

Hate Crime Guidelines Review Criteria

Thank you for reviewing the Hate Crime Guidelines. To achieve as much transparency as possible we are seeking feedback from a range of internal and external stakeholders to ensure achieve best practice in this area of crime response. The background and criteria below aim to give you some guidance when reviewing this document. If you have any questions about the reviewing process or the guidelines in general, please contact Caroline Booth on [REDACTED]

Background

Once finalised and approved these guidelines are **for internal POLICE use only and will be classified OFFICIAL: Sensitive**. Case studies and examples have been used throughout that may cause offence to some reviewers, this is not intended. However, as a police training document it is considered necessary to use language and symbolism that officers may come across to help avoid ambiguity when it comes to determining hate crimes and incidents.

The **target audience for the guidelines are frontline police officers and investigators**. Police will have the guidelines as a quick reference on the NSW Police Force's (NSWPF) intranet page, which will then direct them to further resources or information if they require additional help. As such, they are intended to only around 20 pages long. The purpose is to give an overview of hate crimes and incidents, the Engagement and Hate Crime Unite (EHCU) and the NSWPF's response to them. It is *not* a Standard Operating Procedure or Policy and therefore does not have depth on procedures. It is also not an academic report, and while citations have been used when appropriate some sections, such as the definition of hate crime, has come from a wide combination of research and sources and agreed upon with key members of the EHCU.

Feedback Criteria

- **Clear** – uses plain English and describes things in a straightforward, easy to understand way.
- **Concise** – this is a reference document, it should include an overview of all aspects of hate crime and incidents, however it is not intended to be a procedural document. It should be as concise as possible to deliver all necessary information.
- **Contemporary** – It uses contemporary knowledge and research around hate crimes and incidents where applicable.
- **Logical** – The order of the guidelines and steps outlined are logical and make sense.
- **Inclusive and uses appropriate language** – While it is not possible to include very category of person who might experience hate crime, these guidelines should be as inclusive as possible. There is some language used that might cause offence in order to demonstrate real examples of hate crimes and incidents, overall, we want to ensure the guidelines use language that is appropriate and acceptable to the different groups we are referring to.

If you see any spelling or grammatical errors, please make a note.

REVIEWER'S NAME & OCCUPATION:

CATEGORY	COMMENTS	SECTION/PAGE REFERENCE
Clear	Document seems quite clear and instructive. Sometimes explaining legislation etc. can be wordy but this appears to be easily readable and understandable.	
Concise	It's difficult to be concise sometimes without losing the important aspects of what you are trying to say. I think the use of the lightbulbs for important and relevant points adds to the quick understanding for staff and officers. Perhaps more of this kind of approach would make it more approachable for people who are short of time? For a document such as this, graphics are an important way of getting information across easily and quickly.	
Contemporary	Appears to be up to date and referenced to recent work. However, one assumes that this document would be updated regularly due to the fluid nature of the topic and ongoing research.	
Logical	Structure appears to be logical and follows the police training approach of KUSAB- K- Knowledge, U- understanding, S- Skills, A- Attitude, and B- Behaviour in terms of 'simple to complex' education.	
Inclusive, with appropriate language	Yes, appears to be inclusive etc.	

Other comments	Purely from a victim point of view, consideration may be given to including a little more specificity around feedback to victims of such crimes etc. and I realise the limits of this document, but perhaps some idea around how the community is to be informed/engaged?	Section 5.3
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