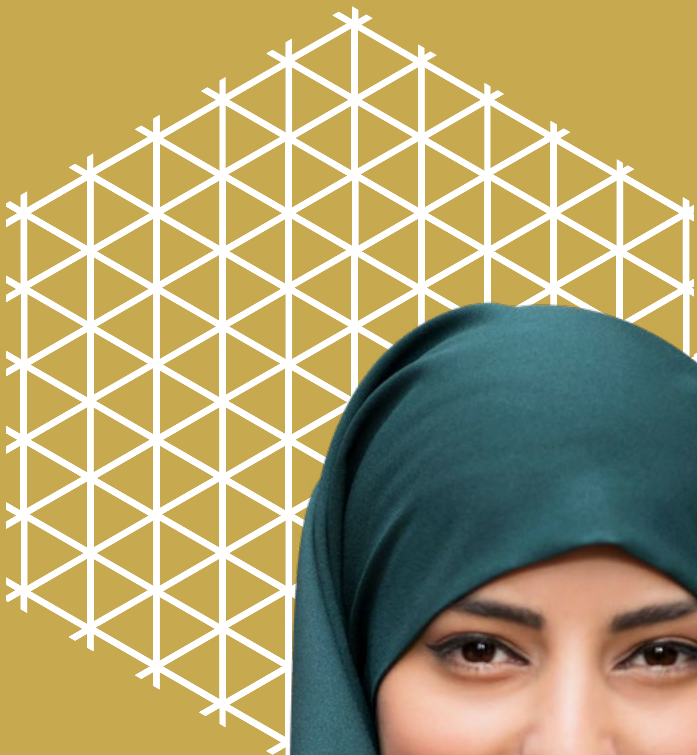


# BEE KIND

#StudentsStandTogether



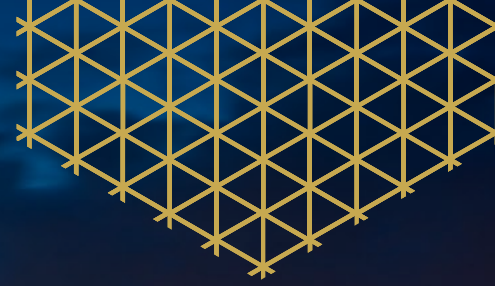


# CONTENTS

- 04 Chapter 1:** Campaign Aims and Objectives
- 08 Chapter 2:** Understanding Hate Crime
- 14 Chapter 3:** How to Report Hate Crime and Victim Support
- 18 Chapter 4:** The Consequences of Hate Crime
- 20 Chapter 5:** Bystander Intervention
- 22 Chapter 6:** Early Indicators of Hate Crime
- 24 Chapter 7:** Conclusion – Campaign Toolkit
- 28 Chapter 8:** References



# CHAPTER 1: CAMPAIGN AIMS AND OBJECTIVES



**Between 2016 and 2017, Greater Manchester recorded 817 hate crime convictions, equating to 84.5% of all reported hate incidents resulting in a conviction. However, since the Manchester Arena terrorist attack in May 2017, the city suffered an increase of 500% in reported Islamophobia; equivalent to half of all hate crimes recorded in Manchester.**

**‘Bee Kind’** aims to engage students in a campaign building cohesion and tolerance for equality and diversity, as well highlighting the effect of hate crime in society. The campaign aims to be sustainable in its impact by establishing the institution as a permanent Third Party Reporting Centre (TPRC) and by using the included toolkit each year to educate and re-educate students, staff and the wider Greater Manchester community.

The six-month campaign slots into the academic calendar and includes a central intensive fortnight when events are held on campus.

During the first eight weeks of the campaign, hate crime awareness messages are gradually fed into the institution’s social media channels, using an established hashtag, as well as on student forums such as Moodle and Canvas. This is carried out by Communications, Student Voice and the Students’ Union in order to engage a large quantity of staff and students. These messages include relevant facts, newspaper links, cartoon strips, student artwork, quotes or other keep warm activity in the run-up to the main events. UCEN Manchester and The Manchester College’s hashtag **#StudentsStandTogether** was chosen to compliment Greater Manchester Police’s **#WeStandTogether** campaign.

In addition to ongoing internal and external digital communications, three ‘human library’ events take place in conjunction with Greater Manchester’s Hate Crime Awareness Week, which occurs in February each year. The official launch of Greater Manchester Hate Crime Awareness Week 2018 was hosted by UCEN Manchester and The Manchester College, in collaboration with officials from Greater Manchester Police, Manchester City Council and Manchester City Youth Council, offering an excellent opportunity for staff and students to show support for the shared values of those fighting hate crime (see Appendix C, photo 10).

If a county does not instigate its own dedicated week, institutions can also choose to run alongside the UK’s National Hate Crime Awareness Week, which takes place in October each year.

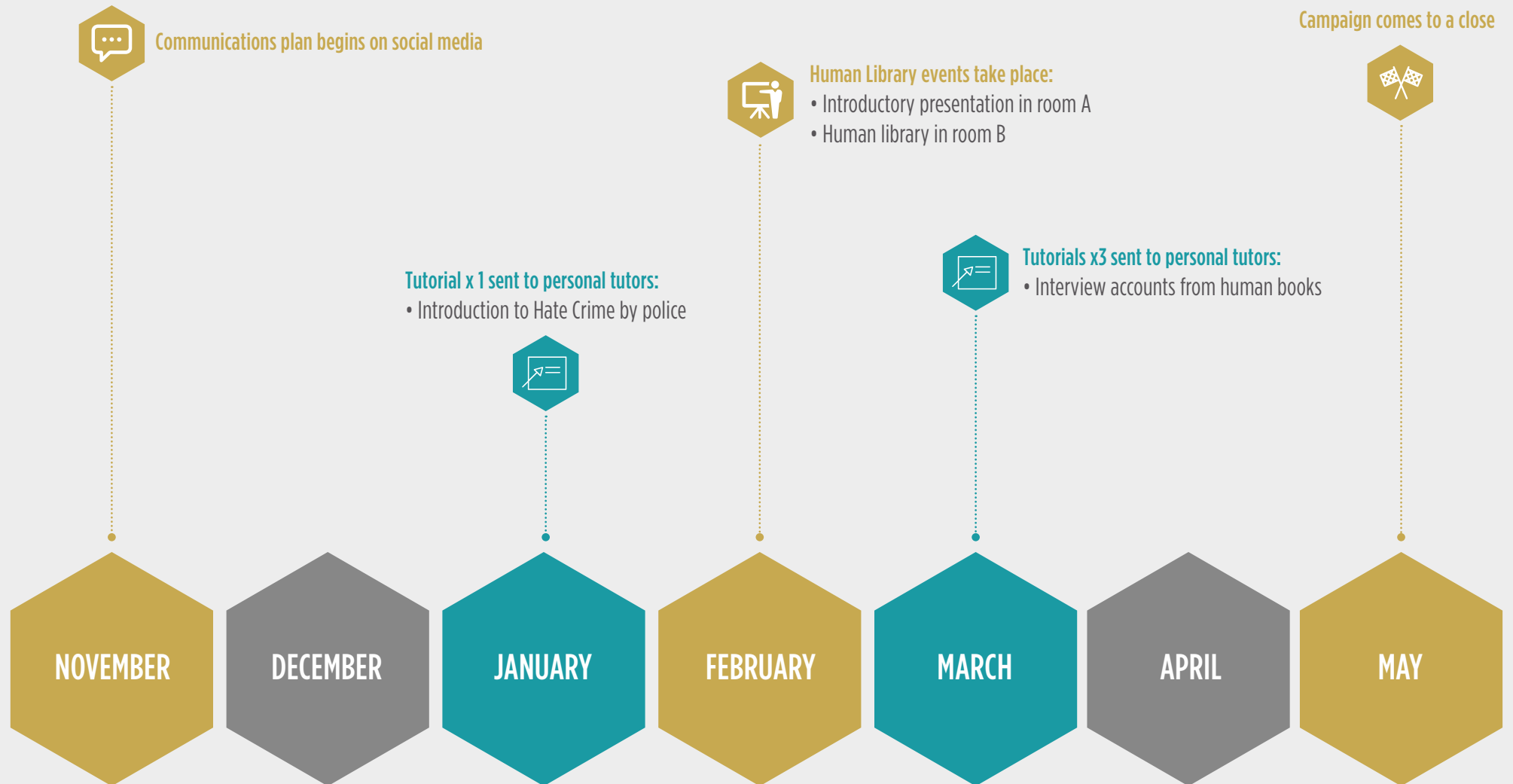
The human library concept invites guests who represent the six recorded hate crime characteristics to speak to students about their experiences in a ‘speed dating’ format. Students receive an introductory presentation by Greater Manchester Police in room A, then proceed into room B for the human library, engaging in informal conversations with the guests. Students are given an event brochure containing guest bios of, as well as suggested questions as prompts if required (see Appendix B2) and a themed goodie bag.

Tutors are encouraged to accompany students into the human library and schedule their groups on to a timetabled session to stagger attendance. Registration, booking and tracking can be led by the Student Experience team. Event registration is mandatory for data tracking and capacity purposes.

After the event, staff are sent follow-up materials for tutorial sessions to encourage discussion during personal tutorial time. These 30-minute tutorials include a short video interview with a representative of each hate crime strand, as well as questions to debate as a group.



# CAMPAIGN TIMELINE (6 MONTHS)



# CHAPTER 2: UNDERSTANDING HATE CRIME





# WHAT IS HATE CRIME?

*“...the word ‘hate’ is, to a large extent, a misnomer. A person who commits a ‘hate crime’ need not actually be motivated by hatred for his or her victim, but rather it is his or her expression of prejudice or bias against the victim’s (presumed) group membership that more properly characterises such crimes ”*

(citing Hall, 2013, ch.1 - Causes and Motivations of Hate Crime, 2016, Walters, Brown and Wiedlitzka).

## HATE CRIME OR HATE INCIDENT?

**A hate crime is defined as any criminal offence perceived by the victim, or any other person, to be motivated by hostility or prejudice based on a person’s characteristic or perceived characteristic from the below list.**

A hate incident is any non-criminal offence perceived by the victim, or any other person, to be motivated by hostility or prejudice based on a person’s characteristic or perceived characteristic from the below list.

Identifying a hate crime can be complicated when the prejudice becomes an ongoing and integrated process of victimisation that is detrimentally accepted as the norm. For example, a person born into a culture less accepting of homosexuality is more likely to suppress any homosexual feelings they experience in order to ‘fit in’. As a result, they are less likely to report hate. A build-up of targeted hostility, rather than that of a single incident (and unreported incidents) cannot be recorded by authorities, therefore we will never know the true extent of all hate crimes. In order to understand why perpetrators commit such behaviours, researchers examine nonspecific categories including social psychological and structural reasoning, as well as cyber bullying.



### DISABILITY

- 5,558 hate crimes reported in England and Wales 2016-2017 (7%)



### TRANSGENDER

- 1,248 hate crimes reported in England and Wales 2016-2017 (2%)



### RELIGION/BELIEF

- 5,949 hate crimes reported in England and Wales 2016-2017 (7%)



### SEXUAL ORIENTATION

- 9,157 hate crimes reported in England and Wales 2016-2017 (11%)



### RACE

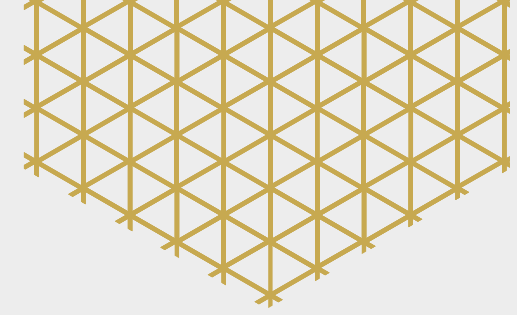
- 62,685 hate crimes reported in England and Wales 2016-2017 (78%)



### ALTERNATIVE SUBCULTURE\*

- only recorded and monitored since April 2013

\* Goth, punk, heavily tattooed, body modified, bikers, body builders, cosplay, manga, steampunk etc.



## UNDERSTANDING CAUSES OF HATE CRIME

**Social psychological effects refer to intergroup emotions, regarding a perceived threat. This could be a perceived economic threat (e.g. employability) or a perceived threat to resources (e.g. housing).**

**Immigrants and disabled people are often stigmatised in this category as a risk to limited resources such as access to accommodation and welfare services. There could also be a perceived threat to traditional cultural values in some situations (e.g. the production of Halal meat in Western countries where Islam is not the dominant religion).**

**Fear of ‘the other’, ‘outsider’ or ‘alienated group’ can lead to overgeneralisations (stereotypes) that progress into prejudice and hate crime through fear that newcomers will bring about unwanted change to existing social norms and practices (Gadd et al, 2005; Ray and Smith, 2002).**

The structural factors instigating hate crime may stem from how a society marginalises or segregates minority groups (e.g. unacceptance of homosexuality in religion). Perry (2001) argues that hate crimes are extreme forms of prejudice developed from a history of discrimination and separating minorities as ‘different’. Majority traits form the dominant body; referring particularly to gender, race, sexuality and class, with those most commonly in social or political power as fitting the ‘ideal identity’. Perpetrators of hate are most likely to be motivated by their expectations of society’s ideal and conformity to this. By purposely victimising minority groups, perpetrators believe they are sending an overt message to others of what is welcome.

Aside from social psychological and structural reasoning, there is also the explanation of personality difference, with psychologists suggesting that those who display high levels of prejudice towards certain individuals or groups have ‘The Authoritarian Personality’ (Adorno et al, 1950). Others adopt learned prejudices from institutional, familial and peer group influences that become part of the built personality. Social Dominance Theory (Sidanius and Pratto, 1999) believes that people vary in their levels of desire to seek superior status and power.

In addition to the above reasons, access to anonymous bullying has become more accessible; a process known as trolling online. Cyber hate is as much a hate crime as face to face interaction and can be prosecuted as such in the court of law. Cyber hate is thought to dwarf the amount of offences that occur in the real world. The website nohomophobes.com tracks homophobic tweets on Twitter and claims to have recorded over 34 million tweets internationally, of the word ‘Faggot’ between July 2012 and March 2016. TellMama, a third party hate crime reporter, also found that 74% of all reported anti-Muslim hatred occurred online (Copsey et al, 2013). The evolution and increasing uptake of the internet has also been blamed for easier access to groups inciting hate.

## KEY MOTIVATIONS WITH CASE STUDIES

**Thrill seeking** – hate crime perpetrators of race, religion and sexual orientation are primarily motivated by the excitement of offending, according to McDevitt et al (2002). Those who commit such prejudice typically act in groups led by a dominant ring leader, suggesting that set behaviour is used as a form of peer bonding. See Appendix E6 and E24 – case of Sophie Lancaster; attacked for being a goth.



**Defensive** – perceived threat to territory, employment, housing, social welfare and other resources (Gadd et al, 2005). See appendix E25 – news article questioning the term ‘benefit scrounger’.



**Retaliatory** – violent reaction to a feeling of being under attack, often instigated by trigger events such as 9/11 in New York, 2015 Paris attacks, murder of soldier Lee Rigby, 7/7 in London, Westminster Bridge and Borough Market attacks etc. See appendix E26 – French protesters rally against same-sex rights in retaliation to an indirect attack on the institution of marriage.



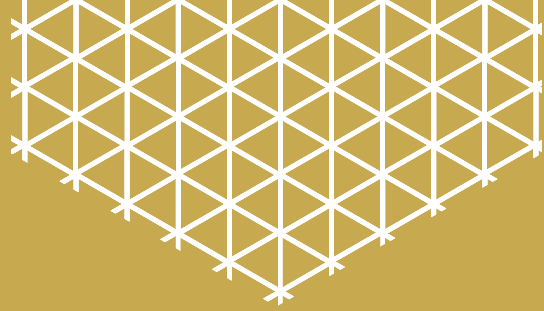
**Mission offenders and hate groups** – labelled as such by McDevitt et al (2002) to describe those who make it their purpose in life to segregate and victimise certain groups. Such perpetrators are more likely to join groups inciting hate that are driven by a set ideology. An example would be that of Anders Behring Breivik, a far right extremist who murdered 77 people in Norway in 2011 after publishing ‘2083: A European Declaration of Independence’ opposing Islam and feminism. See appendix E27 – review of Breivik’s 1500 page manifesto.



# KEY INSIGHTS

- Hate is not always motivated by a single type of prejudice and can be influenced by a combination of several variables
- There is more than one variation of hate crime, with each one incomparable to another, meaning causation cannot be conclusive
- Hate generally stems from a feeling of being under threat – competition over houses, jobs and other resources, or symbolic threats to societal norms and values
- Hate crime can be a by-product of the social environment whereby society is constructed as more advantageous to a certain characteristic (e.g. white, heterosexual, male)
- There are generally four types of perpetrator: thrill seekers (motivated by excitement), defensive (perceived need to protect from threat), retaliation (reaction to a perceived attack) and mission (drive to remove the ‘outsider’)
- Trends in types of hate crime: LGBT community more likely to be encounter physical violence and Disability hate crime more likely to be sexual violence and property offences. It is also worth noting that global acts of terrorism have caused spikes in anti-religious and racist hate crime
- Overall majority of perpetrators are young, white males (Chakraborti et al 2014 p56, Iganski and Smith 2011, Smithson 2011, Williams and Tregidga 2013 p46)
- Majority of ‘mate hate’ is committed by female perpetrators
- 100% transphobic hate crimes 2016-2017 were committed by men (Williams and Tregidga, 2013, p47)
- Racist attackers are more likely to have a previous criminal record than homophobic or anti-religious perpetrators (Dunbar et al, 2005)
- Roberts et al (2013, p45) found that racist and anti-LGB hate crime was more likely to involve more than one perpetrator (60% and 52% respectively) compared with disability hate crime, which was more likely to involve a single perpetrator (59%).





Under European law, there is a duty of care against the incitement of hatred towards a group of people or individual member of a group defined by a protected characteristic; race, religion, colour, descent or national or ethnic group (EU Framework Decision, 2008). However, the five nationally recognised strands are not equally protected in law, which causes concern in an unintentional message that some groups are more worthy of protection than others – a hierarchy of victims’ (Law Commission, 2014, p84).

Awan (2012) suggests that the government’s Prevent and Counter-Terrorism Strategy (appendix A6), which aims to protect the public, has unintentionally caused feelings of alienation, blame and furthered prejudice exacerbated by the media towards certain groups. “While counter-terrorism policies such as Prevent have an overall goal of community engagement to combat extremism, it may alienate sections of the Muslim community through counterterrorism policing tactics. Such policies have, in effect, constructed a ‘suspect’ community within the dictum of community engagement for counterterrorism purposes” (Awan, 2012, p 1168).

*See Appendix file A for additional reading and Appendix file E for hate crime in the news.*



# CHAPTER 3: HOW TO REPORT HATE CRIME AND VICTIM SUPPORT

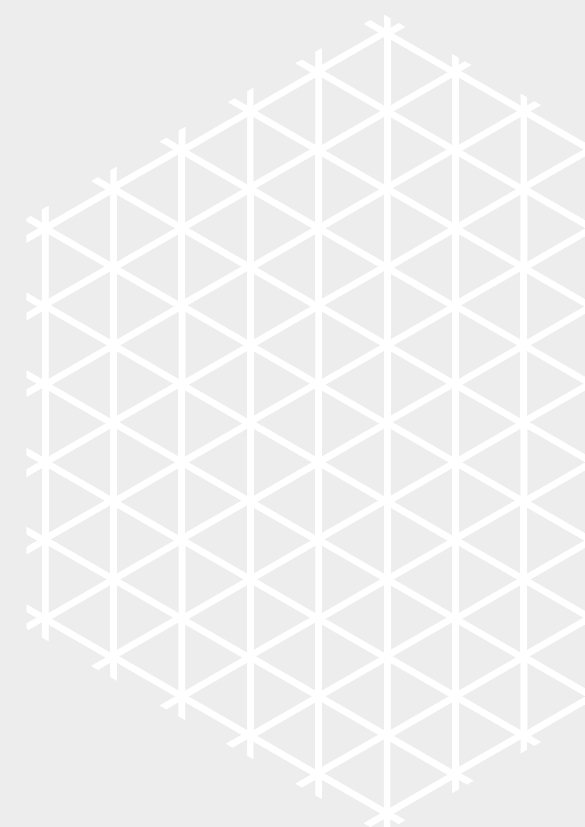


# THIRD PARTY REPORTING CENTRES

Third party reporting centres (TPRCs) volunteer their facilities to enable victims to report hate crimes and hate incidents to specialist agencies. Centres undergo mandatory training and are given official TPRC status to deal with the report, while providing support and assistance to the victim or witness.

There are over 40 TPRCs across Manchester, including:

Business	Address	Telephone
Affleck's Palace	52 Church St, Manchester M4 1PW	0161 839 0718
Al-Hilal Community Project	425 Cheetham Hill Rd, Manchester M8 0PL	0161 205 6663
Butterflies Transforum	Saint Ninian's United Reformed Church 515 Wilbraham Rd, Manchester M21 0UF	0161 881 2925
Guinness Northern Counties	The Guinness Partnership, 1-3 Mcginty Place, Manchester, M1 6BA	0845 605 9000
Lesbian and Gay Foundation	5 Richmond St, Manchester M1 3HF	0345 330 3030
Manchester Learning Disability Partnership	Crescent Bank, Humphrey Street, Manchester M8 9JS	0161 861 2958
Manchester People First	3 Broughton St, Cheetham Hill, Manchester M8 8RF	0161 839 3700
Mosscare	Mosscare Housing, 1328-1330, Ashton Old Road, Manchester, M11 1JG	0161 371 6570
Moss Side Millennium Powerhouse	140 Raby St, Manchester, M14 4SL	0161 226 4335
One Manchester	Lovell House, 6 Archway, Manchester, M15 5RN	0330 355 1000
Community on Solid Ground	116B Egerton Rd N, Manchester M16 0BZ	0161 862 0955
Royal Oak Community Centre	Brookcot Rd, Wythenshawe, Manchester M23 1DU	0161 998 2146
Southways Housing Trust	729 Princess Rd, Manchester M20 2LT	0161 448 4200
Wythenshawe Community Housing Group	8 Poundswick Ln, Wythenshawe, Manchester M22 9TA	0300 111 0000
Sure Start Children's Centre Blackley	160 Victoria Ave, Manchester M9 0RN	0161 227 3636
The Hideaway Youth Project	7 Shoreham Cl, Manchester M16 7DG	0161 226 7325



**Any member of the public may contact a TPRC at any time to register an incident deemed to be motivated by hate. This includes both victims, bystanders and witnesses.**

TPRCs are located in public buildings such as community centres, council offices, colleges and coffee shops, and are designed to provide a safe and informal space for members of the public to report incidents they have experienced themselves or witnessed and deemed to be motivated by hate. TPRCs are particularly useful for those unwilling to enter a police station and/or work directly with the police.

Sergeant Jill Slaine says: “Third party reporting takes away the need for a victim to attend a police station or have a visible police presence attend their home. Instead, they can discreetly report it and play their part in reducing hate crime in an environment where they feel comfortable and confident. To support people we need even more centres opened up across the borough so we can continue to act robustly to identify offenders and ensure they are brought to justice.”

Anyone can also contact police with information on 101, the national non-emergency number, as well as Crimestoppers, which can be contacted anonymously on 0800 555 111. Crimestoppers is an independent charity that will not record names, just information. Calls to Crimestoppers are not traced or recorded and Crimestoppers do not insist anyone must go to court or provide a statement.

UCEN Manchester and The Manchester College are currently working towards Third Party Reporting Centre status, for the protection and support of both staff and students. Students are always encouraged to engage with the Student Experience Support Workers and to report any sign of hate crime or hate incidents on or off campus. LTE Group hold a zero tolerance policy towards the incitement of hate, prejudice or bias behaviour and promote a safe and inclusive environment for all.







# CHAPTER 4: THE CONSEQUENCES OF HATE CRIME





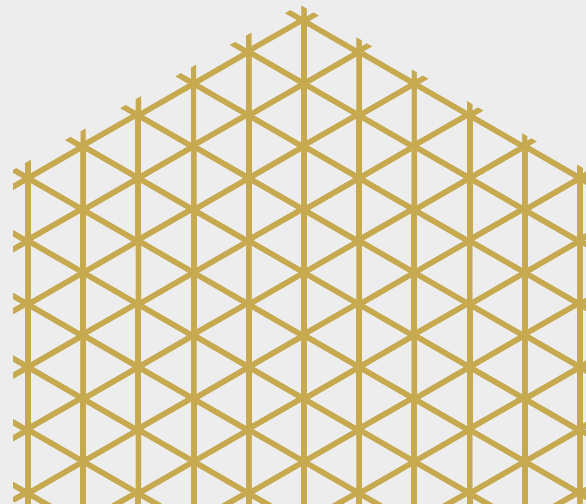
## EXPLORING THE IMPACT

**Awan's empirical research concludes that "while counterterrorism policies such as Prevent have an overall goal of community engagement to combat extremism, it may alienate sections of the Muslim community through counterterrorism policing tactics. Such policies have, in effect, constructed a 'suspect' community with the dictum of community engagement for counterterrorism purposes" (Awan, 2012, p1168).**

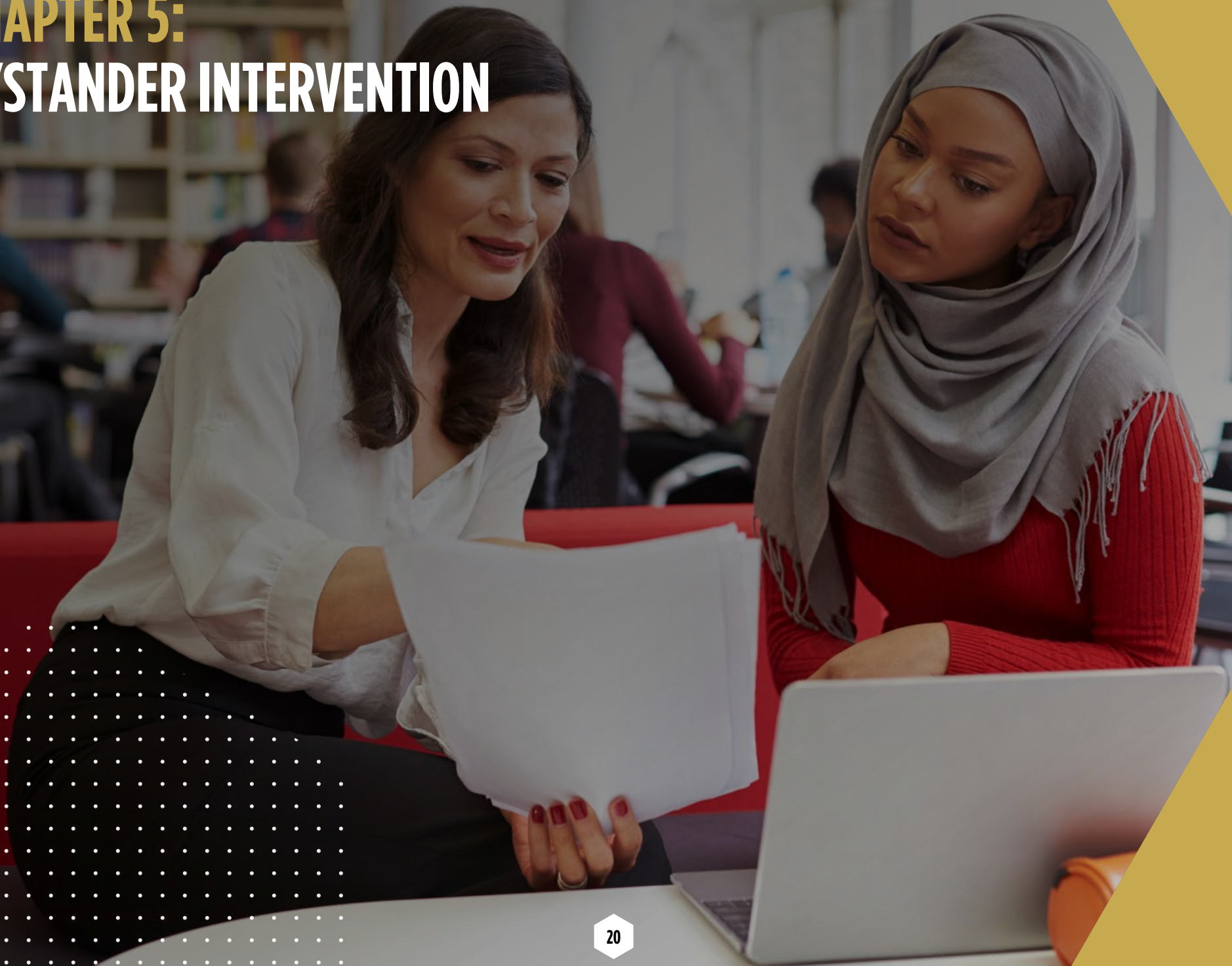
The response to terrorism can often be hate crime. Post 9/11 and subsequent anti-terrorist legislation aimed at 'protecting the public' have been suggested to provide the opposite by targeting certain minority groups. In an attempt to enforce this protection, it has incited feelings of stigmatisation and alienation, further exacerbated by the media.

Furthermore, 'benefit scroungers' and asylum seeking can leave a feeling of injustice instead of empathy. Lack of compassion has also led victims not to report the incident due to fear of a backlash or distrust in authority. This can also derive from a feeling that nothing will be done anyway. For example, in Chakraborti et al's large survey of hate crime victims in Leicester, they report that over three-quarters of respondents had not reported their experience of hate crime to the police, with the most commonly cited reason for this being that they did not feel the police would take it seriously (30%), (2014, p70).

Intergroup Emotions Theory suggests that we when share common identities, experiences and backgrounds, we are more likely to form social groups with them (Mackie and Smith, 2015). These groups could be created by religion, sexual orientation, culture, music preference etc. Through these formations, collective bonds are made through attachment. Therefore, when an individual from one of these assemblies are attacked, the group empathise strongly and similarly take on-board the emotions and behaviour of the victim e.g. fear, anxiety, anger etc. These emotions can have lasting impacts on the wider community.



# CHAPTER 5: BYSTANDER INTERVENTION



**Bystander Intervention** aims to recognise a potentially harmful situation and react to it to halt its progression. The Bee Kind Campaign encourages staff and students to follow these five steps to help those caught up in a position of malicious behaviour:

1. Notice the Event: People are often distracted, talking or texting. Stay alert with a heads up approach
2. Interpret it as a Problem: It can be difficult to identify a confirmed problem, so use caution to investigate and don't be put off by conformity or peer pressure
3. Assume Personal Responsibility: Never assume someone else will do something. Have the courage and confidence to act
4. Know How to Help: NEVER put yourself in harm's way but DO SOMETHING! Help can be direct or indirect – call for help, raise the alarm, report it and/or comfort the victim after the event
5. Implement the Help – Act quickly and don't delay.

Research has shown that if a person is alone, they are 80% more likely to offer assistance. However, those in a group will react a much lower 20% of the time, due to the diffusion of responsibility (i.e. the attitude that someone else will).

UCEN Manchester and The Manchester College staff and students have a direct responsibility and duty of care for one another, therefore each person is part of a wider community and requires support from each other.

## STRATEGIES FOR BYSTANDER INTERVENTION

- **Get involved** by directly addressing the situation. It is essential that potential harm or risk to life is assessed first and foremost. For example, if someone is racially abusive to a peer in class, you can directly intervene by asking the person to stop and raise it with the nearest member of staff.
- **Interrupt** the situation. Redirecting the attention of those behaving inappropriately can quickly diffuse a situation. For example, if tension is building, you can tell the involved that someone needs a word outside or call their phone to alleviate the pressure.
- **Initiate help** by approaching the situation with another person. This is a particularly good option if you do not feel safe intervening or if you are unsure what to do. For example, you can report the incident to a staff member, a TPRC or the police.

## SAFETY FIRST

It is vital that individuals never put themselves in a compromising or dangerous situation. It is equally essential that institutions carrying out campaigns use effective terminology and carefully chosen words to support this.

## EARLY INTERVENTION

Recognising, predicting and reacting early to a situation can prevent a problem from snowballing in the future. Staff are trained to support students and students are asked to raise concerns at any time with the Student Experience Team and/or at a TPRC or the police.

# CHAPTER 6: EARLY INDICATORS OF HATE CRIME



**Taking the time to understand hate crime; including research into the various types of perpetrator, possible motivations and causes of hate crime, and how social groups react, typically raises awareness towards any early indicators of incited hate. It is suggested that preventative measures may only be exercised through increasing public knowledge. Only through increased knowledge can acceptance of difference and understanding of the perceived ‘other’ create greater tolerance, more inclusion and reduced fear.**

Recognising bias, encouraging reporting and promoting extended sentences in the criminal justice system are all ways of working towards hate crime prevention and a reduction in opportunities for hate to arise.

**Hate crime occurs against minority groups. Circumstances that may be indicative of a hate crime include:**

*(Preventing and responding to hate crimes, Aleje Ujazdowski, 2009, p22)*

- The ethnicity/national origin, religion, disability status, sexual orientation or culture of the victim differs from that of the offender
- One individual or minority group is overwhelmingly outnumbered by a majority group
- A change has occurred in a community quite quickly, rather than a steady evolution over many years
- There is historical animosity between the victim’s group and the perpetrators.

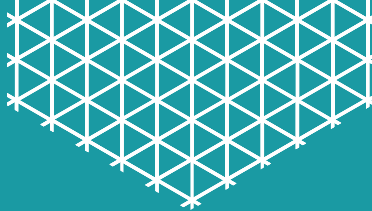
**Indications that a potential hate crime may take place include:**

- There is an individual identifiable as ‘different’ from the majority (e.g. appearance, language, culture, etc).
- They are a prominent figure or public leader in a community
- An individual or group are preaching hateful statements, gestures, snide comments, negative stereotyping or aggression displaying bias against their subgroup or community
- Appearance is representative of an extremist movement (e.g. swastikas or other Nazi associations)
- Behaviour is indicative of hate group membership (e.g. Nazi salutes, attendee of rallies/ protests organised by organised hate groups)
- There is a history of previous criminal behaviours motivated by a similar theme.

# CHAPTER 7: CONCLUSION – CAMPAIGN TOOLKIT







**‘Bee Kind 2018’ has been a campaign successfully driven by students at UCEN Manchester and The Manchester College, engaging more than 1,000 students and raising crucial awareness of hate crime in the community across Greater Manchester. Feedback suggests that quality student engagement comes from exposure to real life experiences; sharing/hearing stories, asking questions and debating with real people. This feedback is consistent amongst both staff and students.**

By sharing best practice and common findings, the campaign becomes sustainable. The following content and resources act as a fundamental commitment to the reduction of hate crime in education, at home and the wider community. The resources act as a guideline to be adapted according to the intended audience.

The campaign begins by asking students which of the six strands they want to learn more about (Appendix H1) and appealing to students as researchers (see Appendix H).

UCEN Manchester and The Manchester College staff and students have a direct responsibility and duty of care for one another, therefore each person is part of a wider community and requires support from each other.



## **UCEN Manchester and The Manchester College 2018 Event Summary:**

Over the course of three days (at three separate campuses), ‘The Human Library’ takes place, with guest speakers acting as interactive human books to form the human library (see Appendix B3).

Students register to attend the event and receive a goodie bag containing signposting information and an event brochure with the biographies of each human book.

Students arrive at the event and are seated in room A. Here, students are introduced to hate crime through a presentation by Greater Manchester Police. The introduction covers what a hate crime is, what a hate incident is, what the six strands monitored as hate crime in Manchester are and some basic statistics local to the UK and Manchester specifically, with case studies.

Following the presentation, students travel into room B: the human library, a separated and dedicated room containing multiple human books stationed at 1:1 desks. The human library runs in a similar way to ‘speed dating’, whereby students can approach guests from the various hate crime strands. Students ask questions about experiences and/or why they do certain things (aim: to curb prejudgements) e.g. “why do you wear a hijab?” or “have you ever felt targeted?”

Each human book has a chaperone to provide support and record information relayed.

Staff are encouraged to join all events and to integrate learning in Continuous Professional Development days for staff (CPD) (see Appendix file I).

Tutorials are distributed to personal tutors throughout campaign (see Appendix D).

## Event schedule:

Time	Schedule
10am	Registration and distribution of goodie bags (see appendix file C) and event brochure (see Appendix B2)
10am – 10:30am	Introduction to hate crime by Greater Manchester Police
10:30am – 12:00pm	Human library
12:00pm – 12:15pm	Students complete an evaluation feedback form on departure (see Appendix B1)

## Communication Channels

Channel	Audience
Direct email	Heads of Department and all tutors
Physical invitation	Staff at CPD and at upcoming meetings
Student newsletter	Students
Staff intranet	All staff
Social media	The Manchester College and UCEN Manchester Twitter and Facebook pages
Student forums	UCEN Manchester student reps
Hard copy materials / marketing collateral across campuses	Handbooks for the event: students and staff based across all campuses.
Face-to-face engagement	Assistant Principals and Head of Departments asked to encourage attendance during departmental meetings
Photography and video	Photos and video taken at the events to be used in post-event communications, social media, toolkit, next year etc.

## Resources

- Bee Kind Campaign Schedule (Appendix B4):
- Human Library Contacts (Appendix B3)
- Tutorials (Appendix D3)
- Event photos and video (Appendix file G)



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## Appendix A

- [Appendix A1 - Hate Crime, England And Wales, 2016/17.pdf](#)
- [Appendix A2 - Manchester's Hate Crime Strategy 2016–2019.pdf](#)
- [Appendix A3 - London Hate Crime Awareness Campaign.pdf](#)
- [Appendix A4 - London Hate Crime Awareness Campaign Pyramid.pdf](#)
- [Appendix A5 - Research Report 102 - Causes And Motivations Of Hate Crime.pdf](#)
- [Appendix A6 - The United Kingdom's Strategy for Countering Terrorism.pdf](#)
- [Appendix A7 - The Sussex Hate Crime Project.pdf](#)

## Appendix B

- [Appendix B1 - Evaluation Form \(Student Version\).pdf](#)
- [Appendix B2 - Hate Crime Event Brochure 2018.pdf](#)
- [Appendix B3 - Human Library.pdf](#)
- [Appendix B4 - Bee Kind Campaign Plan: Month by Month.pdf](#)
- [Appendix B5 - UCEN Manchester Staff and Student Feedback.pdf](#)

## Appendix C

- [Appendix C - Evidence Photos.pdf](#)
- [Appendix C13 - Social Media.pdf](#)
- [Appendix C18 - Stop Hate Crime UK Product Catalogue October 2017.pdf](#)

## Appendix D

- [Appendix D1 - CPS Disability.pdf](#)
- [Appendix D2 - UCEN Manchester Sexual Orientation.pdf](#)
- [Appendix D3 - LUCEN Manchester Hate Crime Tutorial.pdf](#)

## Appendix E

- [Appendix E - Links](#)

## Appendix F

- [Appendix F - Logos.pdf](#)

## Appendix G

- [Appendix G - Photos from events.pdf](#)

## Appendix H

- [Appendix H1 - Ask The HE Students.pdf](#)
- [Appendix H2 - Criminology Discussion.pdf](#)
- [Appendix H3 - Concept Song.pdf](#)
- [Appendix H4 - Fear Of The Unknown Poem.pdf](#)
- [Appendix H5 - Hate Crime Campaign Department Ideas.pdf](#)
- [Appendix H6 - Hate Crime Campaign Student Brief.pdf](#)
- [Appendix H7 - Let it Be by No Youth.pdf](#)

## Appendix I

- [Appendix I1 - 12-5947 Hate Crime A5.pdf](#)
- [Appendix I2 - Evaluation Form - staff.pdf](#)
- [Appendix I3 - Hate Crime On Campus.pdf](#)

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