

No Hate Partnership: Terms of Reference 2025

Aims: The No Hate Partnership aims to facilitate a collaborative, multi-agency approach to strengthening Cornwall's response to hate crime. We will be inclusive of all protected characteristics and all forms of hate crime and take a preventative/ early intervention approach. The group is strategic in focus and not a delivery function and will have oversight of activity relating to Cornwall's response to hate crime.

The focus for 2025-2026 will continue to be :

1. Strengthening **the third-party reporting programme (Support and Report Centres)**.
2. Strengthen **data collection** to collect and share better quality evidence and insight on hate crime across communities in Cornwall (**Amethyst Community Safety Intelligence Team, Cornwall Council**).

In terms of future aims, following on from the above commitment and progress made in 2024-2025 the group will:

- Continue work in and with communities to **build confidence** in reporting and **promote community cohesion**.
- Deliver a **conference** to present partnership work to strengthen third-party support for hate crime and **relaunch the multiagency hate crime protocol**.
- Relaunch the **Say No to Hate campaign** within Cornwall.

Ethos and values:

Members co-designed the ethos of the group as follows:

- Multi-agency group.
- Dual focus of equalities and community safety.
- Learning environment – admitting we haven't got it right and actively listening.
- Respect and trust for one another.
- Collaboration, sharing capacity and skills.
- Sharing expertise and making evidence-based decisions.
- Committed to community insight and co-design.
- Prevention, early intervention & education focussed.
- Strategic, not delivery focussed. We do not take individual cases or issues.

- Make decisions informed by evidence, data and best practice guidance, including the voices of lived experiences and peoples' stories, which are critical to our understanding of the nature and prevalence of hate crime.

Meetings and conduct of business:

- The chair and vice-chair of the group will be selected from within the membership of the group by the membership. This will be reviewed annually, alongside the review of the terms of reference. Each year, the incumbent chair will provide the opportunity for other members to be put forward to lead the group. If the incumbent chair wishes to continue in the role, they will be required to reaffirm that they have the continued support of the group. The vote will be by simple majority.
- The group will have a caretaker for documents (currently The Equality, Diversity and Inclusion Team, Cornwall Council). The caretaker is not necessarily the administrator for this group.
- Administrative support and the hosting of meetings will be agreed within the group.
- Meetings will run quarterly with no meeting in August. Dates will be set in April each year.
- If a member is unable to attend, a substitute should be nominated to attend on their behalf.
- Representatives of statutory organisations are expected to attend a minimum 75% of meetings.
- Meetings will be minuted and attendance recorded. The minutes will be taken by the administrator and held by the caretaker of the group.
- Meetings will be co-ordinated as appropriate, with options for on-line, hybrid and face to face meetings.
- The chair will manage the meeting; facilitating discussion and setting the agenda, in collaboration with members of the wider group but focused on the aims of the group. They will ensure the meetings run smoothly and effectively. They will represent the group at other meetings or networks as and when required.
- Other members of the group, or representatives of other organisations, will be invited to lead agenda items as agreed by the group, to facilitate wider involvement and co-production of solutions
- The administrator will set up online meetings, take minutes, write and send out agendas.
- The caretaker for the group's documents will follow their home organisations due protocol for data governance and look after, update and circulate documents as and when relevant. This is likely to include the terms of reference, shared action plan and any other documents the group creates.

Membership:

Membership of this group is focused on:

- Those working in strategic roles around:
 - Hate crime / community safety
 - Equality Diversity and Inclusion
- Third party support and reporting
- The Police/ representatives from Safer Cornwall
- Equality and Diversity VCSE organisations

The group should have strategic representation from the Police and Cornwall Council, represented by someone in a sufficiently senior role to meet the requirements set out below and co-ordinate the group's activity.

Non-statutory agencies may wish to arrange for one organisation to represent their own and other organisations at the meeting. If this is the case, it should be stated as part of introductions and recorded in the minutes/action notes. This will ensure that the attendance list accurately reflects the representation at the meeting and the route for cascading the relevant information.

Each participant member must have the following:

- appropriate authority and remit from their home organisation to influence and/or make decisions
- a commitment to work together and share information
- time to prepare and attend meetings
- time and capacity to support any actions arising and to take ownership of any action specific to their home organisation
- cascade information when appropriate to networks and organisations that they work with
- an understanding of equality, diversity and human rights issues in Cornwall

Action Plan:

This group will develop and implement a shared action plan to address the aims laid out at the beginning of this document. This will be a shared and living document that will be looked after by the named caretaker for the group's documents. As of November 2021, this is the Equality, Diversity and Inclusion Team at Cornwall Council.

Governance arrangements:

The group will adhere to the governance standards set out below:

- The chair will report to Safer Cornwall
- As and when needed, task and finish groups will be formed around particular actions. For example, a task and finish group for strengthening data.
- The [Safer Cornwall Strategic Group](#) provides an escalation route should any dispute or significant risk emerge that the group feels that they cannot resolve themselves.

Review

The Terms of Reference will be reviewed every 12 months as a standing item of the agenda.