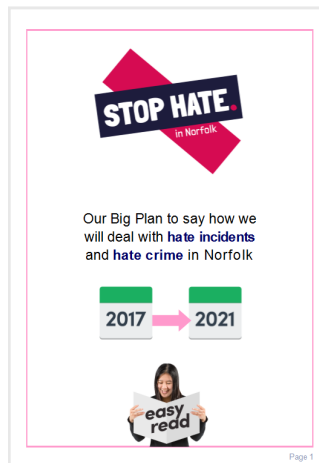
Gender

about being a man or a woman.

Transgender is when someone feels they are in the wrong body for them.



If a judge decides what has happened is more than a **hate incident** because the person has broken the law then it is called a **Hate Crime**.



Stop Hate in Norfolk - our Big Plan

We want organisations in Norfolk to join in with trying to stop **hate crime**.

This plan says the things organisations will do:



1. Say very clearly that they will not put up with **hate incidents** or **hate crime**.



2. Have information telling people all the ways to report **hate incidents** or **hate crime**.

Make sure people know that it is ok if they need someone else to do the report for them (see page



3. Have a **Hate Incident** policy for staff and volunteers which explains
 - what **hate incidents** and **hate crime** are,
 - how to report **hate incidents** or **hate crime**
 - how to learn more about it.



4. Make sure staff and volunteers can always report a **hate incident** by phone or email.



5. Make sure staff and volunteers go on the free training run by Norfolk County Council and Norfolk Constabulary.



6. Make sure managers get reports about **hate incidents** so they know about what is happening.



Each year **Julie Inns** who is the Equality and Diversity Manager at Norfolk Constabulary will check all the reports about **hate incidents**.

innsj@norfolk.pnn.police.uk



The people supporting the Stop Hate in Norfolk Big Plan will be Norfolk Community Relations and Equality Board as well as Norfolk Community Safety Partnership.

I need to
report a
hate incident



Reporting a hate incident or hate crime



Someone can report a **hate incident** or a **hate crime** themselves or ask someone else to do it for them.

There are different ways to make a report .



Phoning
the police



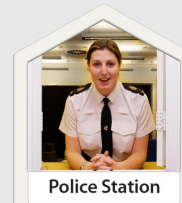
Sending
a text



Sending
an email



Filling in a
form online



Going to a
police station



Lots of different places can help people to report a **hate incident** or **hate crime**.

Organisations, services and shops who have signed up to **Stop Hate in Norfolk** will have this poster on display to show they can help.



When someone makes a report of a **hate incident** or **hate crime** this will be given to a Police Constable to investigate.



Why this Big Plan is so important



Lots of **hate incidents** and **hate crimes** are not reported.

This can be because people are too frightened to report it themselves.



Sometimes a person does not realise they have been a victim of a **hate crime**.

Someone may think things might get worse if they report it.



It is important to collect information about what **hate incidents** and **hate crimes** are happening in Norfolk.



This means different organisations can work together to make things better and help the police arrest people for **hate crimes**.



Who to contact

Julie Inns

Equality and Diversity Manager

Norfolk Constabulary



NORFOLK
CONSTABULARY

Our Priority is You



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Having our say
as people first

Opening Doors

Easy Read information by
Opening Doors
01603 631433

made with
photosymbols®

