

RESTORING RELATIONS PROJECT EVALUATION

REPORT



INDEPENDENT EVALUATION
CARRIED OUT BY INDEPENDENT
ACADEMIC RESEARCH STUDIES



Independent **Academic**
Research Studies

*Empowering young people to influence
policy & practice*

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SUMMARY

BACKGROUND INFORMATION:

This paper forms the evaluation of the Restoring Relations: Addressing Hate Crime through Restorative Justice Project which was carried out by Race on the Agenda (ROTA). ROTA commissioned Independent Academic Research Studies (IARS), to carry out this evaluation of the Restoring Relations Project (RRP) and to provide an impact assessment of various phases of the project.

AIMS OF RESTORING RELATIONS PROJECT:

The Restoring Relationships Project (“RRP”) was a London-wide co-operative initiative originally funded by the Commission for Racial Equality and subsequently the Equality and Human Rights Commission.

The overall objective of the project was to help reduce hate crime in London through the use of restorative justice and the encouragement of multi-agency partnerships between the Third Sector and crime reduction agencies:

- **To reduce the potential for hate crime in London boroughs by encouraging stakeholders (e.g. Safer Neighbourhood Teams, criminal justice agencies, Victim Support, Third Sector bodies and faith-based organisations) to concentrate resources on (a) types of hate crime (b) types of victims and perpetrators and (c) geographical areas that are experiencing an increase in hate crime, and;**
- **To produce models for short-term conflict resolution and long-term prevention of hate crime.**

The RRP commenced in June 2006 and continued until March 2009. The RRP was split into 5 phases:

Phase 1:	Phase 2:	Phase 3:	Phase 4:
Project Conceptualisation, Desk Research Report 2006-2007	Fieldwork with key stakeholders, the Youth Advisory Group, Restoring Relationships Project report, report launch event 2007 - 2008	Production of a hate crime toolkit 2007 - 2008	Hate crime training and the Transformative Justice Forum 2008-2009
Detailed desk research was carried out to construct the definitional and conceptual framework. The research team collected evidence and examined cases of existing community based approaches to tackling race hate crime. The focus of the report was to assess the applicability of the various approaches to tackle hate crime in London. The desk research also gathered evidence on types of hate crime, types of victims and perpetrators, providing a contextual base for the final report.	<p>Built upon the findings from the desk research by carrying out interviews with a variety of practitioners and policy makers working in the fields of restorative justice and hate crime.</p> <p>A Youth Advisory Group (YAG) was also established at this stage which acted as a sounding group to critique the findings from desk research and fieldwork. This was because high rates of hate crime offences are believed to be committed by people under the age of 25.</p> <p>An event was held after the completion of the restoring relationships project report to launch the findings and recommendations.</p>	Involved the production of a toolkit, based on the desk research and restoring relationships report, which aimed to provide stakeholders with evidence-based recommendations on dealing with potential victims and perpetrators of racist violence in hot spot areas identified by the study and best case examples of how to divert resources into preventing potential perpetrators of racist violence. It was an objective of the project to disseminate the toolkit to 300 key stakeholders for their use.	<p>Involved piloting training and awareness raising seminars based on the toolkit to reduce the potential for hate crime and encouraging multi-agency cross-sector partnerships.</p> <p>The Transformative Justice Forum was also set up to take forward the recommendations of the research reports. An event was held to launch the forum.</p>

AIMS OF EVALUATION:

IARS carried out an evaluation of the RRP against the following criteria outlined by ROTA:

1. Evaluate the impact of the two research reports.
2. Evaluate the impact of the restoring relationships project launch event.
3. Evaluate the project's youth advisory group.
4. Appraise the impact of phase 3 (toolkit) and phase 4 (training and awareness raising).
5. Evaluate the impact of the Transformative Justice Forum: a forum set up to take forward the recommendations of the
6. Produce one evaluation report capturing the findings from the impact assessment of year 1 and 2 and produce recommendations for the future of the project (e.g. strengths and weaknesses, impact, potential funding, need and demand)

In line with the aims of the evaluation an assessment was made of the projects rationale for funding and value-added impact. It is also the aim of this evaluation to draw attention to areas of good practice and highlight any difficulties that were encountered and how these were remedied.

IARS employed a mixture of qualitative research methods to meet the aims of the RRP evaluation. This included interviews with three key stakeholders and partners of the project, and follow-up work with a sample of three beneficiaries and their organisations, a review of documentation relating to the research carried out and feedback from events, workshops, outreach and dissemination of the projects findings.

The evaluation of the RRP was carried out in three phases:

REVIEW OF DOCUMENTATION:

This included a review of all original funding applications, the desk research and restoring relationships reports, monitoring, evaluation and feedback forms, event material (number of attendees, composition of attendees), documentation on policy meetings attended and other forms of information dissemination material.

INTERVIEWS WITH STAKEHOLDERS AND BENEFICIARIES:

This part of the evaluation allowed for a detailed understanding of the delivery of the 'soft' outcomes of the project, capturing information and opinions on the appropriateness of delivery techniques and style of learning approaches applied.

PRODUCTION OF REPORT:

After analysing the available documents and consulting with relevant stakeholders an evaluation and presentation of the findings is presented. This takes into account, the sectors the project reached out to, the quality of the material disseminated, the usefulness of the YAG, the value of the hate crime training and makes recommendations for future work.

DESK RESEARCH REPORT: RESTORING RELATIONSHIPS: ADDRESSING HATE CRIME THROUGH RESTORATIVE JUSTICE

(Reports can be found at www.rota.org.uk/pages/researchpublications.aspx)



The desk research report is an in-depth research exercise that scopes a variety of community based approaches to dealing with hate crime and community tensions. An aspect which is vitally important to this report is that it brings these wide-ranging practices and assesses their applicability when transposed to the London context. Through carrying out this exercise the report covers what is considered to be a 'grey' area by seeking to utilise an alternative mechanism outside of the criminal justice to address hate crime.

Other important recommendations made within the Phase 1 report which are largely absent in available literature include:

- The usefulness of RJ when dealing with young people, both in and outside of schools,
- Evidence of how RJ has been successful in dealing with hate crime.
- Effective solution to breaking down the actual prejudice of a perpetrator

Similar work has been published since but does not build upon or offer a new perspective to that carried out for the RRP, particularly with a London focus. The RRP did not have significant involvement of or opinions from the Jewish community, though arguably significant work has already been carried out in this area particularly in London. A possible area which could add to the report would be further research into the histories of migration within the different areas and how this results in different patterns of hate crime activity. This would enhance our understanding of why hate crime can manifest itself though would not build upon the RRP work into hot spot areas.

RESTORING RELATIONSHIPS REPORT: RESTORING RELATIONSHIPS: ADDRESSING HATE CRIME THROUGH RESTORATIVE JUSTICE AND CROSS-SECTOR PARTNERSHIPS: A LONDON STUDY



Importantly, the restoring relationships project report builds upon the findings and recommendations of the desk research and proposes approaches to tackle hate crime, as part of multi-agency cross sector partnerships. This report usefully highlights and breaks down the misrepresentation of hate crime as only a violent activity and correctly depicts hate crime as an everyday occurrence. By doing this the report places emphasis on dealing with the spectrum of hate crimes, and through evidence-based recommendations offers examples of effective solutions to combating hate crime as part of multi-agency cross-sector partnerships.

Recommendations from the report on tackling hate crime include:

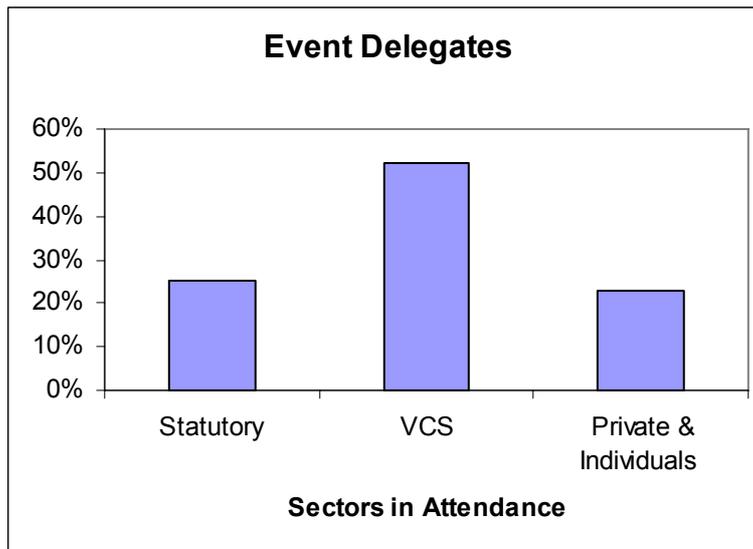
- The support needed by community based restorative justice programmes to carry out their work and engage with statutory agencies
- The difficulties associated with building and sustaining multi-agency cross-sector partnerships to effectively tackle hate crime.

HATE CRIME TOOLKIT AND RESTORING RELATIONSHIPS PROJECT REPORT LAUNCH

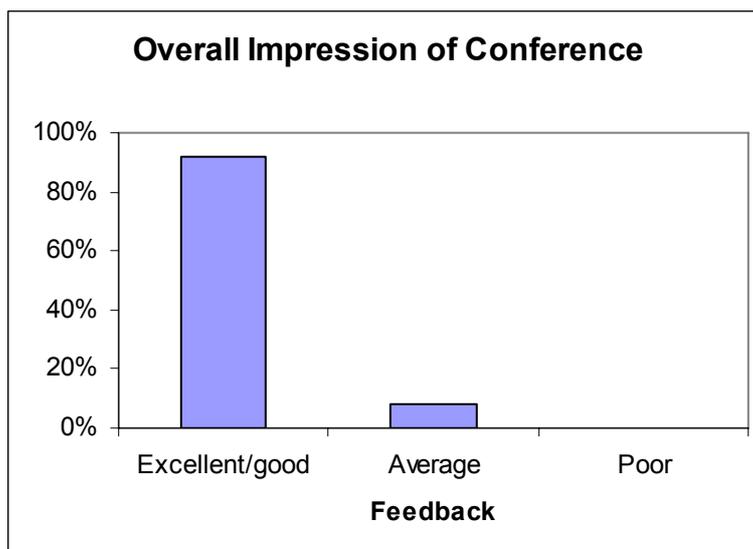
The purpose of the toolkit was to have a user-friendly two page document (to view the toolkit visit www.rota.org.uk) with guidance for stakeholders who are working with – potential – victims and perpetrators of hate crime. The toolkit aimed to provide examples of existing models of multi-agency partnerships which have been effective for addressing hate crime.

Two interviews carried out with stakeholders of the project concluded that they were happy with the content of the toolkit, the substance of the information and the general direction the toolkit provides.

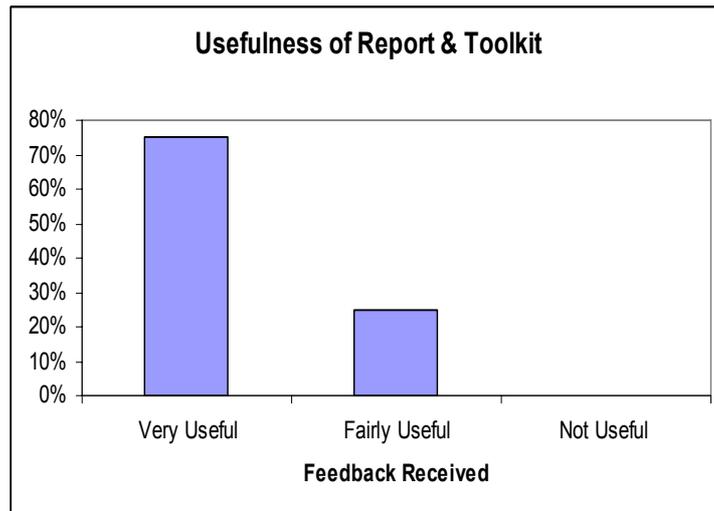
One method ROTA adopted to disseminate the findings of the report and launch the toolkit (Phase 3) was an event (Restoring Relations Event) held on 8th April attended by 103 delegates. The delegate list (appendix 1) for the event indicates that an array of organisations were present at the conference, representing the voluntary and community sector, and both the public and private sector. The chart below illustrates the composition of sectors in attendance



Feedback about the event, report and toolkit was recorded by ROTA on evaluation forms in addition to feedback received after the event. The chart below is an illustration of the satisfaction rating recorded from attendees.



Feedback from evaluation forms and comments relating to the quality and value of the material contained within the report were all positive, with the majority of comments referring to the report and toolkit as very useful.



Beyond disseminating the report and toolkit at the Restoring Relations conference and hate crime training sessions, ROTA has presented the findings to the key stakeholders and policy forums listed below. This list not exhaustive:

MPA Hate Crime Forum, London Probation Community Advisory Panel, London Action Trust Advisory Group. Mary-John Baptiste Lead for Policy GLA, Middlesex Hate Crime Symposium, visits to: Community Safety Units, hate crime coordinators, Victim Support, Youth Offending Teams and also at Race for Justice Campaign, Combating Racism within the Criminal Justice System: Strengthening the Voice of the Third Sector, Fear and Fashion, the London Resettlement Board and the Race Equality Action Group of HM Prison Service.



Left, Bennett Obong: MPA Hate Crime Forum Project Manager, Right delegates in attendance at Restoring Relations Event

Following interviews with stakeholders and follow-up work with beneficiaries', opinions suggested the RRP had only impacted on their work and influenced practices positively. All interviewees, if not already doing so, commented on how they would incorporate RJ into their work and pass on the findings to their own partners.

“we plan to expand the use of RJ in our work to include hate crime” Lothian and Borders Police

“we will use the information collected as a resource to use in our daily work and training” RJ manager, youth offending service

“we will initiate practices within the roles of wardens and encourage third party reporting” Development Manager from London Training & Resource Centre

Further interviews carried out with stakeholders from NACRO, Southwark Mediation Hate Crimes Project and Greenwich Council for Racial Equality stressed how the RRP is valuable for encouraging cross-sector partnership work, and the importance of promoting alternative approaches to tackle hate crime.

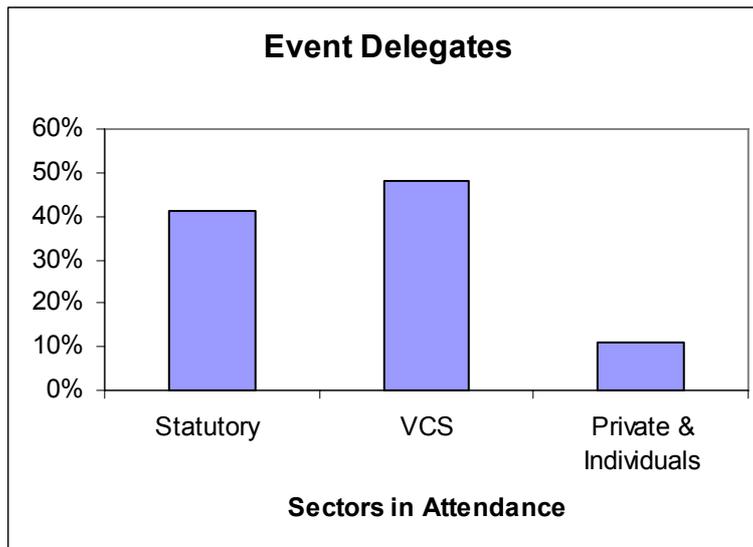
HATE CRIME TRAINING

The findings from the two research reports were used to develop a bespoke training programme and materials on:

- Dealing with victims and potential victims and perpetrators of hate crime.
- Best practice examples of how to divert resources into preventing potential perpetrators of hate crime.
- Forging and maintaining multi-agency partnerships.
- Applying models of short-term conflict resolution and longer-term prevention for hate crime in London areas.

ROTA has now delivered two pilot training sessions and four training sessions to a total 44 delegates (appendix 2 for delegate lists) from a range of organisations. The training was attended by individuals representing different sectors, including the London Fire Brigade, Equality & Human Rights Commission, Irish Travellers, Youth Offending Teams and Crown Prosecution Service, who work to tackle hate crime. The following is a description of the core messages that were received from training feedback:

- All participants reported that they had gained practical knowledge from the training
- All participants reported having a better understanding of RJ or hate crime or both
- All participants reported having a better understanding of the use of multi-agency partnership to combat hate crime
- 70% of participants reported a change in opinion on the value of RJ to deal with hate crime



YOUTH ADVISORY GROUP

The Youth Advisory Group (YAG) was created as a sounding board to proof the findings from the desk research and restoring relationships report. Additionally, a purpose of the YAG was to ensure the research, alongside the findings and recommendations were realistic to how young people experience hate crime and so their experiences could be included in the report. On three occasions the YAG (appendix 4: YAG members) met to discuss the findings from the research and also to receive Human Rights training. The YAG was presented with the findings from the desk research and restoring relationships reports whilst they also shared in the experiences of other YAG members and their understanding of hate crime.



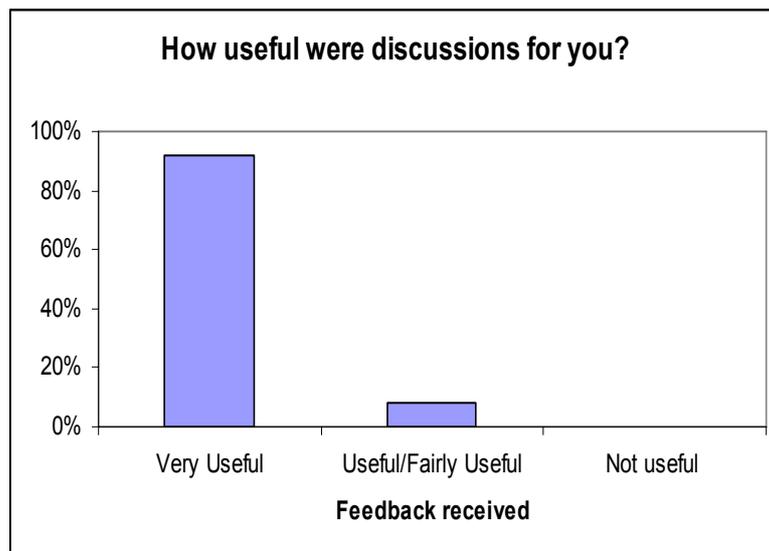
Photo from YAG: Dec 2007

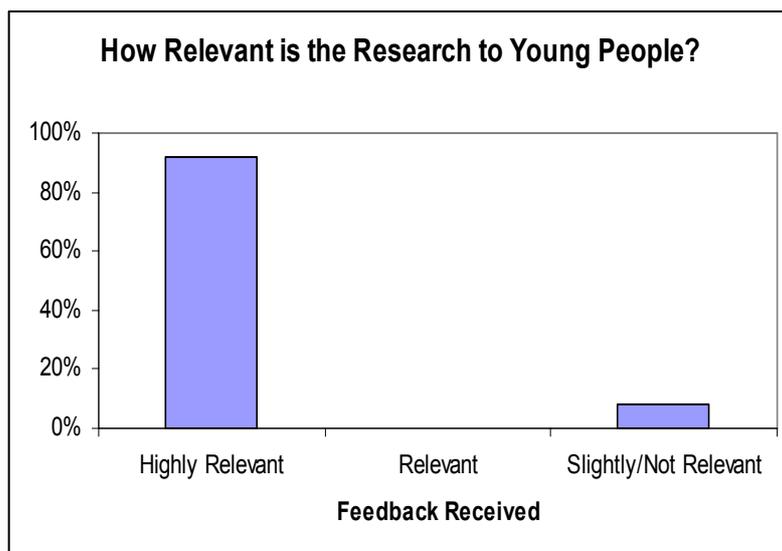


Photo from YAG: Feb 2008

Each member of the YAG completed evaluation forms recording the learning value of the YAG.

Presented below is an account of the feedback:





Follow up discussions with a sample of two members from the YAG reinforced a) they were satisfied their opinions were incorporated into the report to influence policy and practice b) they had the opportunity to share their experiences and learn from others and discuss issues they would not otherwise discuss, and c) they enjoyed and benefited from learning about alternative ways to tackle hate crime.

TRANSFORMATIVE JUSTICE FORUM

The Transformative Justice Forum (“TJF”) will effectively operate to improve the scope for multi-agency partnership work through building more consistent links and increasing the opportunities for statutory agencies and third sector organisations to engage. The TJF will continuously share information on areas of best practice, market and increase awareness of best practice throughout other networks and raise the profile of successful alternative dispute mechanisms. Through manufacturing a London wide infrastructure to deal with groups that suffer high victimisation levels (HVL) the TJP Forum, through the development of sound policy will represent more fully in an effective manner the needs of affected groups.

In September 2008 a forum of high profile individuals representing VCS, public and private agencies (appendix 3: forum members), were selected to be members to discuss hate crime. Three meetings have taken place since the creation of the forum in addition to an event which was attended by 47 high profile delegates who work with highly victimised groups. The first meeting held 17th October 2008 was an opportunity for forum members to come together and discuss and agree on the terms of reference of the forum and decide on the broader objectives of the forum. Matters on the agenda during the second meeting included how best to raise the profile of the forum and how a clearer picture could be carved around the specific areas the forum can address and how these will be identified. Two presentations were made during the second meeting, one on the Ministry of Justice Race Review and another of progress in reporting hate crime within the framework of recommendations made under the MacPherson Report. Also during the second meeting a number of high profile individuals we identified as potential speakers for the launch of the forum.

The Transformative Justice Forum was launched at an event on 11th March 2009, offering an opportunity for delegates from a wide range of cross-sector organisations who are involved in

tackling hate crime to network and raise questions to a panel including, Cindy Butts, Trevor Phillips, Elena Noel and Doreen Lawrence. Feedback received from those in attendance was largely positive and many suggested a sense of optimism at the value of the forum. The third meeting of the forum took place on March 17th 2009 and followed on from the launch and provided an opportunity for forum members to build upon discussions from the launch surrounding progress since the MacPherson Report and issues of disproportionality within the criminal justice system .



Left, Trevor Phillips – Chair of the Equality and Human Rights Commission, Middle, Dorren Lawrence, Right, Cindy Butts – Metropolitan Police Authority

After reviewing the various elements of the RRP and offering an assessment of the impact of each individual phase it is the conclusion of IARS that the RRP has delivered successfully on the agreed funding outcomes. Both the reports offer a valuable insight to non-criminal justice methods to combat hate crime identifying strategies and best practice for working with other agencies which was appraised by a group of young people from London. The toolkit, training, forum meetings in addition to outreach and dissemination successfully built upon this, constructively taking forward these findings and sufficed to reach out and build channels of communication between the VCS, private and public sector.

Due to the extensive nature of research already completed by ROTA it is the opinion of IARS that there is no requirement for further desk or field research at this present stage to be carried out. It is however the opinion of IARS that aspects of the RRP should continue. More specifically, it is a recommendation of IARS that:

1. **Further hate crime training sessions should be delivered:** The training sessions delivered by ROTA over the past two years have shown to be of considerable success. It seems apparent that this training should continue and be further developed as an established training package for organisations that work in the area of hate crime, for those who need to develop their understanding of hate crime and learn of effective ways to combat it. The partnership through which the training was delivered also proved to be successful as it offered a balanced approach to understanding hate crime and how it is tackled at a community level without losing sight of complex issues dealt with by statutory agencies. When considering the methods through which the training has been delivered and the financial cost involved, ROTA's hate crime training offers unique learning structure and value for money, particularly in comparison to other training provision.
2. **Hate crime meetings** should play a central role in the work of the Transformative Justice Forum: Additionally, IARS strongly recommend that there is a continuation of hate crime forum meetings and that this should function as part of the Transformative Justice Forum. Once again this offers value for money as the forum has already been established, and by continuing with hate crime meetings, not only will the momentum which has been gathered so far be maintained, but a consistent and much needed focus on hate crime in London is offered. Also, as there is not an active London-wide hate crime forum a continuation of this work, offering consistency, stability and infrastructure seems prudent.
3. **Further opportunities to promote the findings of the RRP** should be made available (outreach work, marketing and publicity).
4. **There should be continued support to ROTA offering continuity in the development of a database** - One particularly area within ROTA' work which offers significant potential involves the building and maintenance of a database of organisation which work with highly victimised groups. By providing ROTA with the necessary funds to continue with the information gathering which inevitably informs the construction of the database, there is the opportunity for a one stop shop of information to be realised, whilst at the same time encouraging multi-agency cross sector

partnerships. At present there is no functional database in London of this kind which can potentially serve a wide range of organisations who works involves tackling hate crime.

Essentially, the focus of any future work should lie predominantly with awareness raising and information dissemination through the above recommendations. The benefits of continuing the above recommendations are particularly crucial as they offer varied approaches to information dissemination, reaching out to a varied audience covering different sectors. It is fundamentally important that ROTA is involved in this future work because of their expertise, established networks and the inertia they have already created. ROTA's expertise in dealing with BAME groups, and in criminal justice issues and carrying out partnership work, means ROTA are well positioned to continue any work required in this area. Therefore, ROTA should play a key role in taking forward the recommendations made from their own research and the recommendations made within this evaluation.

Appendix 1: Delegate List for Restoring Relationships Conference 8th April 2008

Abdul Swaleh	Individual
Afiz Khan	Borough Intelligence Unit
Albert Mukendi	International Congolese Rights
Alexandria Burch	Independent Academic Research Studies
Amanda Little	London Development Agency
Aneta Holder-Veazy	Calm Mediation
Anita Compton	Greenwich Borough
Anna Packer	London Civic Forum
Aysha Esakji	London Borough of Hammersmith and Fulham
Aysha Esakji	London Borough of Hammersmith and Fulham
Belinda Hopkins	Transforming Conflict
Bhumika Patel	Youth Advisory Group, ROTA
Cally Lewis	RJ Essex YOT
caroline newton	London Borough of Lewisham
chetna mavadia	sustainable development commission
Chris Brill	Equality Challenge Unit
Clodagh O`Reilly-Boyles	Safer London Foundation
Damian Wilcock	Southwark Council
Daniel Marcus	Union of Jewish Students- Hillel
David Dalglish	Croydon Council
David Thomason	Cheshire Constabulary
Dean Atta	Writer, Actor, Poet, Workshop Facilitator
DEV BARRAH	GREENWICH COUNCIL FOR RACIAL EQUALITY -
Dorothy Kousoulou	London Development Centre for Mental Health
Doug Flight	London Councils
Dylan Green	Lewisham Youth Offending Team
Edmond Yeo	Chinese Information and Advice Centre
Elena Noel	Southwark Mediation Centre
Eva Gomez	London Borough of Southwark
Faiza Chaudary	Camden Council
Feride Baycan	LVSC
Finn Mackay	Cambridge Education @ Islington
Fiona Shipley	CALM
Fiona Jamieson	London training and resource centre
Francis Bacon	Lemos&Crane
Francisca Ubogagu	MHT
Frank Anti	Merton Racial Equality Partnership
Grace Williamson	Holy Trinity Brompton
Harriet Bailey	Restorative Justice Consortium
Harry James	Genesis PDAT Ltd
Helal Abbas	City Parochial Foundation
Helen Orros	Metropolitan Police
Isis Amlak	Race Equality Partnership Kensington and Chelsea
Jack K	PATH National Ltd
Jacky Moran	LASA
Janet Clark	Restorative Solutions
Janice Fong	Equality and Human Rights Commission

Jez Taylor	Cheshire Constabulary
John Rigby	Lancashire Constabulary
Judith Edwards	Victim Support
Kadara Kursum	I Dared to Say No
Karen Skaith	Westminster City Council
Kate Lloyd	Civic Watch
Kaunchita Maudhub	London Borough of Enfield
Kaur Kiranpal	British Sikh Consultative Forum
Keith Stewart	Journeyman Training
Kelly Barber	Partnership for Young London
Ken Capewell	Lothian and Borders Police
Keyasue Smart	
Kjartan Sveinsson	Runnymede Trust
Laura Jack	Newham Council Hate Crime Team
Lewis Parle	Independent Academic Research Studies
Liz Dixon	London Probation Service
Lorraine Shaffer	Institute of Family Therapy
Lux Nndarajal	Bexley Council for Racial Equality
Malika Hamiddou	Community Interpreting, Translation and Access Ser
Marc Blanchette	Birmingham Racial Attacks Monitoring Unit
MARK MILLAR	RESTORATIVE SOLUTIONS
Mark Pinchin	Church of Scientology
Mark Roe	Greater London Authority
Mary John-Baptiste	Greater London Authority
Maxine Edwards	Birmingham Racial Attacks Monitoring Unit
Murad Qureshi	GLA
Nadia Crichlow	Parentalk
Nadine Bailey	London Borough of Barking & Dagenham
Nathan Winch	Greater London Authority
Neena Samota	Nacro
Omer Altaf	Bluebeat Police and Community Warden Centre
Paul Taylor	Victim Care Worker YOT
Peter Dunn	The Griffins Society
Phelicia Agugu	Southwark Stakeholders Forum
Rachel Griffin	Victim Support
Rizwan Sheikh	UNISON
Ryan Honeyman	Revolving Doors
Sandra Beeton	AOPM
Sanju Karthikeyan	Action for Blind People
Sarifa Patel	Parents for Inclusion
Satvinder Buttar	Hounslow Racial Equality Council
Shelley Perera	Metropolitan Police Service
Su Kingsley	Strad Consulting
Sue Sanders	Schools OUT LGBT History Month
Sujeevan Ponnampalam	Community Safety Unit- London Borough of Enfield
Suresh Grover	The Monitoring Group
Susan Gregory	YOS SCF
Tarsem Singh	Sikh Welfare Research Trust
Tele Amuludun	Individual
Tim Brogden	London Voluntary Service Council

Vernon De Maynard
Yvonne Nugent
Yvonne Okiyo

Individual
Hammersmith and Fulham BME
London Borough of Lambeth

Appendix 2: Hate Crime Training Attendees

Attendance List 6th May 2008

Stephen Bullard: Metropolitan Police
Raymond Davis: TFL
Liz Dewson: Victim Support
Leo Downer: GOL

Clive Elliot: Victims of Crime Trust
David Crute: YOT
Michael O'Hanlon: Met Police, Diversity & Citizen focus
Andy Pike: London Fire Brigade
Jessica Ward: CPS
Yvonne Nugent: Hammersmith & Fulham BME
Yvonne MacNamara: Irish Travellers
Aysha Esakji: Hammersmith & Fulham Council

Attendance List 9th May 2008

Olu Alake: EHRC
Cheryl Sealey: Victim Aid
Clodagh Boyles: SFL
Valerie Brown: Race Equality in Newham
Elaine Brown: Southern Housing Association
David Edwards: CPS – North
Jamey Fisher: GALOP
John Phelps: London Councils
Annie Rose: Victim Support

Attendance List 10th February 2009

Andre Petterssen: Pro-Diverse
Aneta Holder-Veazey: Calm Mediation
Angela Antonatos: victimSupport
Berjis Daver: victim support
Royston John: ncbi london
Doreen Taylor: Islington yos
Farah Chaudhry: league of british muslims
Hetal Amin: victim support
Kate Mackenzie: city of london
Klaudia Plebanek: victim support
Laionie Buchanan: notting hill housing
Letitia Stenning: calm
Parminder Basuta: notting hill housing
Keni Segun-Oludimu: victim support lambeth
Zaheer Afridi: Highgate Newton communities centre
Sitwat Asad:
Riclay Singh: Ealing racial equality council

Attendance List Wednesday 4th March

Anne Farthing: Victim Support
Peter Nyamekeh: Barnet MENCAP
M Naeem Chishti: – Refugee Advice Centre
Steve Jackson: City of London Police
Pavan Dhaliwal: ROTA
Mazin Zeki: National Secular Society

Appendix 3: Hate Crime Forum Members

Dr Theo Gavrielides - Chief Executive at ROTA

Yvette Williams (Forum Chair) - Equality and Diversity Manager at
[Crown Prosecution Service](#)

Martin Greenslade - Programme Director at
[Association of Chief Police Officers on Criminal Justice Reform](#)

Karim Murji - Senior Lecturer & Independent Member at [Metropolitan Police Association](#) & [Open University](#)
Neena Samota - Policy and Research Manager at [NACRO](#)
Lynne Townley - Senior Policy Advisor at [Crown Prosecution Service](#)
Lewis Parle - Head of Youth Programmes and Research at [Independent Academic Research Studies](#)
Natasha Broomfield-Reid - National Diversity Manager at [Victim Support](#)
Denis Fernando - Coordinator at [Lesbian And Gay Coalition Against Racism](#)
Glen Allison - Detective Chief Superintendent at [Metropolitan Police Service](#)
Walati Singh - Consultant, Global Training
Elena Noel - Manager of the Hate Crimes Project at [Southwark Mediation Centre](#)
Liz Dixon - Hate Crime Coordinator and Senior Probation Officer at [London Probation](#)
Charlotte Keeble - Research & Consultancy Manager at [Metropolitan Support Trust](#)

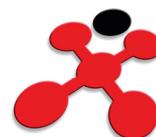
Appendix 4: Youth Advisory Group Members

Allan Gay For-Real
Rommel McKenzie For-Real
Terriyi Brown, Individual
Rochelle Sampy, Individual
Jamexis Christian, LSE student
Ali Asfar, Individual
Peter Currie, Individual
Lorna Roe, Individual
Giulia Liberatore, Volunteer
Chetna Mavadia, Sustainable Development Commission
Anthony Salla, Volunteer
Tesfra Russell, Individual
Gloria Arjomand, Volunteer
Bhumika Patel, Law Student
Mohansin Shah, Individual
Basil Wagih, Individual

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