

# Say No to Hate Conference

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Wednesday 5 November  
St. Erme Community Centre



2025





# Welcome Message

I am honoured to welcome you to this Say No to Hate Crime Conference.

Hate crime affects individuals, communities and services across Cornwall and beyond. Throughout the day you will hear from an exceptional line-up of speakers offering their own insights and lived experiences. You will also have the opportunity to engage in workshops and network with individuals and organisations, all standing together against hate crime.

Whether you are here to learn, share, or connect, we invite you to engage fully, ask questions, and take part in the conversations that matter. Together, we can strengthen our collective voice and drive meaningful change to promote safe and inclusive communities for everyone in Cornwall.

The Say No to Hate Crime Conference has been organised by the No Hate Partnership and third sector organisations providing services in Cornwall. You will find more information on these services in this booklet.

On behalf of the No Hate Partnership, I want to express my gratitude to Cornwall Council's Resettlement Service for providing the funding and support to enable this event to take place.

And finally, thank you to you for attending the conference and helping say no to hate crime. Your support and engagement really does make a difference.

*Sophie Curtis*

**Inspector Sophie Curtis**

CloS Partnership and Child Centred Policing Inspector  
Chair, No Hate Partnership





# What is hate crime?

“Any **criminal offence** which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender.”

Hate crime can take many forms, including but not limited to physical assault, damage to property, arson, incitement to hatred, malicious communications and abusive, intimidating or harassing behaviour.

## What is a hate incident?

“A **non-crime hate incident** (NCHI) means an incident or alleged incident which involves or is alleged to involve an act by a person ('the subject') which is perceived by a person other than the subject to be motivated - wholly or partly - by hostility or prejudice towards persons with a particular characteristic.”

## About the No Hate Partnership

The No Hate Partnership is part of the community safety partnership, Safer Cornwall. It aims to facilitate a collaborative, multi-agency approach to strengthen Cornwall's response to hate crime. Our aim is that “We stand together against hate crime and extremist views to promote safe and inclusive communities for everyone”

The Partnership includes representatives from Cornwall Council, Devon and Cornwall Police, the NHS, higher and further education partners and third party support and report organisations from the voluntary and community sector. It is chaired by the Partnerships Policing Inspector for Cornwall and Isles of Scilly.

<https://safercornwall.co.uk/hate-crime>



## Cornwall Council's Resettlement Service

Cornwall Council's Resettlement Service is proud to sponsor the Say No to Hate Conference, reaffirming our commitment to building stronger, more inclusive communities across Cornwall.

Our team champions equality, diversity, and inclusion for the refugees we support, while fostering mutual understanding and cultural exchange among residents to promote social cohesion.

We recognise the impact of global migration on our communities and actively engage residents in shaping Cornwall as a welcoming and inclusive place. We maximise the use of central government funding to invest in community, language, and integration projects that generate a ripple effect of positive change across the county.

### **Everyone deserves to feel safe**

Cornwall Council is committed to building a community which is inclusive and where racism is not tolerated. We're continuing to take steps to become an actively anti-racist place to live, work, and visit — and we value you being part of this journey.

### **Helping refugees and asylum seekers**

Every day, people and families who've been forced to flee their homes and become refugees, are rebuilding part of their lives here in Cornwall.

Funded by the UK government (not by Council Tax), the Resettlement Service helps refugees and asylum seekers who have been forced from their homes. We work with our brilliant Cornish communities, enabling people to lead safer, happier, and more fulfilling lives in the UK.

### **Supporting the global humanitarian response**

Cornwall Council supports the global humanitarian response to welcoming refugees and asylum seekers. We offer support so people torn from their homes can feel safe and contribute to Cornwall, both economically and culturally.

We're always balancing the needs of local communities, honouring government policy changes and funding in this important area of work with the global need to take care of people who have been forced to flee their home country.

Serena Collins is the Cornwall Council Strategic Lead for the Resettlement Service. She says:

"Cornwall, like the rest of the UK, plays a role in helping people in need. As we grow, we will become more culturally diverse, and we are committed to offering opportunities for everyone, with support from the UK Government. We aim to help people embrace new cultures while celebrating and educating others of our Cornish traditions.

"The Cornish have always migrated for work, new experiences, and ideas, bringing back new influences. Resettlement can benefit Cornwall, but it's important that those who seek safety here feel welcome. We ask residents to respect others' privacy and show kindness to new neighbours."

# Agenda



## Morning

**09:00 - 09:45**

**Arrival and Refreshments**

**09:45 - 10:00**

**Welcome**

Dean Harvey, Non-Executive Director, Cornwall Partnership NHS Foundation Trust

**10:00 - 10:10**

**Pre-recorded talk** from Paul Harfleet, founder of The Pansy Project and Birds Can Fly, created especially for the conference

**10:10 - 10:40**

**Introductory panellist talks**

Prof Zoë James (University of Plymouth), Dr Narzarin Massoumi (University of Exeter) and Dr Paul Kleiman (Ciel Associates, Kehillat Kernow)

**10:40 - 11:20**

**Panel discussion and Q&A**

chaired by Dean Harvey

**11:20 - 12:00**

**Cornwall Hate Crime Data**

Devon and Cornwall Police and Safer Cornwall present an overview of the data from Cornwall

**12:00 - 12:45 Lunch**

## Afternoon

**12:50 - 13:00**

**Introduction to afternoon workshops**

Dean Harvey

**13:00 - 13:45**

**Workshop 1: Bystander Intervention** facilitated by Lewis Nurton, Learning and Development Manager at the University of Exeter. Attendees will work in table groups.

**13:45 - 13:55**

Attendees will come back together to share reflections and insights from Workshop 1.

**14:00 - 14:45**

**Workshop 2: Understanding online hate** facilitated by Zuzanna Michajluk, Community Partnership and Engagement Officer at disAbility Cornwall and the Isles of Scilly. Attendees will work in table groups.

**14:45 - 14:55**

Attendees will come back together to share reflections and insights from workshop 2.

**14:55 - 15:15**

Plenary, thanks and conference close  
Dean Harvey

# Speakers and Workshop Facilitators

## **Dean Harvey, Senior Independent Director, Cornwall Partnership NHS Foundation Trust**

Dean joined Cornwall Partnership NHS Foundation Trust as an Associate Non-executive Director in 2022 and became Senior Independent Director earlier this year. With over 20 years' experience in community development and mental health, he has consistently supported people experiencing hate crime, as well as supporting services to become culturally capable and better understand, tackle and prevent hate across Cornwall.



## **Paul Harfleet, Artist, Illustrator and Designer**

Paul is a British, London based queer artist that has been making work since he graduated from an MA in Fine Art at the Manchester School of Art in 2004. He developed The Pansy Project in 2005. Now in its twentieth year, the project has seen Paul plant over 300 pansies at sites of homophobic hate crime around the world. In 2020, he began a new project exploring the cultural history of ornithology, known as Birds Can Fly.

Paul has created a short film about him and his work to open the conference today and plans to visit Cornwall in-person later this month.



## **Professor Zoë James, University of Plymouth**

Prof Zoë James (she/her) is a Professor of Criminology. Her key research interests lie in examining hate from a critical perspective with a particular focus on the harms of hate experienced by Gypsies, Travellers and Roma. Zoë's research has explored how mobility, accommodation, policing and planning have impacted the lived experience of Gypsies, Travellers and Roma. Zoë sits on the Advisory Board of the International Network for Hate Studies and has published and presented her work nationally and internationally, most recently authoring a monograph *The Harms of Hate against Gypsies and Travellers: A critical hate studies perspective*.





## **Dr Narzanin Massoumi, Senior Lecturer University of Exeter**

Dr Narzanin Massoumi is a Senior Lecturer in Criminology at the University of Exeter. Her research interests span political sociology and criminology with a special focus on human rights and civil liberties; racism and anti-racism. Her contributions to a wide range of research projects have addressed Islamophobia in Europe, security and counter-terrorism, democracy in higher education, Muslim political participation and social movements. A central focus of her current work is defining and explaining Islamophobia in contemporary society, where she has both led and collaborated on numerous UK and European projects aimed at understanding and combating Islamophobia.



## **Dr Paul Kleiman, Ciel Associates / Kehillat Kernow**

Paul is Senior Consultant (Higher Education) at Ciel Associates and a Visiting Professor. Before joining Ciel Associates in 2014 he was Deputy Director of the UK Subject Centre for Dance, Drama and Music and a Senior Research Fellow at Lancaster University. Before that he was one of the founding tutors of the Liverpool Institute for Performing Arts (LIPA). His work and research on creativity and assessment is cited widely in books and journals. Paul and his partner moved to Cornwall two years ago from Manchester and they have been members of Kehillat Kernow, the Jewish community of Cornwall, since 2018. Away from work, Paul and his partner Jo are award winning volunteers with Sands, the baby loss charity and they (and their dog) have an old narrowboat that they restored.



## **Sgt Flo Linscott, Devon and Cornwall Police**

Sgt Flo Linscott is Diversity Officer for Cornwall at Devon and Cornwall Police within the Diverse Communities Team (DCT), a small team of specialist officers and staff who focus on maintaining and developing confidence in the police, working to ensure community cohesion. Of Dutch and Cornish heritage, he has been a police officer for 26 years and is a Neurodivergent Peer Support Network practitioner within the police, drawing on his personal and professional experiences as an autistic man and father to autistic children.

## **Erika Sorensen, Amethyst Strategic Intelligence Manager, Safer Cornwall**

Erika (she/her) is the Strategic Intelligence Manager for the Amethyst Community Safety Intelligence Team in Cornwall Council. The team specialises in data analysis and research covering all aspects of crime and wider community safety, and enables the community safety partnership, Safer Cornwall, to take an evidence-led approach in everything that it does.

Erika has worked in community safety for 20 years and plays a key role in managing the work of Safer Cornwall. She has helped lead Safer Cornwall's response to hate crime since 2012.



## **Lewis Nurton, Learning and Development Manager University of Exeter**

Lewis is a Learning and Development Manager at the University of Exeter, specialising in Bystander Intervention and other training programmes which address critical societal challenges, including violence against women and girls, racial inequality and privilege. He is also the founder of LearN Interventions, an independent transformative training provider delivering bystander and early intervention solutions to a range of sectors and workplaces.



## **Zuzanna Michajluk, Community Partnership and Engagement Officer disAbility Cornwall and the Isles of Scilly**

Zuzanna is a Community Partnership and Engagement Officer at disAbility Cornwall and the Isles of Scilly. She is a dedicated professional with a background in Business Information Systems and has recently completed a Master's degree in Big Data Science at Kozminski University, Poland. Her thesis "A comparative analysis of AI models in detecting hate speech in social media" explores how AI algorithms understand human hate speech and online hate. She also leads on the coordination of the Cornwall Lived Experience Partnership.





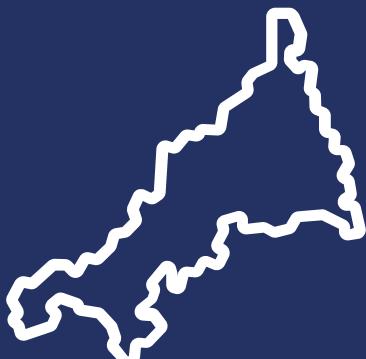
## How can I report hate crime?

There are lots of ways that you can report hate incidents in Cornwall. You don't have to give your personal details if you don't want to or provide any evidence.

By reporting a hate incident when it happens, you can help community partners to prevent it happening again and ensure that you receive any support you may need.

You are encouraged to tell the police, but you can also access support through local third-party support and report centres, where you can talk to trained staff about your experiences. They will provide support and can also help you to make a report to the police or any other organisation if you wish to, or make a report on your behalf (this is called third-party reporting).

If you have seen it, experienced it, know about it or need help, tell us about it.



**Find out more about support in Cornwall on the following pages**



JOIN OUR  
COMMUNITY:



REPORT RACISM  
TO US:



**BLACK  
VOICES**

**CORNWALL**  
LEVOW DU KERNOW

# Who We Are...

We are a Black community organisation;  
Bringing Black people together to  
celebrate our cultures, fight for racial  
justice and raise Black voices throughout  
Cornwall's systems and society!



Supporting Black  
people to build  
local networks  
and be active in  
their  
neighbourhoods

Support and  
guidance for  
people  
experiencing  
racism

Hosting and  
supporting  
ethnically  
diverse arts  
and events

Using research  
to advocate for  
racial justice  
and lobby for  
equity in our  
futures



Supporting and  
promoting Black  
businesses and  
professionals

combatting systemic  
racism through  
education resources



Empowering Black  
Communities to turn  
their ideas into  
action

[www.blackvoicescornwall.org](http://www.blackvoicescornwall.org)  
[info@blackvoicescornwall.org](mailto:info@blackvoicescornwall.org)



# Cornwall Pride



**Cornwall Pride is a charity dedicated to creating a hate-free Cornwall where everyone can be safe, celebrated, and free to be who they are. Through our Pride events across the Duchy, Safer Spaces initiative and training programmes, we champion equality, diversity, and inclusion for all.**

**Our mission is simple: to make Cornwall a place where you can #LoveWhoYouWantToLove and #BeWhoYouWantToBe**

**If you need support, or help to report a hate crime, head to our website: [www.cornwallpride.org](http://www.cornwallpride.org)**



## How We Help

**disAbility Cornwall & Isles of Scilly is a Third-Party Reporting Centre for Hate Crime. We offer:**



### **Confidential Reporting Support**

You can report hate incidents or crimes without contacting the police directly. We'll support you through the process.



### **Information & Advice Line (DIAL)**

Free, independent advice on disability-related issues including discrimination, safeguarding, and wellbeing.

Tel: **01736 759500** Text: **07522 970336**

Email: [advice@disabilitycornwall.org.uk](mailto:advice@disabilitycornwall.org.uk)



### **Keeping Safe Services**

Including the Safe Places Scheme, which provides safe locations across Cornwall for people feeling threatened or vulnerable while out in the community.



### **Mate Crime**

We raise awareness about exploitation disguised as friendship, helping individuals identify and report such abuse.



### **Community Talks and Education**

We deliver talks to raise awareness of hate crime and promote inclusive values.





# Together we are strong

Help, support and advocacy  
services for our LGBT+ communities

- Helpline
- Support & Advocacy
- Counselling
- YAY Youth Group
- Hate Crime Support
- LGBT+ Online Directory

Scan the QR code to  
visit our website



[www.intercomtrust.org.uk](http://www.intercomtrust.org.uk)

Talk to us  
**0800 612 3010**  
(free from UK mobiles & landlines)  
**helpline@intercomtrust.org.uk**

Registered Charity No: 1171878



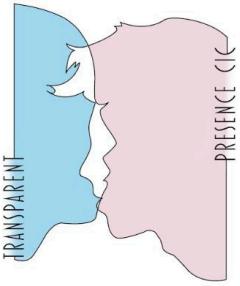
Safe Haven – Cornwall provides a safe private venue for people to come and socialise, make friends and just be themselves in a supportive environment.

No one should be afraid to leave their homes, feel isolated or vulnerable. No one should feel there is nowhere to turn for empathy and understanding. We offer support, advice, friendship, and inclusion in our ever-increasing community. We have a diary of events, so you know what is happening all year. Many people come here for their first time out of the house. Some bring their partners, parents, and children. All are welcome.

Confidence is infectious, come and catch it from us!

**[HTTPS://WWW.SAFEHAVEN.ORG.UK/](https://www.safehaven.org.uk/)**





LIVING  
TRUTH

*building  
strength*

# Transparent Presence CIC

Transparent Presence is a transgender and non-binary support group in Cornwall which aims to build confidence and well-being through connecting together. We specialise in supporting parents and families, recognising that everyone has their own journey to take and deserves to have this validated.

## Training packages

A range of respected training sessions such as Gender Diversity Awareness and Community Advocacy

## Wellbeing Project

Offering a monthly clothing exchange, creative workshops and a coffee shop drop in

Nominate a business  
or organisation



Adult Social Sessions  
First Monday of the month  
AJs, Carlyon Bay, 7pm  
TYP

Monthly youth Group (6-16)  
with dedicated parent  
support sessions & facebook  
group

Join our Facebook Group  
to find out more!

Ally Business Scheme  
Nationally recognising safe spaces and businesses for the LGBTQ+ community with member benefits

Vocal Presence (16+) and VYPers (youth choir)  
Inclusive choirs where you can sing the part that matches your voice rather than fitting a stereotype. No need to read music. Every Wednesday in Truro (7.30pm).



supporting Gypsies  
and Travellers in  
Cornwall and Devon

## TravellerSpace

**TravellerSpace** is a registered charity supporting Gypsies, Irish Travellers and New Travellers in Cornwall and Devon.

We are one of several organisations in Cornwall designated as a third party reporting centre. We aim to overcome reporting barriers for people who may be reluctant to contact the police directly. It enables anyone who experiences or witnesses a hate incident to report it to a third party organisation who will communicate with the police and other agencies on their behalf. It also means that an initial assessment of risk can be made and that you or anyone else affected by the incident can access any support that you need. By making a report to the police, they can also make a decision about whether a crime has been committed (only the police can do this).



**The reporting of hate incidents is important and encouraged but support is offered whether you choose to report or not.**



# Pentreath

Mental Health Your Way



Pentreath are one of five third party reporting centres for hate crime across Cornwall. We recognise the impact hate incidents and crimes can have on mental health (including isolation and anxiety) and will support people who are facing these issues.

All Pentreath staff receive hate crime and cultural capability training. We provide support to young people and adults across Cornwall through a range of projects supporting mental health and wellbeing, in addition to courses for people experiencing ill mental health through Recovery College Cornwall.



# We say NO to hate

Bullying, discrimination, sexual harassment and violence do not belong on our campuses

Experienced something?  
Seen something?

Tell us what happened.  
Seek support and help stop  
it from happening again.



**SUPPORT and  
REPORT**

- Confidential
- 24/7
- Option to remain anonymous



**Interested in learning more about your  
organisation becoming a third-party  
support and report centre?**

**Contact:**

**CIOSDiversity  
@devonandcornwall.pnn.police.uk**



# **The Rural Racism Project: Towards an Inclusive Countryside**



The Centre for Hate Studies at the University of Leicester was awarded funding from the Leverhulme Trust to lead a major new study entitled The Rural Racism Project: Towards an Inclusive Countryside (2023–2025). This large-scale research project challenges dominant depictions of rural England as peaceful, neutral and apolitical by investigating the realities of racism experienced by minoritised ethnic individuals and communities in rural spaces.

## **Why does this research matter?**

Racism in the UK is often portrayed as an urban issue. As a result, the specific ways it manifests within rural spaces are frequently overlooked, minimised, or denied. However, the countryside can be a site of deep racial exclusion, despite the enduring but misleading imagery to convey idyllic, problem-free rural environments.

## **What does the research involve?**

Through 115 interviews and conversations, the team uncovered everyday experiences of racism, from microaggressions to institutional harms, as well as community responses. This was complemented by an analysis of public discourse, drawing on 193,000 words from social media and news sources to reveal patterns of denial, deflection and backlash.

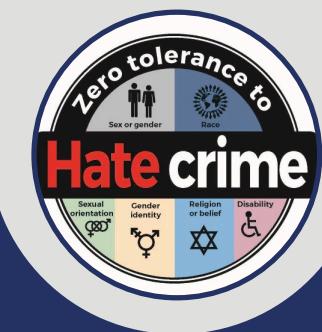
## **The Rural Racism Project Film**

Produced by Feel Good Films, this short film follows the lives of three minoritised ethnic people living in rural England and features the testimonies of participants who generously shared their stories. The film brings to life key findings from The Rural Racism Project: Towards an Inclusive Countryside, exploring themes of racism, belonging and identity in rural spaces.

**Learn more, watch the film, and access the reports here:**

<https://le.ac.uk/hate-studies/research/the-rural-racism-project>





# National Support Organisations

## Citizens Advice

Citizens Advice provides a range of advice and signposting services to help people who have experienced or witnessed hate crime.

**citizens  
advice**



## Community Security Trust

Community Security Trust (CST) is a charity that protects British Jews from terrorism and antisemitism. CST ensures that Jewish people across the UK can lead the lives of their choice.

National Emergency Number (24-hr)  
0800 032 3263



## Galop

Galop is the UK's LGBT+ anti-abuse charity. They work with and for LGBT+ victims and survivors of abuse and violence. Their helpline is for LGBT+ people experiencing abuse or violence, including hate crime.

Helpline: 0800 999 5428  
Email: [help@galop.org.uk](mailto:help@galop.org.uk)

**galop**





## Gypsy and Traveller Empowerment Herts

Report Racism GRT is a hate incident reporting site and support service that is run by and for Gypsy, Traveller and Roma communities in the UK by Gypsy and Traveller Empowerment (GATE) Herts, a Gypsy, Roma and Traveller-led community development charity working to tackle exclusion and discrimination.



## Stop Hate UK

Since 1995, Stop Hate UK has been leading in Anti-Hate and Anti-Discrimination work. They operate the UK's only free dedicated 24-hour anti-Hate Crime helpline service for all monitored strands of a person's identity or perceived identity (Disability, Race, Faith/Religion/Belief, Sexual Orientation, and Transgender identity, as well as Alternative Subculture and Gender/Misogyny).



## Tell MAMA UK

Tell MAMA supports victims of anti-Muslim hate and measures and monitors anti-Muslim incidents. The organisation provides counselling support to victims of anti-Muslim hate or Islamophobia in addition to the casework, emotional support, legal signposting, advocacy, and court attendance support that Tell MAMA provides to those who experience anti-Muslim hatred or Islamophobia.



## Victim Support

Specially trained hate crime staff and volunteers at Victim Support can:

- help you to cope and move forward from the effects of hate crime
- support you and other members of your family
- help you to get in touch with other organisations if there are problems we can't deal with
- help you to deal with other agencies, such as the police or housing department
- give you advice on safety and home security
- help you to improve your home safety after a break-in, such as repairs to broken locks.



# Thank You

Thank you for attending the conference today.

The conference organisers value any and all feedback and would love to hear about your experience today.

Please follow the QR code to complete the feedback form:



Resettling  
refugees  
in Cornwall



**CORNWALL  
COUNCIL**  
*one and all · onen hag oll*



**SAFER  
CORNWALL**  
Kernow Salwa



**University  
of Exeter**