

Role Profile

Job Title:	Early Intervention Hate Crime Officer
Location:	Colindale / Peripatetic
Department:	Community Safety
Directorate:	Assurance and Public Protection
Grade:	I
Type of Working:	Hybrid, Home / Office / Location
Reports to:	Prevent Coordinator and Hate Crime Lead

- 1. Job Purpose:** To deliver targeted early intervention activity that prevents hate crime and harmful radicalisation by working proactively with schools, communities, and partner agencies. It focuses on building resilience among young people by helping them understand what constitutes a hate crime, how propaganda, misinformation, and conspiracy narratives operate, and the ways in which these can create division within communities. Through education and engagement, the role aims to raise awareness, promote critical thinking, and encourage the reporting of hate incidents and crimes at the earliest possible stage.

The role also seeks to identify and develop opportunities to collaborate with community groups and education settings, delivering tailored campaigns, workshops, and awareness sessions that address local risks and emerging issues. By strengthening relationships with key stakeholders and promoting inclusive messaging, the postholder supports safer, more cohesive communities while ensuring that early signs of harm are recognised and addressed effectively.

2. Key accountabilities:

- Build stronger relationships with schools, colleges, youth services, and community organisations.
- Deliver workshops and presentations on hate crime, prejudice, and reporting mechanisms.
- Facilitate discussions around identity, belonging, and respectful dialogue.
- Identify emerging community tensions and contribute to preventative responses.

Education & Awareness

- Design and deliver sessions on hate crime, online harms, propaganda, disinformation, and media literacy.
- Develop tailored educational resources for different audiences.
- Support professionals to confidently discuss sensitive topics.

Partnership Working

- Work collaboratively with schools, safeguarding leads, police, Prevent teams, and community organisations.
- Attend multi-agency meetings and contribute to case discussions.

Increasing Reporting & Support

- Promote reporting routes and victim support services.
- Support campaigns to increase reporting confidence among communities.

Safeguarding & Risk

- Identify vulnerability to harmful ideologies and extremist narratives.
- Follow safeguarding procedures and maintain accurate records.

Campaigns & Project Delivery

- Deliver campaigns aligned with local and national priorities.
- Contribute to innovative engagement approaches and youth-led initiatives.
- Monitor and evaluate impact.

Monitoring & Reporting

- Collect and analyse data on activities and outcomes.
- Produce reports demonstrating impact and trends.

3. Financial Responsibilities:

- No direct budget management responsibility.
- Responsible for ensuring value for money in delivery of activities and commissioned resources.

4. Health and Safety Responsibilities:

As an employee of the London Borough of Barnet, you are required to:

- Abide by Barnet's health and safety policy and associated arrangements
- Complete mandatory health and safety training
- Follow safe systems of work and use devices/guards provided for safety.
- Wear/use personal protection equipment where issued and instructed to do so, including lone working devices.
- Report any Accident/Incidents/Hazards.
- Take care of your own and other's safety, health and wellbeing

5. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / Learning to Improve / Inclusive / Collaboration

6. Flexibility

In order to deliver the service effectively, a degree of flexibility is needed, and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade. The post-holder may be required to work flexibly, including occasional evenings and weekends

7. The Council's Commitment to Equality

To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

PERSON SPECIFICATION

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Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
Degree or equivalent experience (e.g., youth work, community safety, education, safeguarding, Hate Crime, presentations)	Essential	Application/Interview
Experience & Knowledge		
Experience working with young people, schools, or communities	Essential	Application/Interview
Knowledge of hate crime, community tensions, or safeguarding	Essential	Application/Interview
Experience delivering training/workshops	Essential	Application/Interview
Experience in Prevent, hate crime, or community safety roles	Essential	Application/Interview
Knowledge of safeguarding frameworks and referral pathways	Desirable	Application/Interview
Skill & Ability		
Excellent communication, presentation and engagement skills	Essential	Application/Interview
Strong facilitation skills on sensitive topics	Essential	Application/Interview
Critical thinking and ability to explain complex issues	Essential	Application/Interview
Ability to identify risk and follow safeguarding processes	Essential	Application/Interview

Values & Behaviours		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Application/Interview
Empathy- I say “thank you” and “well done” where appropriate, and take time to ‘check in’ to see if the people I work with are ok	Essential	Application/Interview
Champions diversity and constructively engages with different perspectives	Essential	Application/Interview
Learning to Improve		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Application/Interview
Agile- I am fully empowered to act within the scope of my role	Essential	Application/Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Application/Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Application/Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Essential	Application/Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential	Application/Interview
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Application/Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Application/Interview

Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Application/Interview
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8. Additional Requirements

- Ability to travel locally – **Essential**
- Willingness to work evenings/weekends – **Essential**
- Enhanced DBS clearance – **Essential**

9. Key Outcomes

- Increased awareness of hate crime and harmful narratives
- Improved critical thinking among young people
- Increased reporting of incidents
- Stronger partnership working across services