

# Turning the Spotlight Programme

A programme for changing hearts and minds to tackle the root causes of hate crime

'Turning the Spotlight programme' is an initiative funded by the Cumbria Office of the Police and Crime Commissioner. This is a holistic programme to help and support individuals over the age of sixteen, who have been offenders of hate crime/incidents or are at risk of offending, to move away from such offending behaviours.

The programme is to be jointly delivered by AWAZ Cumbria, Carlisle Mencap, Cumbria Reducing Offending Partnership Trust (CROPT), Cumbria Youth Alliance (CYA), Outreach Cumbria and The Heathlands Project.

Referral to the programme is free and once accepted onto it, participants will be assigned a mentor who will work with each individual to develop an action plan which will enable the participant to take responsibility for their behaviour and be supported to work towards positive change.

Each action plan will be tailor made for the participant and will include aspects such as accredited training units on topics such as Equality & Diversity and Hate Crime.

Action plans will also include an opportunity for participants to develop empathy and greater understanding of the challenges faced by people at risk of hate crime, through practical placements, with partner organisations.

Any organisation is welcome to refer clients onto the programme; and people who feel they may benefit personally are welcome to self-refer also.

Any organisations whose clients live or work in the same locality may find the Turning the Spotlight Programme useful to enhance their support package for a client whose behaviour is giving cause for concern-such as housing associations, youth groups, colleges etc.

If you need any further information about the project, please do not hesitate to contact us.

## Turning the Spotlight Programme

**AWAZ Cumbria**

**Tel: 01228 511115**

E-mail: [cathy@awaz.info](mailto:cathy@awaz.info) (Please use this e-mail for general information and contact)

Postal Address: P.O Box 282, Carlisle, Cumbria, CA2 6WZ (**Please only use registered post**)

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## REFERRAL PROCESS & STANDARD

Task	Requirement	Timeframe & Owner
<p><b>Single point of contact for submission of Referrals : AWAZ Cumbria via secure email: <a href="mailto:hate.crime@awazcumbria.cjsm.net">hate.crime@awazcumbria.cjsm.net</a></b></p> <p style="text-align: center;"><b>OR</b></p> <p><b>Via registered post only to AWAZ Cumbria : P.O Box 282, Carlisle, Cumbria, CA2 6WZ</b></p>		
<b>Following Referral</b>	Acknowledge Referral	Within 2 working days upon receipt – by <i>AWAZ Programme coordinator</i>  (without using auto-response)
	Assess for suitability Risk assessment Confidentiality Agreement signed	Within 5 working days - <i>CROPT</i>
	Contact made with referral arrange face to face appointment	Within 7 working days – <i>AWAZ/CROPT</i>  (unless need is immediate, then within two working days of receipt)
	Contact Referring Agency	Within 3 working days – <i>AWAZ/CROPT</i>  (unless need is immediate, then within 2 working days of receipt)
	Face to face appointment arranged with Participants	Within 2 weeks from referral being made - <i>AWAZ/CROPT</i>  (unless need is immediate, then nearest available time for participant)
	<b>Following appointment</b>	Place allocated on Equality & Diversity Training (Stage 2)
Placement confirmed with partner agency (Stage 3)		Within 4 weeks from referral being made – <i>AWAZ/CROPT/CYA/Carlisle MENCAP/OutREACH/Heathland Project</i>
Mentor matched, where appropriate		Within 2 weeks of face o face appointment
Report Safeguarding / Risk Issues / Concerns		Immediate to referring agency
	Restorative Justice Element, where appropriate	Arrangements made with Restorative Justice Hub when deemed appropriate

**STAGES 2, 3 AND 4 RUN CONCURRENTLY**

Process will be reviewed bi-monthly

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## Diversity, Inequality and Strengths in Communities - With an Introduction to Tackling Hate Crime & Reducing Reoffending

**Unit Level** One

**Unit Credit Value** Two

### **Aims and Objectives:**

To provide learners with an introduction to the causes, indicators and consequences of hate crime by ensuring they understand:

The concept of fostering good relations and what is meant by equality, diversity, stereotyping and discrimination.

The Impulses of hate crime offenders and be able to reflect on actions and attitudes that harm people from diverse communities: hostility, prejudice, and bias/ hate motivation and the different forms of hate crime.

Victim empathy: the impact of hate crime on victims, witnesses and their families.

The consequences of a hate crime conviction for a perpetrator

### **Learning outcomes:**

1. Understand different types of communities.
2. Know how inequality can affect communities.
3. Know about strengths within communities.

### **Lesson Plans:**

Individually tailored according to the training and development needs assessment of the participants

### **Certificate:**

Each successful participant will receive a level 1 unit certificate with a unit credit value of 2, accredited by the National Open College Network (NOCN).