



Incidents and crimes targeted at Police Officers, Staff and Volunteers, because of their role in NYP or OPFCC Policy

This document is part of North Yorkshire Police policy to which all Chief Constable personnel and the functions provided by the Police, Fire and Crime Commissioner are required to adhere.

Policy Statement

North Yorkshire Police (NYP) and the Office of the Police, Fire and Crime Commissioner (OPFCC) will not tolerate abuse, or any other forms of unacceptable behaviour or conduct directed at Police Officers, Staff or Volunteers because of the role they perform for NYP or OPFCC. This is part of NYP's and OPFCC's policies and procedures which demonstrate commitment to the wellbeing and welfare of all personnel.

This policy statement is open to public viewing.

The aims of this policy are to:

- Ensure a proactive approach at initial response and Senior Management level of any incident or crime where the victim is a Police officer, Staff Member or Volunteer whereby the primary motivation is due to the role they are in and it is likely that the incident will impact on their health and wellbeing.
- Ensure a prompt, effective and thorough investigation of such incidents or crimes and that a dynamic risk assessment is carried out at key points through the investigation. Risk assessments should also be conducted prior to the commencement of any investigations / response to initial incidents if the suspect involved is known to have pursued a course of conduct against other members of staff/volunteers, because of their role in NYP or OPFCC.
- Maintain NYP's obligation and responsibilities in relation to Equality, Diversity and Human Rights by promoting such rights and seeking to eradicate all forms of discrimination.
- Ensure Police Officers, Staff and Volunteers feel able and empowered to report any occurrence which was targeted at them due to the role they have within NYP or OPFCC.
- Promote a safe, secure working environment where Police Officers, Staff and Volunteers are free to carry out their role, without being subjected to targeted offences and ensure their wellbeing throughout.

NYP will strive to maintain public confidence by:

Incidents and crimes targeted at Police Officers, Staff and Volunteers, because of their role in NYP or
OPFCC Policy

- Demonstrating fairness, sensitivity and understanding in its dealings with all sections of the community including colleagues
- Policing with integrity and respecting the rights of individuals. Following the Code of Ethics, standards of professional behaviour and the nine policing principles
- Ensuring our Police Officers, Staff and Volunteers act with compassion, humility, and respect towards all communities they serve, including victims that are colleagues.

NYP is committed to valuing and supporting its workforce by:

- Seeking to eliminate unlawful discrimination, harassment, and victimisation
- Promoting policies that help realise the full potential of its diverse workforce
- Developing a workforce which reflects and engages with the communities it serves by promoting dignity and respect for all
- Engaging with all personnel to increase awareness and understanding of incidents specifically targeting Police Officers, Staff and Volunteers.

Definition of Special Terms

Incident – in this Policy “Incident” will mean any occurrence (not limited to crime) whereby something has happened which causes that person harm or potential harm, whether that be physical or psychological.

Examples of these type of occurrences: (but not limited to and by no means exhaustive).

Where a substantive offence has been committed this will stand alone and this Policy’s aim is to ensure the welfare and support of the victim.

Bullying – this may be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate, or injure the recipient.

Misogyny - Misogyny hate crime is defined as incidents against women and girls that are motivated by the attitude of men towards them and includes behaviour targeted at them by men simply because they are women and/or girls. Examples of this may include unwanted or uninvited sexual advances; physical or verbal assault; unwanted or uninvited physical or verbal contact or engagement; sexually graphic and explicit obscene language; use of mobile devices to send unwanted or uninvited messages or take photographs without consent or permission.

Misandry - Misandry is the hatred of, contempt for, or prejudice against men or boys. It is parallel in form to Misogyny. Misandry can manifest itself in numerous ways, including sexual discrimination, female privilege, denigration of men, violence against men, sexual objectification of men, or more broadly, the hatred, fear, anger, and contempt of men

Harassment - Harassment is defined as unwanted conduct which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual

Incidents and crimes targeted at Police Officers, Staff and Volunteers, because of their role in NYP or
OPFCC Policy

Stalking - is often described by victims as 'mental rape'. Stalking is the wilful, malicious, and repeated harassment of another person that threatens their safety. Stalkers do not obey the rules of society. The fact that they disobey normal rules puts them at an advantage over their victim and the investigator. Stalking can range from a hello in the street to acts of violence. The acts in themselves do not have to be criminal and often the investigator will be presented with a set of occurrences that is not always instantly recognised as a crime.

Criminal Damage – by definition with the intent being targeted due to the victim's role, e.g. damage to a person's car due to it being parked in a Police allocated space.

Anti-Social Behaviour - as defined by the ASB Crime & Policing Act 2014 as conduct that has caused, or is likely to cause, harassment, alarm, or distress to any person. ASB is also conduct capable of causing nuisance or annoyance in relation to a person's occupation of a residential premises e.g. playing of loud music by a neighbour knowing that person has just returned home from a night shift

Assault - again by definition with the motivation being because of the victim's occupation.

Linkages

Overarching Policies

Health and Safety Policy

Procedures

Incidents and Crimes targeted at Police Officers, Staff and Volunteers, because of the role they hold in North Yorkshire Police or the Office of the Police and Crime Commissioner (Procedure)
Stalking and Harassment Procedure

Guidance

ASB -Vulnerable Risk Assessment-Vulnerability Guidance
Stalking and Harassment Diary
Code of Ethics with 9 Policing Principles
Equality Diversity and Human Rights

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OPFCC Policy