

Race and Religion Hate Crime Project Manager - Job Description

Post Title: Project Manager

Weekly Hours: 35 hours per week

Fixed Term Contract: ends March 2022

Rates of Pay: £27,500 per annum

Responsible to: Director of the Multi-Faith Centre

Site: University of Derby, Kedleston Road, Derby, DE22 1GB

Race and Religion Hate Crime project:

In July 2019, the Multi Faith Centre (MFC) launched a new programme co-ordinating victim services within the race and religion strand of hate crime. Supported by the Derbyshire Police and Crime Commissioner, this project works closely with the University of Derby and Stop Hate UK.

Extremist attitudes and prejudice towards diverse groups are on the rise. Perpetrators of hate conflate race and religion, and this is particularly concerning for the members of all BAME communities. Sadly, at a time when community cohesion is needed, levels of Religious Hate Crime are steadily increasing and under reporting is an issue as well as a rise of narratives blaming different faith groups for Brexit and Covid-19.

This project co-ordinates community groups across Derbyshire to create safe spaces for dialogue, build resilience and develop joined up networks to support victims and report incidences of religious hate crime. MFC manages a network of 35 community groups to build bridges, improve communications and shape better police responses and interventions around this agenda. The network supports communities that might not otherwise know about services such as the Derbyshire Victim Service or feel confident to speak to the police directly. It also identifies and flags issues of community concern. MFC then co-ordinates efforts to tackle religious hate crime through this network and its close links with the Derbyshire Office for the Police and Crime Commissioner.

Significant achievements in the last year include launching the project, building a network of organisations across the city and county, developing an online knowledge hub to share ideas and best practice, running a Hate Crime Awareness Week and the successful launch of an Innovation Fund which supported 12 groups to trial new ways of working to tackle race and religious hate crime and support victims.

The Multi-Faith Centre at the University of Derby exists to promote mutual understanding between people of different faiths/beliefs and none and to build respect between people as fellow human beings across cultures. It is a shared space where people are invited to speak freely and fearlessly in the spirit of *'Listen to others as you want them to listen to you'*. The original idea emerged from the grassroots in a group drawn from the local Baha'i, Buddhist, Christian, Hindu, Jewish, Muslim and Sikh communities alongside the University of Derby.

Responsibilities:

- Develop and maintain effective working relationships with cross sector partners.
- Actively manage Risk Management and Safeguarding.
- To work with the Office of the Police and Crime Commissioner (OPCC) to develop an integrated Hate Crime Service involving general and specialist provision.
- Support the OPCC to develop a service delivery model for victims of Hate Crime including race, religious and Islamophobic hate crime in particular and support the engagement of additional protected characteristics.
- To test and develop appropriate models of delivering advocacy in order to assist victims to cope and recover. Develop evidence of impact and make recommendations for service improvements and inform future decision making.
- Support awareness raising and training activities by signposting to relevant training and events, as well as sharing good practice on the network's virtual connection platform.
- To provide support for the forum for which Hate Crime Victim service partners can plan, share, develop align and agree actions and activities relating to providing support and advice to victims (CoRe Hate Crime Services Group).
- Engage with other successful Hate Crime projects. Collate and analyse findings from research regarding hate crime to share learning and good practice at a local level. Disseminate any new materials/reports to relevant partners both via emails, meetings and through training.
- Generate deeper understanding of existing provision to ensure more effective and sustainable partnership working. Co-ordinate services that support victims of hate/ raise awareness/ encourage reporting.
- Create safe spaces for reflection and developing new innovative ways of working that adequately respond to local needs
- Minimise duplication of services by working in tandem with other organisations representing different groups affected by hate incidents and crimes, ensuring consistency of approach and sharing of learning.
- To provide performance information quarterly, which will relate to that described above, in the format requested by the OPCC within the time frames requested.

- To demonstrate compliance with the requirements of GDPR, with particular attention around the sharing of information around victims, receiving referrals and referring onwards.
- Offer continual support to organisations receiving seed grants from initial dialogue, to criteria setting, implementation and evaluation.
- Manage the partnership with the University of Derby to ensure that their consultancy within the project meets its separately outlined goals.
- Attend meetings that might be local, national or international (which may occasionally require an overnight(s) stay).
- Develop and maintain accurate data records.

Please send your application to mfc@derby.ac.uk by the 22nd January. In order to apply you should submit:

- **An up-to-date CV**
- **A supporting statement explaining why you are interested in this role and how you are a suitable candidate (we recommend that this is no longer than one page)**

This post is subject to an enhanced Disclosure and Barring Check.

This post is supported by the Derbyshire Police and Crime Commissioner.

Enquiries to: The Multi-Faith Centre
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