Committee:	Cabinet	**Date:** Thursday, 15 January 2026
Title:	EDI and Hate Crime Policies	
Portfolio Holder:	Councillor Maggie Sutton, Portfolio Holder for Communities	
Report Author:	Carla Claydon, Community Partnership Manager	**Key decision:** No
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Summary

1. The Equality, Diversity and Inclusion Policy has been updated, and a new Hate Crime Policy has been drafted. The updates ensure that the policies remain legally compliant, reflect current best practice, and respond to organisational learning and the community's needs.

2. In September 2025, the Housing team commissioned ARK Consulting to undertake a mock inspection to identify strengths and weaknesses in the housing service prior to the service being inspected.

3. The Regulator for Social Housing's Neighbourhood and Community Standard require registered housing providers to have clear policies and procedures in relation to anti-social behaviour (ASB) and hate incidents.

4. We are required to outline how we work with relevant organisations to deter and tackle ASB in the neighbourhoods where we provide social housing. We must clearly set out our approach for how we deter, and tackle hate incidents, enable ASB and hate incidents to be reported easily, and keep tenants informed about the progress of their case.

5. An outcome of this mock inspection was a recommendation for a standalone Hate Crime Policy.

6. The EDI Policy has not been updated since 2020; since then:

   - National legislation and statutory guidance have evolved, including updated expectations for public bodies under the Equality Duty 2010, Public Sector Equality (PSED) and the increasing prominence of safeguarding responsibilities relating to hate crime.
   - Local demographics and reporting routes have been highlighted for clearer definitions, improved reporting, and more robust expectations for inclusive practise.
   - Feedback obtained from the tenants panel, staff networks, and partner agencies has demonstrated a desire for more accessible policies with clearer guidance that aligns with organisational guidance.

Recommendations

7. To provide feedback as required

8. To approve Policies for implementation, attached as Appendices 1 and 2.

Financial Implications

9. No financial implications have been identified.

Background Papers

10. The following papers were referred to by the author in the preparation of this report and are available for inspection from the author of the report:

- ASB Policy
- Equalities Act 2010, including explicit acknowledgement of protected characteristics and intersectionality
- Public Sector Equality Duty
- Hate Crime/Incident definitions and reporting guidance

Impact

11.

Communication/Consultation	This paper has been developed by taking previous feedback from tenants, colleagues and partners. If agreed, a full communications plan will be developed to launch the policies.
Community Safety	The policies is not thought to have an impact on community safety but will complement the action plan.
Equalities	A full equalities impact assessment has been completed to support this work. The needs of the community were collected through direct engagement and indirect engagement via the work that is undertaken at the Overseas Arrivals and EDI Forums.
Health and Safety	This proposal is not expected to have any health and safety implications.
Human Rights/Legal Implications	This proposal is not expected to have negative impact on human rights nor legal implications.
Sustainability	A review will be undertaken of these policies at next review date.
Ward-specific impacts	These proposals will impact all wards.
Workforce/Workplace	These Policies will be reviewed quarterly by the EDI Group.

Situation

12. Updated hate crime and hate incident in line with both Home Office and CPS guidance.

Risk Analysis

13.

Risk	Likelihood	Impact	Mitigating actions
1	1	1	None

1 = Little or no risk or impact
2 = Some risk or impact – action may be necessary.
3 = Significant risk or impact – action required
4 = Near certainty of risk occurring, catastrophic effect or failure of project.