

Prejudice and Discrimination Reporting - GUIDANCE

Please find below guidance and information on reporting prejudice incidents and discrimination in Aberdeen City. Please be aware that hate crime incidents can be reported directly to the police by phoning 101 or using the online hate crime reporting form [link].

The guidance below is set out in the format of frequently asked questions. If you have specific questions which are not answered by the guidance below, please contact Grampian Regional Equality Council at info@grec.co.uk or by phoning 01224 595505 (Monday-Friday, 10am-4pm).

Who should complete the online form?

The online form is for those living and/or working in Aberdeen City. You should fill out the form if:

- You think you have been the target of prejudice or discrimination (definitions below).
- You think you have witnessed prejudice or discrimination.
- You are being bullied (or are the witness of bullying) and you think that it is motivated by prejudice.

What is Prejudice and Discrimination?

Prejudice is an unjustified or incorrect attitude (usually negative) towards an individual based only on the individual's membership of a social group.

For example, a person may hold prejudiced views towards a certain ethnic group or towards a woman just because of her gender.

Discrimination is usually negative behaviour or actions towards an individual or group of people, especially on the basis of their disability, religion, race etc.

The Prejudice and Discrimination Incident reporting form is used for recording incidents against an individual or witnessed by another in relation to prejudice or discrimination linked to the protected characteristics as per the Equality Act 2010.

The following characteristics are the protected characteristics under the Equality Act 2010;

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;

- sex; and
- sexual orientation.

Why does reporting make a difference?

The reporting of these incidents of prejudice and discrimination is very important for the following reasons:

- it means that support can be offered to people who are targeted
- where needed it means that individuals targeted can be supported to contact the police
- a picture of where incidents take place, and against which groups, can be built up and resources can then be targeted accordingly.
- people who abuse others can be held to account

What kind of support is available?

Prejudice and Discrimination Reporting is administered by Grampian Regional Equality Council (GREC). GREC offers support to those targeted by prejudice and hate crime with the following services:

- Casework. The casework service offers support, advice, advocacy and mediation services to people targeted by prejudice, discrimination and hate crime. The GREC caseworker can also support individuals to report incidents to Police Scotland.
- Counselling. GREC has an adult counselling service and a specialist counselling service for young people and children (*Me-Time*). These Counselling services offer a free and confidential service delivered by qualified counsellors.

Where appropriate GREC can refer on individuals to other organisations who are better placed to help.

When will I expect to get a response?

Grampian Regional Equality Council will get back to you within 2 working days to acknowledge receipt of the submitted form, and a relevant member of staff will contact you (if requested) within 5 working days to discuss the case and what support can be put in place.