



Hate Crime, Victimization & Bullying

Hate Crime

With hate crime it is 'who' the victim is, or 'what' the victim appears to be that motivates the offender to commit the crime.

A hate crime is defined as

'Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender.'

A hate incident is any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender.

Not all hate incidents will amount to criminal offences, but it is equally important that these are reported and recorded by the police.

How to report a Hate Crime to the police

In an emergency call **999**

Report it [online](#) to police

Report via **101** the national, non-emergency telephone number is staffed 24/7. Ask to speak to your Community Safety Unit. You can report a hate crime directly to them or simply ask them for support or advice.

What is Hate Crime? and Met Police information

Other help as provided via Met Police

You may not be ready to talk to the police about what has happened. The

charities, groups and organisations below can offer support, advice and ways to report the incident without having to talk directly to the police.

[Crimestoppers](#) A national charity with a free helpline for reporting crime anonymously.

[Tell MAMA](#) A national project supporting victims of anti-Muslim hate and monitoring anti-Muslim incidents.

[Community Security Trust \(CST\)](#) A charity protecting British Jews from antisemitism and related threats.

[Galop](#) A national charity providing advice and support to members of the LGBT community.

[Inclusion London](#) A charity promoting equality for London's Deaf and Disabled people.

Victimisation

Victimisation occurs when a person is treated less favourably because they have, in good faith, made an allegation of harassment, or have indicated an intention to make such an allegation, or have assisted or supported another person in bringing forward such an allegation, or participated in an investigation of a complaint, or participated in any disciplinary hearing arising from an investigation. We will not tolerate any victimisation of anyone raising a concern under [Sexual Misconduct, Bullying and Harassment policy](#).

Bullying

Bullying is the exercise of power over another person through negative acts or behaviours that undermine someone personally and/or professionally. It is often characterised by inconsistent treatment of people.

Bullying can be threatening, insulting, abusive, disparaging or intimidating behaviour; placing inappropriate pressure on the recipient which can affect self-confidence or has the effect of isolating or excluding them. It involves behaviour that is unacceptable to the recipient and creates an intimidating, hostile or offensive environment for employment, study or related social activities.

Note that the above use of the term 'exercise of power over another person' does not imply direct workplace authority/seniority of one party over another. Bullying can occur between any parties regardless of whether such a professional relationship exists.

Bullying may consist of a single incident, sporadic events or a continuing

process. Behaviour that may appear trivial as a single incident can constitute bullying when repeated.

Who to talk to in RADA and reporting

There are a number of people to whom students can speak, including staff and, if they feel comfortable, student representatives.

Students

- Your year group's student representative
- Head of Student Wellbeing
- Your personal tutor
- Course leader/director or head of department
- Registrar
- Any other member of Student & Academic Services
- Any member of the Senior Leadership Team

Staff

There are different options available to you if you believe you are experiencing bullying, harassment or victimisation at RADA, which includes:

- line manager: ideally you should speak to your line manager if you have been a victim of bullying, harassment or victimisation, or have been accused of it.
- HR Manager: the HR Manager can speak to any staff member in confidence.
- Member of the Senior Leadership Team: if you cannot speak to your own line manager (or their manager) you can speak to any member of the Senior Leadership Team
- Trade Union representative (for those who are members) or elected staff representative.

How will RADA investigate and support you?

If you report a hate crime, then RADA will investigate as per the relevant policy as this would be considered as breach of the Respect at RADA Policy.

We look at cases either via [student non-academic misconduct](#) (student/student) or [complaints policy](#) (student/staff)

This form is for any student, staff member or any other contact of RADA. If you have a concern, current or historical, please let us know. You can report a concern that affects you directly, or a concern you might have about someone else.

[Report a Concern](#)