

Lincolnshire Police

Policy Document



Internal hate crime and hate-related behaviour policy PD 137

Policy document information

Reference number:	PD 137
Policy sponsor:	DCC
Policy owner:	Head of Professional Standards
Reviewer:	DI complaint Investigation Unit- PSD
Publication date:	August 2025
Review date:	August 2027

Version history

Version	Date	Reason for issue
5	May 2016	Review date extended to Aug 16
6	Dec 2016	Policy reviewed
7	July 2019	Biennial Review
8	July 2021	Biennial Review
9	July 2023	Biennial Review and refresh – new APP
10	July 2025	Biennial Review

Code of Ethics

All staff involved in carrying out functions under this policy and associated procedures and appendices will do so in accordance with the principles of the Code of Ethics. The aim of the Code of Ethics is to support each member of the policing profession to deliver the highest professional standards in their service to the public.

Legislative compliance

This document has been drafted to comply with the principles of the Human Rights Act. Proportionality has been identified as the key to Human Rights compliance, this means striking a fair balance between the rights of the staff and those of the rest of the community. There must be a reasonable relationship between the aim to be achieved and the means used.

Equality and Diversity issues have also been considered to ensure compliance with the Equality Act 2010 and meet our legal obligation in relation to the equality duty. In addition, Data Protection, Freedom of Information and Health and Safety Issues have been considered. Adherence to this policy or procedure will therefore ensure compliance with all relevant legislation and internal policies.

Other legislation/law which this policy has been drafted to comply with:

- [Human Rights Act 1998](#)
- [Equality Act 2010](#)
- [Crime and Disorder Act 1998](#)
- [H&S legislation](#)
- [Data Protection Act 2018](#)
- [Freedom Of Information Act 2000](#)

Security classification

Policy to be published on Intranet: Yes

Policy to be published on Force Website: Yes

Authorised Professional Practice (APP)

This Policy has been checked against APP, which can be accessed via this link : [Hate crime | College of Policing](#)

In 2020, the College of Policing refreshed its publication - Hate Crime Operational Guidance which can be accessed via the link below and should be read in conjunction with this policy:

[New national hate crime guidance published | College of Policing](#)

1. Policy aims (Purpose)

- 1.1. This policy aims to give a clear statement of commitment, where every officer of Lincolnshire Police takes positive action against those that commit hate crime offences, and provides caring support for those who suffer it.
- 1.2. The aim of the policy is to ensure that no-one is treated less favourably because of their race, religion, sexual orientation, disability, or transgender. It will serve as a framework to:
 - Ensure that all members of Lincolnshire Police are proactively supporting the principles of the Equality Act, treating colleagues with dignity and respect and in all our activities.

- Take positive action against any behaviour that is motivated, or perceived to be motivated, by a hatred of any group in society.
- Take the necessary measures in order to provide immediate practical help and ongoing reassurance to persons affected by hate crimes or incidents.
- Offer the levels of support that is appropriate to the needs of victims and witnesses and where appropriate consider referral to other agencies for more specialist support.
- Work to Equality Act (2010) specific duties.
- Build trust and confidence in police officers, police staff, volunteers and those under contract to Lincolnshire Police to encourage reports of Hate Crime or Hate Incidents.
- Eliminate unlawful discrimination within the working environment.
- Ensure that Lincolnshire Police staff continually demonstrate values and behaviours in line with Force expectations for leadership and behaviour.
- Ensure that all matters covered by this policy are dealt with in a professional and consistent manner, in accordance with any relevant Force policy and within the Standards of Professional Behaviour for Police Officers and the Disciplinary Procedure for police staff.
- Robustly investigate all Hate Crime and Incidents which are previously outlined within this policy in order to reduce crimes and incidents, and to prevent further offences.
- Deal with all matters covered by this policy sensitively, effectively, efficiently and with total professionalism. It is the duty of all police officers/police staff to report inappropriate comments/behaviour to a line manager or senior officer immediately or via third party reporting such as Bad Apple or Stop Hate UK.
- Provide a victim focussed response to any such incidents.
- Learn lessons from the investigation of such complaints and to prevent reoccurrences.

- Ensure that officers or staff accused of hate crime will be dealt with robustly as per normal criminal investigations. Investigators will liaise with the Professional Standards Department for an assessment of any possible breaches in the standards of professional behaviour.

2. Policy statement (Key information)

2.1. Principles and Scope

2.1.1. Lincolnshire Police is committed to being an inclusive organisation and will investigate all hate incidents and crimes as per Hate Crime Policy PD 96. This commitment includes the Force's determination to deal with any such discriminatory behaviour perpetrated by members of Lincolnshire Police towards or against colleagues as well as members of the public.

2.1.2. This policy covers the standards of behaviour of officers and staff within Lincolnshire Police with regards to the treatment of colleagues within the monitored strands of hate crime. It covers direct discrimination, indirect discrimination, harassment and victimisation where the perpetrators' prejudice against an identifiable group of people, or person is a factor in determining who it victimised and is therefore motivated by hate. It relates to any crime or incident which falls within definitions set in the College of Policing APP, as updated by the College in June 2023:

- [Responding to hate | College of Policing](#)

2.1.3. There are a number of ways in which a police officer or member of police staff may be the victim of a hate crime or incident. These include:

- a crime or incident committed by a colleague
- a crime or incident committed by a member of the public
- conflicts caused by expressions of personal belief
- refusal by a member of the public to accept an allocated officer.

- 2.1.4. The ability to protect its staff affects how the public views the police service. If it cannot protect its own employees, it cannot be expected to protect the public or gain their confidence. The nature of policing places officers and staff in situations of conflict and as a result, hate crime is a risk. Prevention and effective responses to such crimes are essential to maintaining an inclusive and effective service.
- 2.1.5. Forces face extra responsibility when officers and staff are subjected to hate crimes or incidents. Hate crime will not be tolerated and the principles of this guidance will apply equally to them as victims.
- 2.1.6. It is the duty of Lincolnshire Police to investigate any allegation of hate crime and respond appropriately to each incident reported. It is essential that internal hate crimes and incidents are recorded and investigated in the same manner, and to the same standard as advocated in the Hate Crime policy PD 96.
- 2.1.7. This policy applies to police officers, police staff, special constables, volunteers, police cadets and strategic partners such as Mitie. All Lincolnshire Police seconded staff will be expected to adhere to the principals outlined within this policy as well as those of the host Force or unit. This policy also applies to those employed on a temporary basis or undertaking work experience or any other form of work attachment to the organisation.
- 2.1.8. Where a Fairness at Work is raised, it will be the responsibility of each Independent Manager to consider if the claims made by the individual could be considered as a hate crime or incident even if the individual does not raise this themselves. If so, the Independent Manager should discuss the case with the Human Resources Manager and refer the case to Professional Standards Department to make an assessment against the Standards of Professional Behaviour.

2.2. Background and Legal Basis

- 2.2.1. The police service has additional responsibilities to protect staff under employment law and the Equality Act 2010. Police officers and staff may be

targeted in different ways and strategies should be put in place to ensure that they are all treated appropriately according to their diverse needs. This responsibility includes occasions where they are victimised by members of the public.

2.2.2. The legal basis underpinning this policy is derived from:

- Equality Act 2010
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) regulations 2003
- PACE 1984
- Human Rights Act 1998
- Data Protection Act 1984 and 1998
- Criminal Procedure and Investigations Act 1998
- Protection from Harassment Act 1997

2.3. Harassment

2.3.1. Section 26(1) of the Equality Act 2010 defines harassment as any unwanted conduct that violates an employee's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. The unwanted conduct must relate to a relevant protected characteristic.

2.3.2. Employers have a legal duty to protect staff from harassment. Section 40 of the Equality Act 2010 states that employers may be liable for harassment. They may be liable where a third party (eg, a customer, contractor, supplier or the general public) harasses an employee in the course of their employment, and the employer knew that they had been harassed on at least two occasions, and he or she did not take reasonably practicable steps to prevent it. The third-party harasser does not have to be the same person on each occasion or be employed by the same organisation.

2.3.3. The legal framework protecting individuals from other forms of harassment are dealt with by other legislation such as the Protection from Harassment Act 1997 and the Public Order Act 1986.

2.4. Support for Victims

- 2.4.1. All managers and supervisors within the Force will ensure that the victim is given the appropriate support and reassurance. This is particularly important to members of staff who are victims of this type of behaviour within the workplace. They may feel isolated, lonely and vulnerable within their working environment and therefore the provision of support is extremely important.
- 2.4.2 The reassurance provided should be tailored to meet the individual's needs relating to their circumstances.
- 2.4.3. The importance of minority support groups within forces has been a constant theme of Home Office and NPCC papers. This theme is at the core of tackling internal hate related behaviour and mirrors the importance of support emphasised in the guidance for external victims (PD 96)..

3. Other related documents and appendices

- 3.1. Related documents:
- PD 96 Hate Crime Policy and Guidance
 - PD 48 Professional Standards Reporting.
 - PD 45 Force Policy on Domestic Abuse
 - PD 247 Victim Code of Practice Policy
 - PD 113 Safeguarding Children Policy
 - ACPO Practice guidance on Investigating Harassment (2009) and Force Policy Stalking and Harassment PD160
 - Force values and behaviours.

4. Monitoring and review

- 4.1 This policy will be monitored by the Professional Standards Department in liaison with the Human Resources Department. Amendments will be made to the policy using guidance from the Home Office and/or IOPC together

with any good practice from other forces or changes in legislation prior to formal review. A formal review will be conducted biennially.

5. Who to contact about this policy

- 5.1. This policy is owned by the Head of Professional Standards. Any enquires about this policy should be directed to Chief Inspector, Deputy Head of Professional Standards.