

RACIAL HARASSMENT POLICY

1. Introduction

- 1.1 Trafford Housing Trust is not prepared to tolerate any form of harassment and will seek to deal effectively with any reports of such by its tenants/residents or staff members.
- 1.2 This document sets out a policy to address racial harassment with the aim of creating sustainable communities and neighbourhoods where people are proud to live.
- 1.3 Trafford Housing Trust has adopted the definition of a racist incident as recommended by the Stephen Lawrence Inquiry Report: *“any incident that is perceived to be racist by the victim or any other person”*.
- 1.4 Trafford Housing Trust’s staff, Board Members and contractors will be expected to adhere to the principles laid down in this policy and have an individual and collective responsibility to ensure that this policy is actively applied in practice.

2. Statement of intent

- 2.1 That all reports of racial harassment are investigated.
- 2.2 That assistance and support will be provided to victims and their families.
- 2.3 That emergency temporary re-housing will be provided for victims and their families where necessary.
- 2.4 That permanent re-housing of victims and families will take place where necessary.
- 2.5 To regularly review the monitoring, investigation and reporting procedure.
- 2.6 That the perpetrators of racial harassment are dealt with. This may include possession proceeding where the perpetrators are Trafford Housing Trust’s tenants or linked to Trafford Housing Trust tenancies.
- 2.7 To work with all local agencies and members of the community to tackle Racial Harassment.

3. Policy statement

3.1 A Racist Incident is defined by the Commission for Racial Equality as **“a deliberate act which interferes with the peace and comfort of an individual, when that act has been committed against that individual because of his or her colour, race or ethnic origin”**.

3.2 Trafford Housing Trust will work in partnership with GMP and other agencies to adopt a multi-agency approach to the reporting, recording and investigation of any racist incident which fits the description in 3.1.

3.3 Racist incidents take many forms, both directly and indirectly, some examples are listed below:

- Physical assault common assault, actual bodily harm and grievous bodily harm
- Damage to property breaking or damaging doors, windows, fences or any part of a persons home, damage to a persons' vehicle or damage to a persons' personal items
- Theft Stealing any item from an individual where it is suspected that the motivation was racist
- Racist graffiti Any racist graffiti or slogans in any area whatsoever. Particular attention should be given where racist graffiti is in, on or near to an individuals' home or is clearly directed at an individual or community
- Arson Putting burning paper, rags, rubbish or any other item in or near to a persons' home
- Racial abuse Any racist comments made by any individual whether identifiable or not, to any other persons, racial comments made to a third party out of the hearing or any individual

- Molestation threatening or abusive racist behaviour, correspondence, posters, pictures, literature including telephone calls or any other act.
- 3.4 Trafford Housing Trust will ensure a uniform and effective approach to tackling the perpetrators of racial harassment.
- 3.5 Staff investigating a case of racial harassment must:
- Complete a multi-agency Hate Crime Form 730D.
 - Interview the victim within three working days or receipt of the complaint, obtaining as much detail as possible.
 - Offer appropriate support to the victim, including contacting other agencies, departments or community groups.
 - Arrange additional security measures to the victim's house as necessary.
 - Photograph any injuries, damage or graffiti.
 - Remove racist graffiti and carry out repairs as an emergency.
 - Issue diary sheets where necessary.
 - Liaise with the Senior Housing Advice and Homeless Manager in respect of temporary or permanent re-housing. Temporary re-housing should be offered immediately where there is serious threat to life.
 - Interview the perpetrator only if the victim consents.
 - Identify and take appropriate action against perpetrators.
 - Instigate legal action against the perpetrators of racial harassment.
 - Work with the Police and Victim Support on the multi-agency review panel to assess and monitor cases.
 - Keep the victim informed of what action is being taken.

- Keep comprehensive notes and records of the action taken.
 - Liaise and inform other agencies as necessary.
 - Always maintain confidentiality.
- 3.6 Trafford Housing Trust will ensure that a central record of all racial harassment complaints, with attached reports as to their resolution, is maintained.
- 3.6 Monthly statistical reports will be provided as necessary.
- 3.7 All staff will receive effective training on the Racial Harassment policy and procedure.
- 4. Consultation and Review**
- 4.1 Trafford Housing Trust will review the Racial Harassment policy and procedure annually.
- 4.2 Trafford Housing Trust will consult Trafford Council, GMP, Victim Support, other relevant statutory and voluntary organisations, along with recognised Tenants and Residents Associations annually in order to continually develop good practice in this area.

Reviewed

Claire Davies January 2006