HATE CRIME INDEPENDENT ADVISORY & ACCOUNTABILITY MEETING (IAAM)

November 2026

OFFICIAL

CAVEATS AND METHODOLOGY

HATE CRIME – CAVEATS

Crime Data:

- The data in the following report represents records that have an Owning Agency of 'Cheshire Constabulary' only.

- The date period(s) referenced are based on the date an occurrence was entered (recorded) on Niche, not the date it was committed or reported. Volumes are representative of information held on the source system on the date that reports were run - volumes are therefore subject to change in line with any subsequent updates made to the source system.

- **Data Run:** Crime volumes represented in the following report are based on a data run completed on the **27th October 2026**. Due to backlogs this report contains known variations in the volume of overall total recorded Hate Crimes compared to those which have been attributed with the appropriate Hate Crime type flag (i.e. Racial or Disability etc.). These discrepancies will relate more to the most recent monthly records.

- Reports used to generate the data included in this report have been run with an ACL (Access Control Level) of zero – any records with an ACL applied will not appear in the data.

- Local Authority totals when added together will not always equal the Force total. This is due to certain occurrences not being attributed to a location, they are included in the Force totals presented for certain measures.

HATE CRIME – METHODOLOGY

- Crime Outcomes data relates to those crimes with the outcome applied during the specified period, as such they do not directly relate to those actually recorded within the same time period.

- In order to identify cyber-related Hate Crimes two additional Local Qualifiers were introduced to a copy of the Recorded Hate Crimes report, these being 'Cyber-enabled' flag and 'Cyber-dependant' flag.

- Hate crimes are defined as any criminal offence which is **perceived** by the victim, or any other person, as being motivated by hostility or prejudice, based on a person's actual or perceived race; religion/belief; sexual orientation; disability; or against a person who is transgender (or perceived to be transgender). As such, **an aggravating factor of hate can be applied to any offence type.**

- There are also **specific offences** as defined by the Home Office as being racially or religiously aggravated. These are 'Racially or Religiously aggravated Assault with Injury; Assault without Injury; Harassment; Criminal Damage and Public Fear, Alarm or Distress'.

- For the purposes of this report, **no differentiation will be made** between those specific racial or religiously aggravated offences and those offences where a perceived, or actual, aggravating factor of hate has been applied. They will **collectively be referred to as Hate Crime.**

HATE CRIME – METHODOLOGY

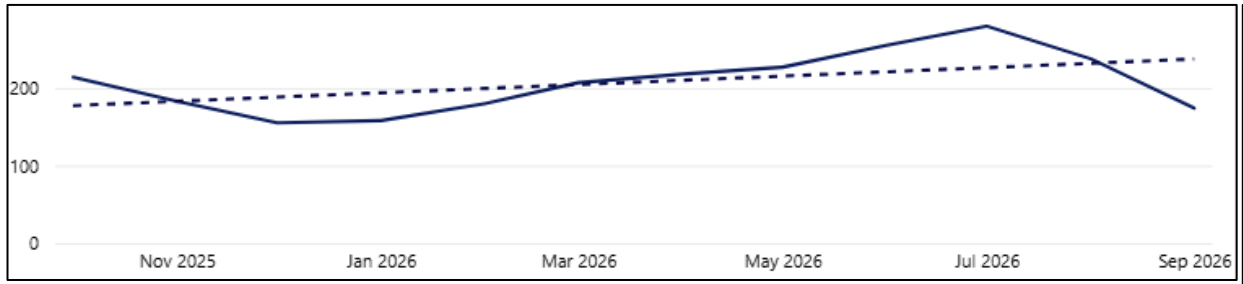
- Police forces in England and Wales are required to provide data on police recorded crime to the Home Office. These are official statistics and are calculated using the total number of crimes reported during a period and removing any 'no crimes' recorded during the same period, regardless of when the crime was reported. This methodology can result in negative volumes and therefore is not always appropriate for use when conducting further analytical work such as age, gender and ethnicity breakdowns. As such and for the purposes of this report, the additional analysis has been based on "unofficial" statistics, whereby recorded crime is calculated using the total number of crimes reported and removing any 'no crimes' or crimes transferred to another force, but only when the crime was reported during the same period.

- % Offences Brought to Justice (OBTJ) - historically, the Constabulary looked at the number of Positive Outcomes recorded in a set period against the number of offences recorded in that period. % Offences Brought to Justice is the number of offences with an OBTJ outcome applied during a specified period as a % of all offences with an outcome applied during that period.

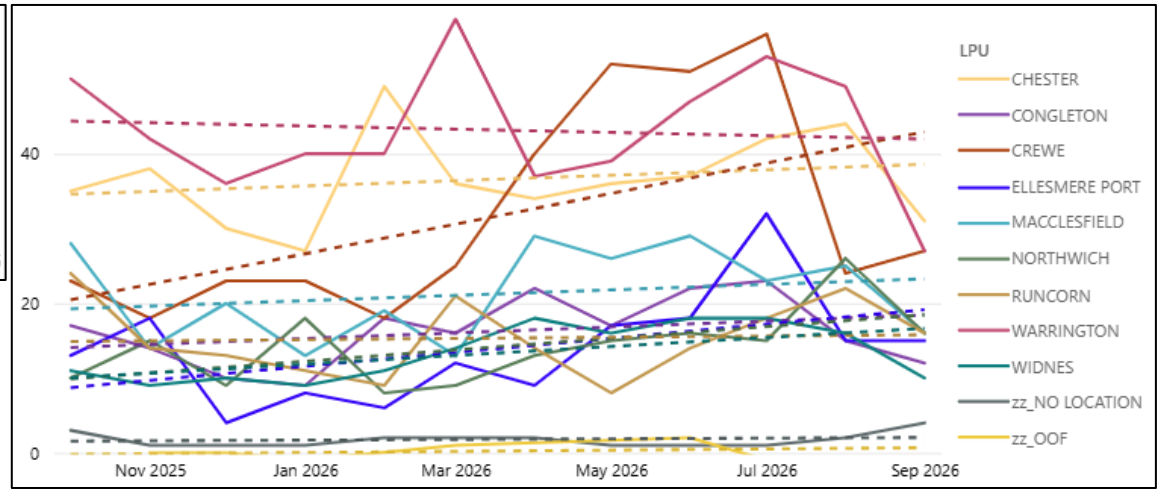
ALL HATE CRIME OVERVIEW

Number of Recorded Hate Crimes

At Force level:



At LPU level:



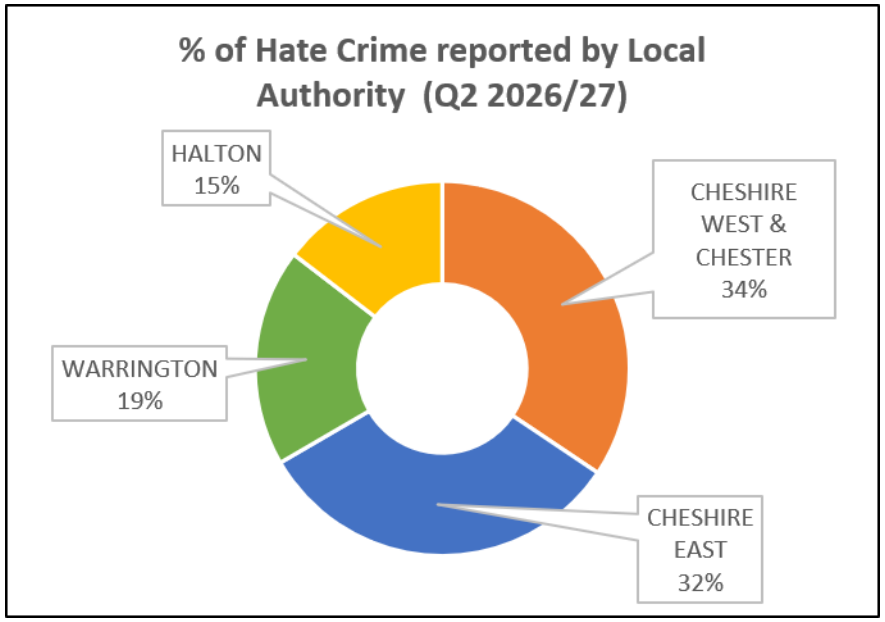
- **2,489 Hate Crimes** were recorded during the 12-months ending 30th September 2026, an **increase of 1.3%** (33 more offences) on the previous 12-month period. Cheshire East (+11.4%, +85) recorded an increase whereas Cheshire West & Chester (-7.5%, -63) recorded a decrease. Warrington (+0.2%, +1) and Halton (-0.3%, -1) remained stable.
- **27.8% (692)** of Hate Crimes have been recorded during Q2 (1st July to 30th September 2026) – a **1.1% decrease** (8 fewer offences) when compared with Q1 2026/27.

During Q2 2026/27 (1st July – 30th September 2026):

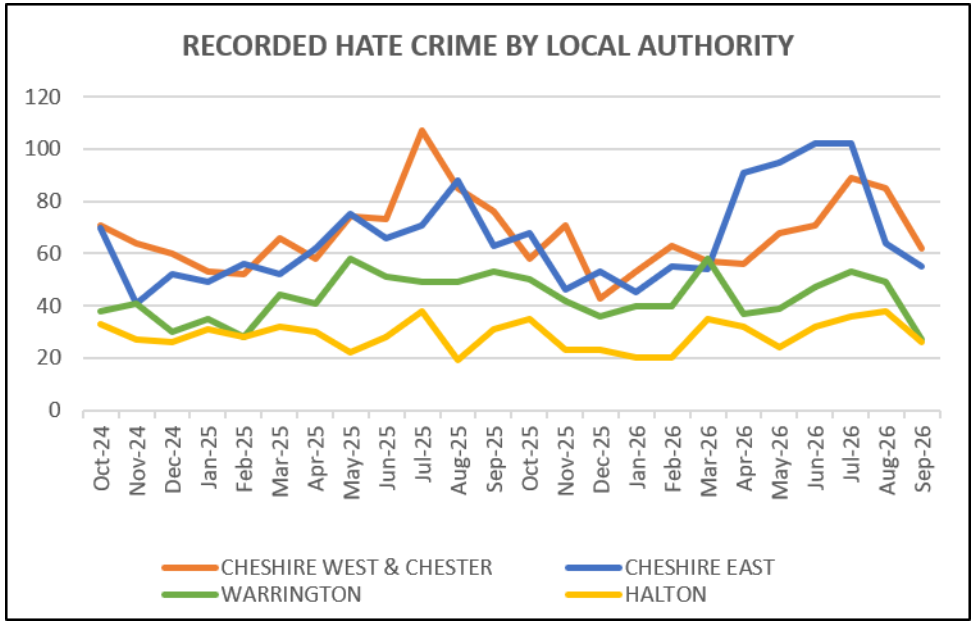
- Cheshire East was the only Local Authority to record a quarterly decrease (-23.3%, -67), this decrease reflects a return to more typical levels in August and September following elevated community tensions in the previous quarter, particularly in the months following Operation Decker which was carried out in April 2026.

- Cheshire West & Chester recorded the largest increase (+21.0%, +41) due to all Western LPUs recording increases, with Ellesmere Port LPU recording the largest (+18, +40.9%).

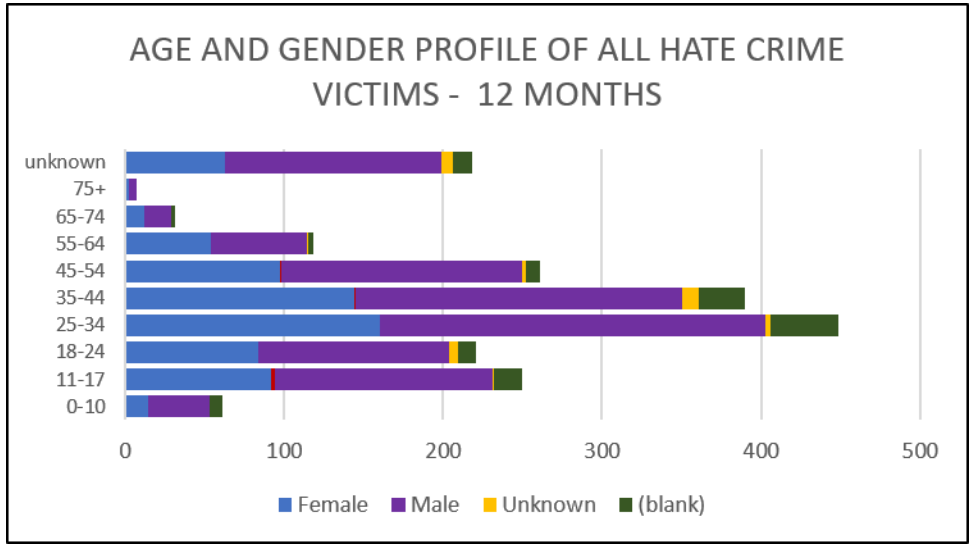
- Cheshire West & Chester accounted for the highest proportion of Hate Crimes within the Force (34%).

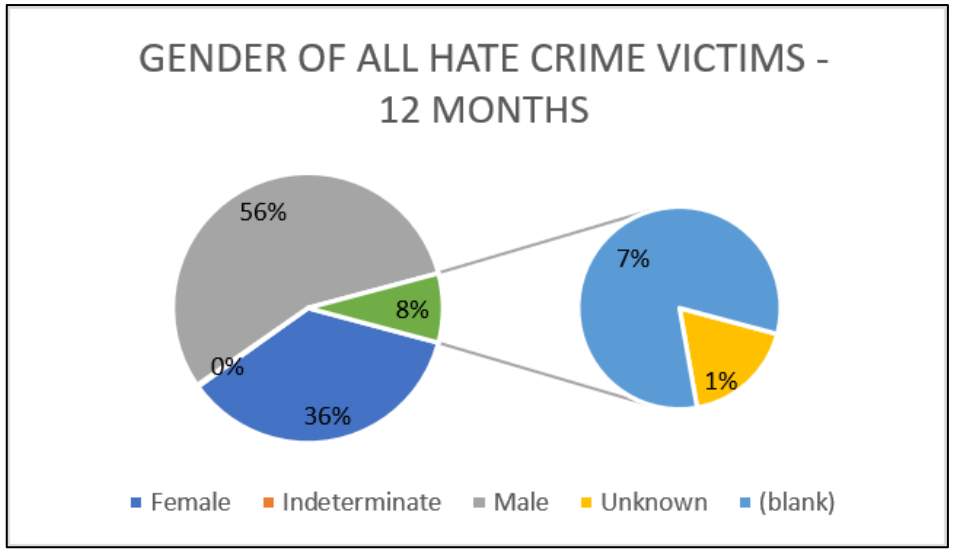


LOCAL AUTHORITY	LOCAL POLICING UNIT	Q1 2026/27	Q2 2026/27	% CHANGE
CHESHIRE EAST	CONGLETON	61	50	-18.0%
	CREWE	143	107	-25.2%
	MACCLESFIELD	84	64	-23.8%
CHESHIRE EAST TOTAL		**288**	**221**	-23.3%
CHESHIRE WEST & CHESTER	CHESTER	107	117	9.3%
	ELLESMERE PORT	44	62	40.9%
	NORTHWICH	44	57	29.5%
CHESHIRE WEST & CHESTER TOTAL		**195**	**236**	21.0%
HALTON	RUNCORN	36	56	55.6%
	WIDNES	52	44	-15.4%
HALTON TOTAL		**88**	**100**	13.6%
WARRINGTON	WARRINGTON	**123**	**129**	4.9%
FORCE		**700**	**692**	-1.1%

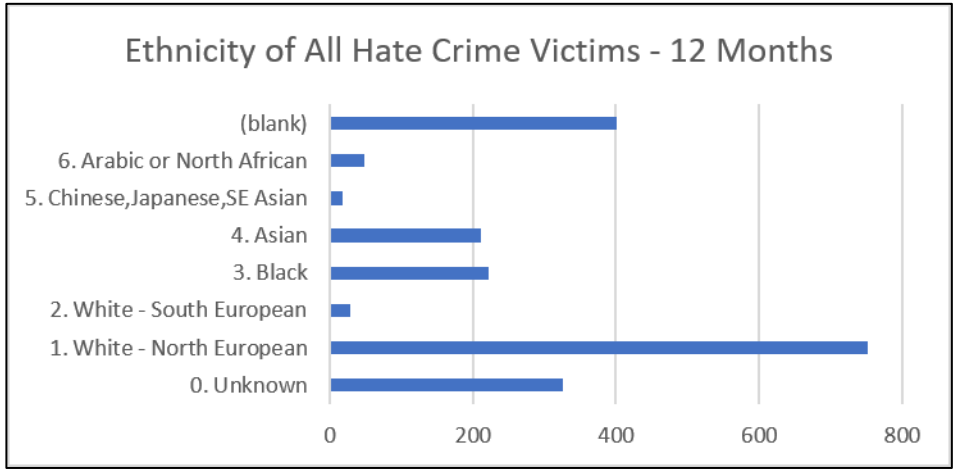


PROFILE OF IDENTIFIED HATE CRIME VICTIMS BETWEEN 01/10/2025 AND 30/09/2026





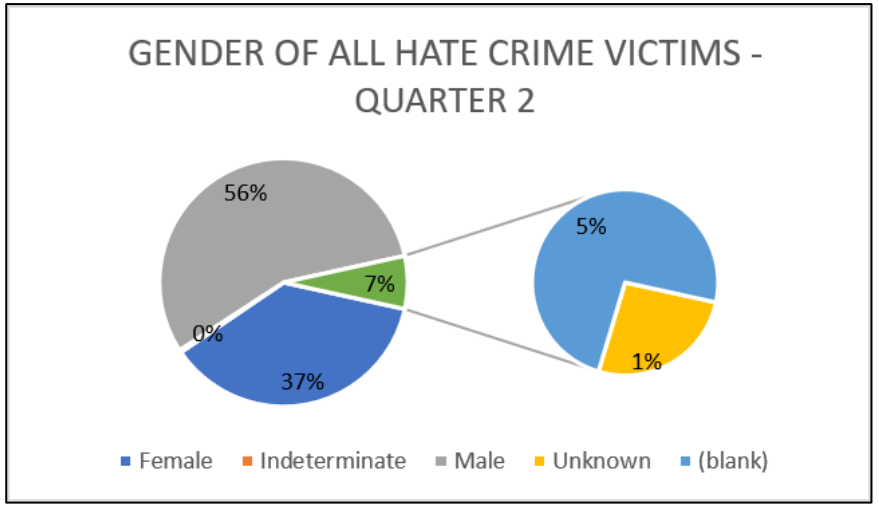
- Identified victims have been linked to **2,310** Hate Crime offences.
- **2,006** individual victims of Hate Crimes identified – 610 in Quarter 2 2026/27.
- 220 (11.0%) were victims of more than one Hate Crime during the 12-month period ending 30th September 2026.
  - 36 in Q2 2026/27.
  - Victims of Transgender related Hate Crime had the highest proportion of repeat victims (14.1%), followed by victims of Sexual Orientation related Hate Crime (11.7%).

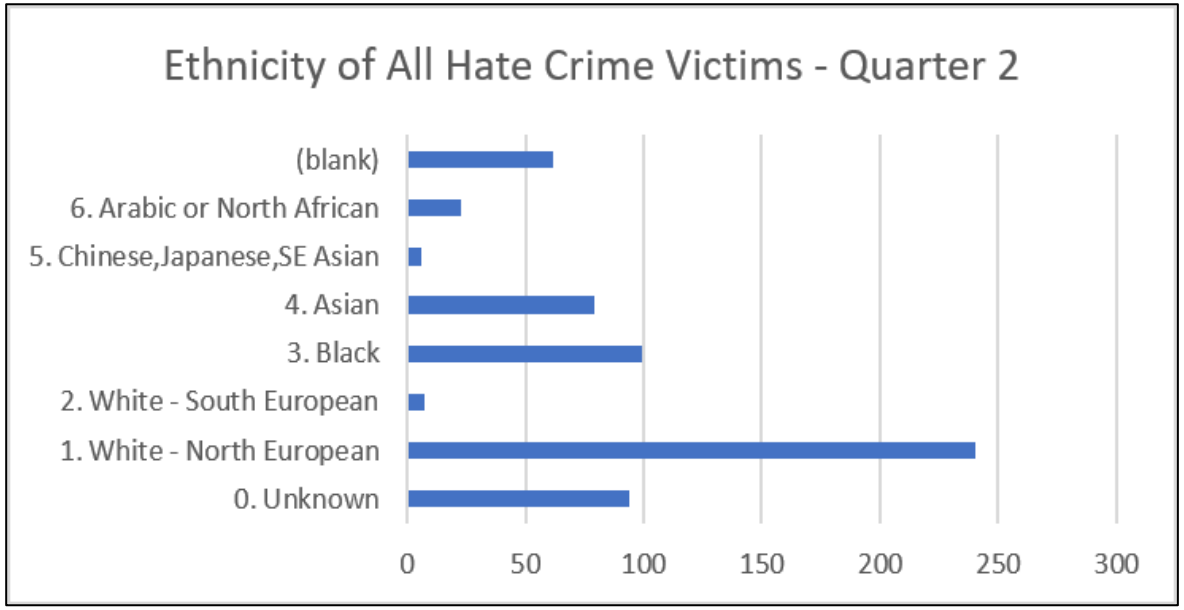


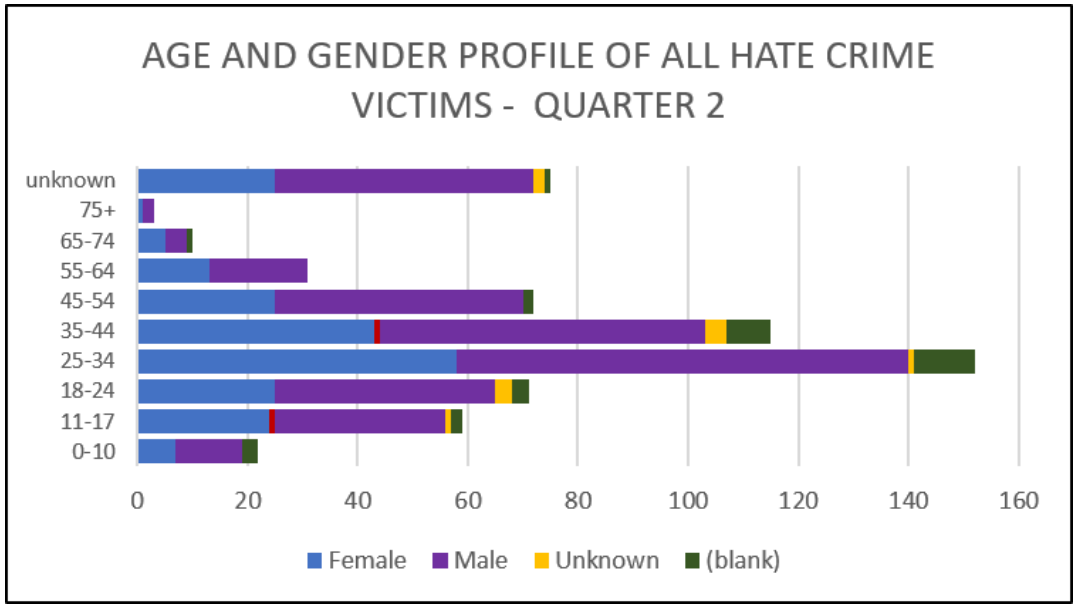
A total of **610** victims of Hate Crime have been linked to 650 Hate Crimes during Quarter 2 2026/27 (36 repeats, 5.9%).

- Victims of Transgender related Hate Crime had the highest proportion of repeat victims (11.1%) during Q2 2026/27.

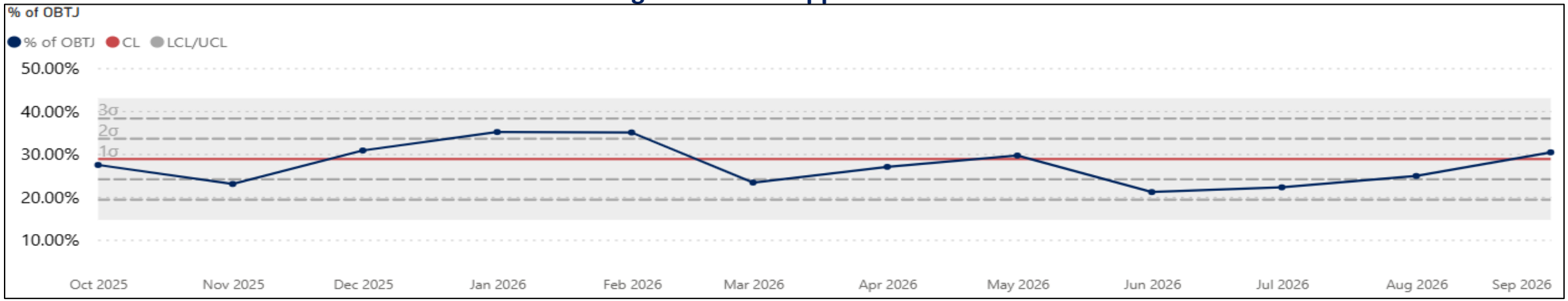
Overall, the age and gender profile is in line with that observed over the 12-month period. During Quarter 2, there was a higher proportion of Black victims (16%) than the 12-month period (11%).







% of Offences Brought to Justice applied to Hate Crimes



% OBTJ during Q2 = 25.8%, remaining stable on Q1 2026/27 (25.5%).

The breakdown of OBTJ outcomes during Q2 is as follows:

- OC1 Charged / Summonsed = 17.1% (116)
- OC3 Adult Caution = 0.2% (1)
- OC8 Community Resolution = 8.1% (55)
- OC22 Other Agency = 0.4% (3)

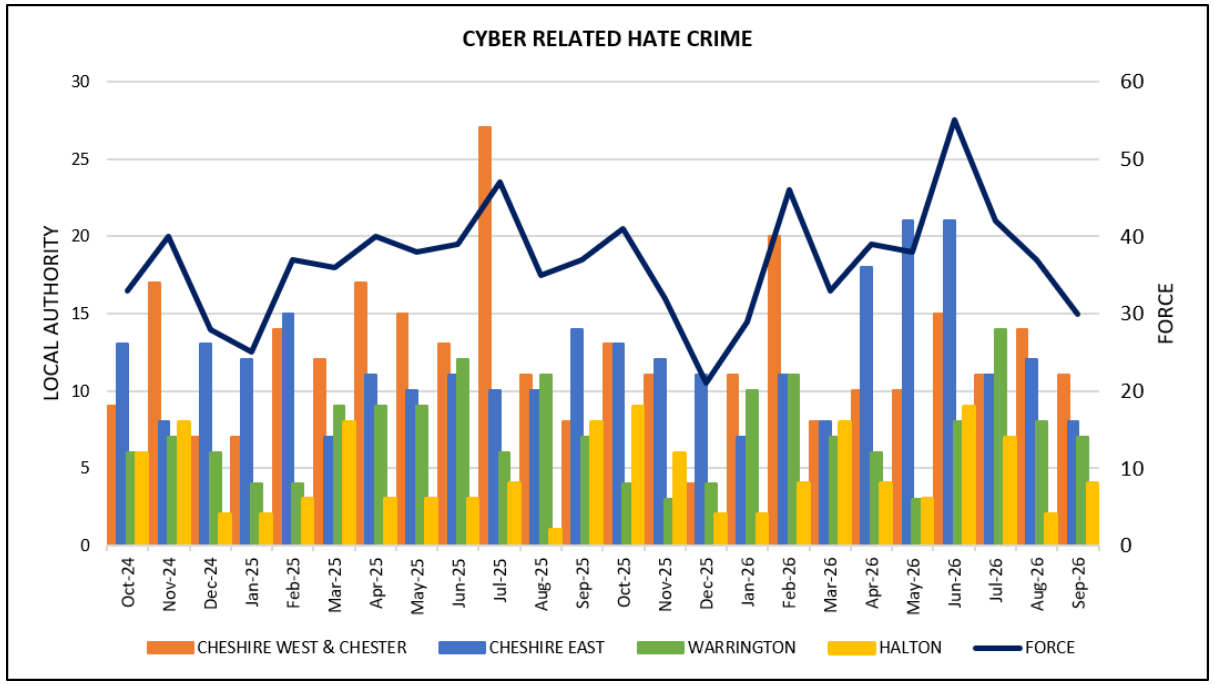
Of the 74.2% of Other Outcomes applied to Hate Crimes during Q2, the majority were made up of:

- OC16 Named Suspect identified – Victim Does Not Support and Evidential Difficulties = 22.6% (153)
- OC18 Investigation Complete = 19.9% (135)
- OC15 Named Suspect identified – Victim Supports but Evidential Difficulties = 17.6% (119)

CYBER RELATED HATE CRIME

HATE CRIME – CYBER-RELATED OVERVIEW

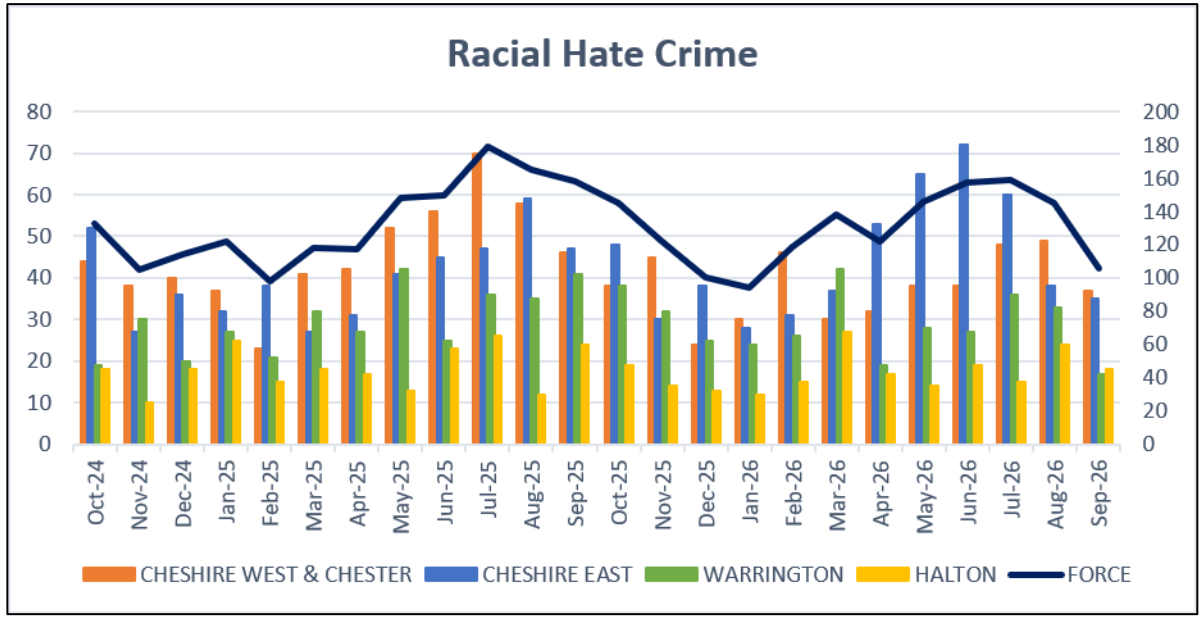
- Cyber-related Hate Crime accounts for **17.8%** (443/2,489) of all recorded Hate Crimes in the past 12 months.
- During Q2 2026/27, a **decrease of 17.4%** (23 fewer offences) was recorded when compared to Q1. Warrington recorded an increase (+70.6%, +12) whereas Cheshire East (-48.3%, -29) and Halton (-18.8%, -3) recorded decreases. Cheshire West & Chester remained stable (+2.9%, +1).
- The profile of Cyber-related Hate Crime in Q2 2026/27 shows that the most common type of Cyber-related Hate relates to Racial Hate Crime (52%), followed by Sexual Orientation Hate Crime (21%). Of note; compared to the previous quarter, proportions of Religion/Belief (-3pp), Sexual Orientation (-3pp) and Transgender (-2pp) related Hate Crime have decreased whereas the proportion of Racial related Hate Crime (+8pp) has increased and Disability related Hate Crime has remained the same.

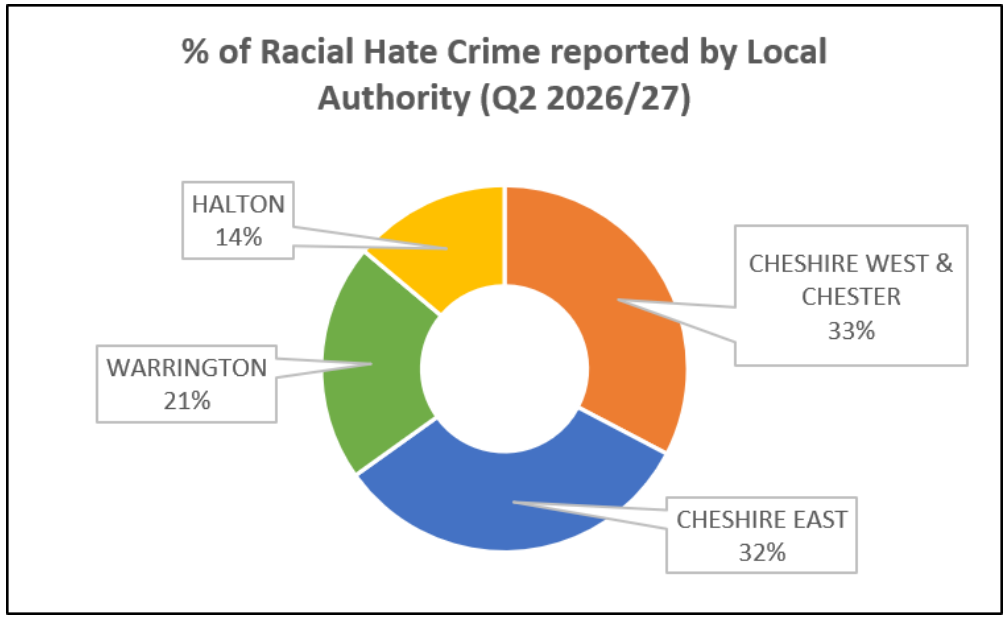


Hate Crime Flag	% of Cyber Hate Crime				Grand Total
	Q3 2025/26	Q4 2025/26	Q1 2026/27	Q2 2026/27	
Disability	23%	21%	14%	14%	**18%**
Racial	45%	51%	44%	52%	**48%**
Religion or Belief	8%	6%	11%	8%	**8%**
Sexual Orientation	20%	15%	24%	21%	**20%**
Transgender	3%	7%	7%	5%	**6%**
Grand Total	**100%**	**100%**	**100%**	**100%**	**100%**

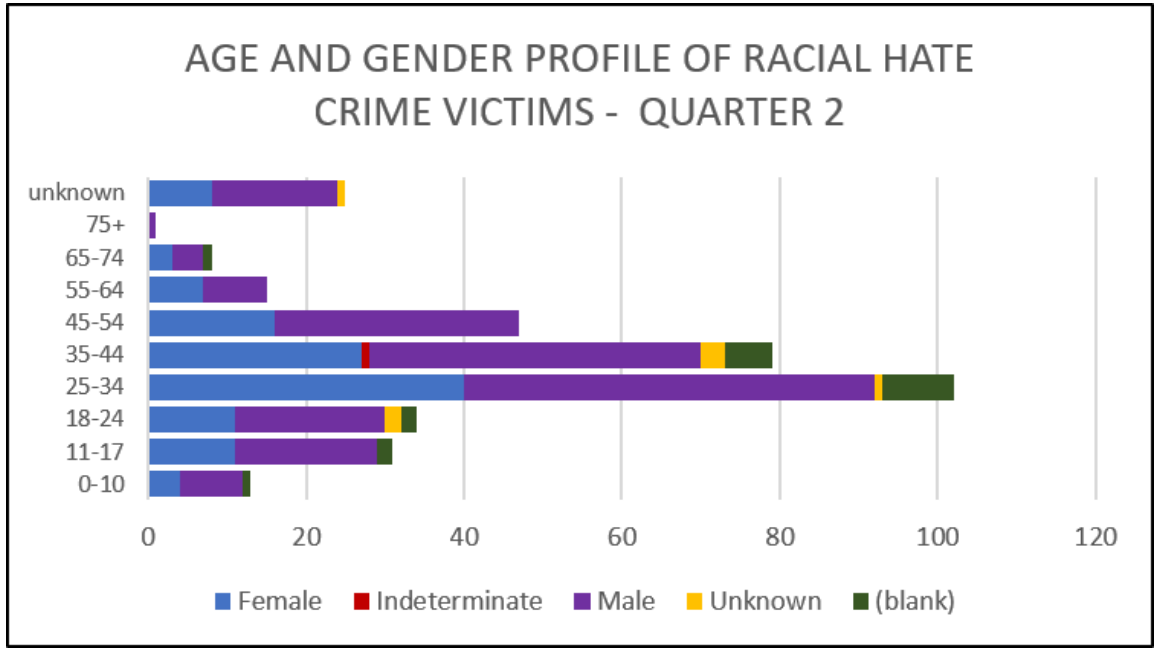
RACIAL HATE CRIME

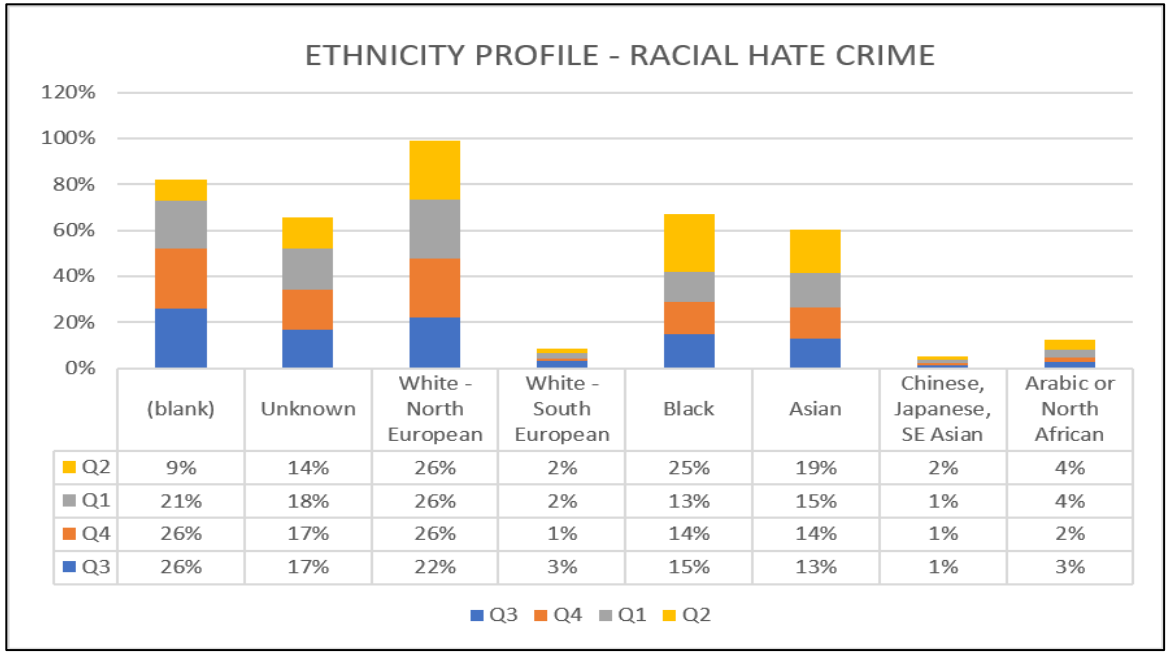
- **1,553** Racial Hate Crime Offences were recorded in the current 12-month period – **a decrease of 3.4%** (54 fewer offences) on the previous 12-month period. Cheshire East (+11.0%, +53) was the only Local Authority to record a 12-month increase whereas Cheshire West & Chester (-16.8%, -92) recorded the largest decrease.
  - Racial Hate Crime accounted for **62.4%** of all Hate Crime in the past 12 months.
  - **26.4%** (410) of all Racial Hate Crimes in the current 12 months were recorded in Q2 2026/27.
- **410** Racial Hate Crimes were recorded in Q2 2026/27 – **a 3.5% decrease** (15 fewer offences) compared to Q1 2026/27. Cheshire East (-30.0%, -57) recorded the only quarterly decrease and Cheshire West & Chester recorded the largest quarterly increase (+24.1%, +26).





PROFILE OF IDENTIFIED RACIAL HATE CRIME VICTIMS BETWEEN 01/10/2025 AND 30/09/2026



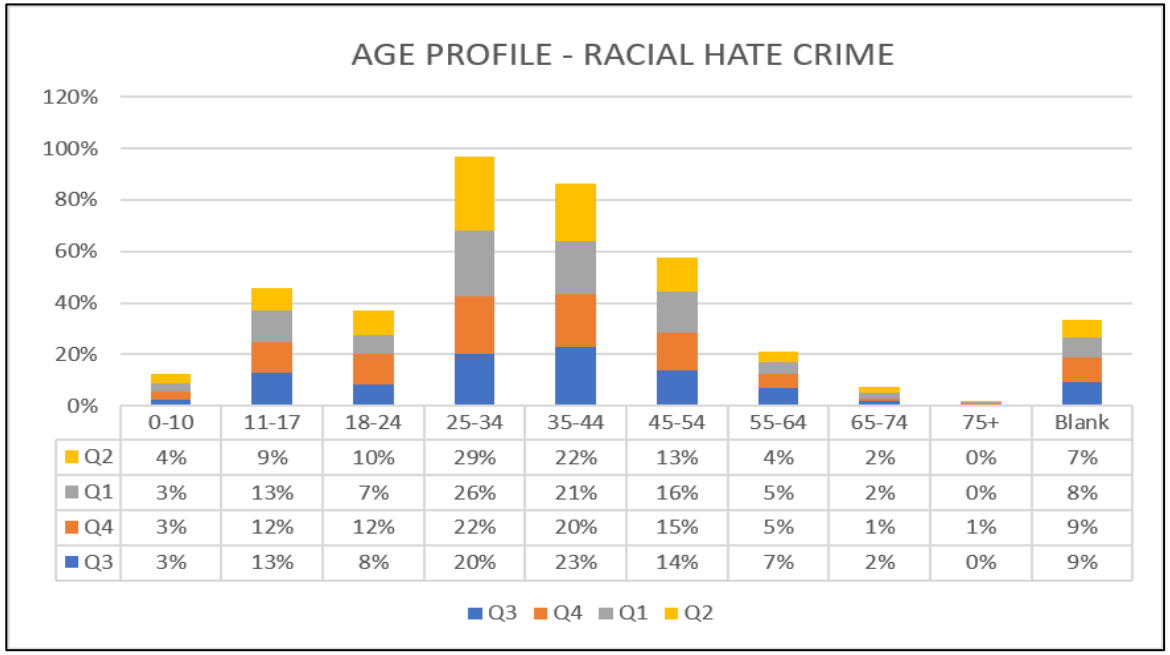


The age and gender profile of Racial Hate Crime victims in Q2 2026/27 is in line with that seen over the 12-month period.

There was a higher proportion of Black victims in Q2 (25% vs. 16% over the 12-month period) and a lower proportion of records where victim ethnicity was left blank (9% vs. 21%).

Victims of Racial Hate Crime in Q2 have tended to be:

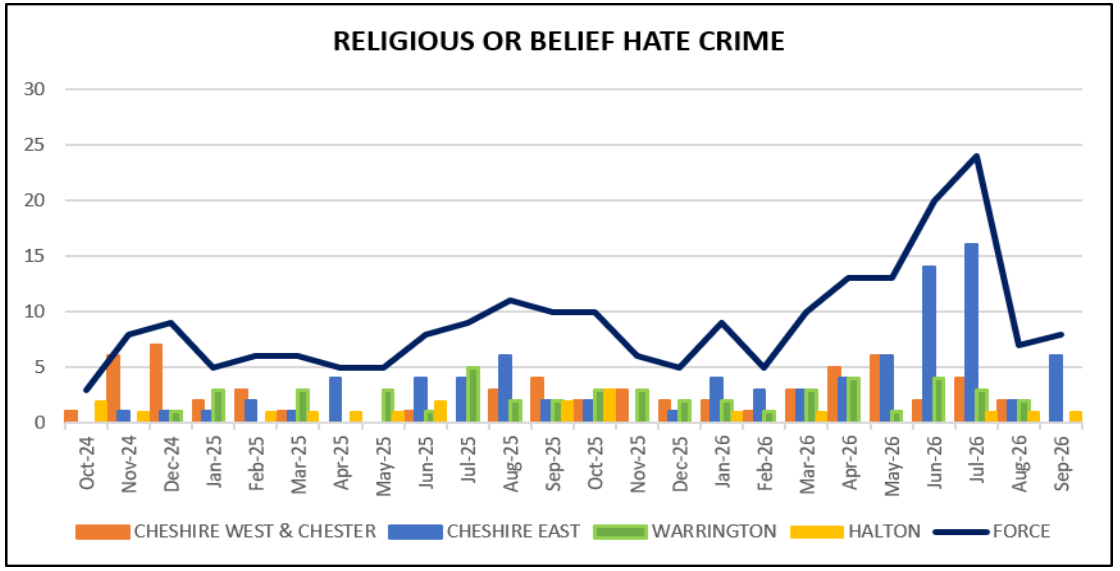
- Male (56%).
- 25-34 years of age (29%).
- White – North European (26%) followed by Black (25%) and Asian (19%).

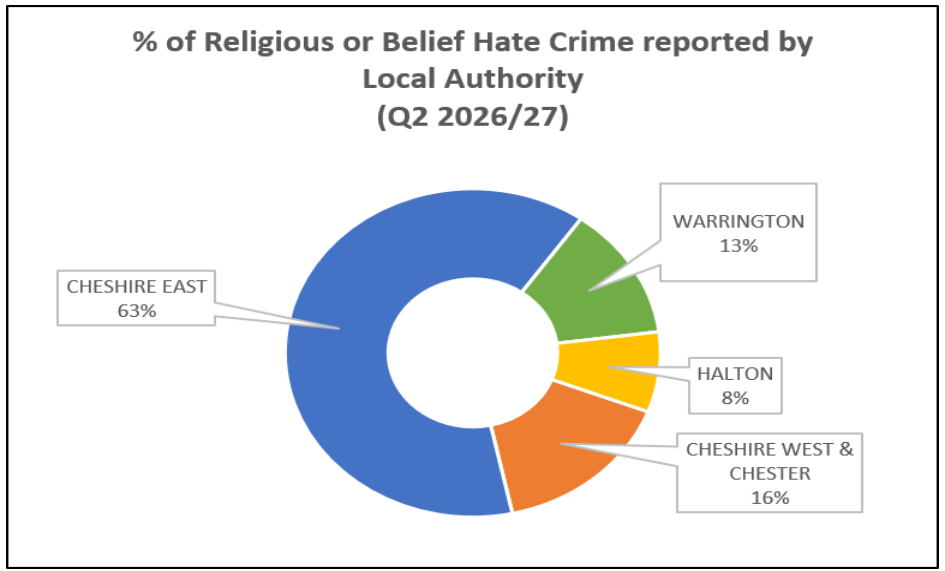


RELIGION OR BELIEF HATE CRIME

HATE CRIME – RELIGION OR BELIEF

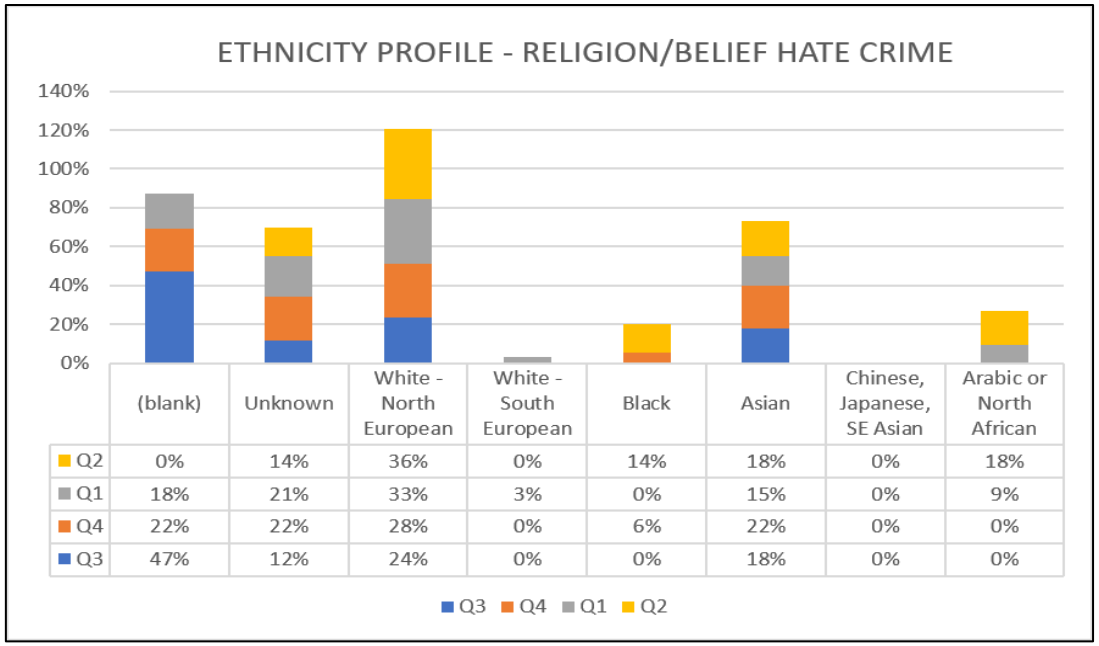
- A total of **130** Hate Crimes linked to Religion or Belief have been recorded over the 12-month period, a **52.9% increase** (45 more offences) on the previous 12-month period.
- Throughout the 12-month period anti-Muslim Hate Crime (57 offences, 44%) was the most frequently recorded, followed by offences where the Religion/Belief strand was recorded as 'unknown' (28 offences, 22%). Of the 28 offences with the Religion/Belief recorded as 'unknown', 12 were associated with the Ahmadi Religion of Peace and Light, with 10 occurring in the most recent quarter, including six in July. This increase may indicate that community tensions linked to Operation Decker (see slide 8) continued into the current quarter.
- Halton was the only Local Authority to record a decrease over the 12-month period (-20.0%, -2) with Cheshire East (+134.6%, +35), Warrington (+40.0%, +8) and Cheshire West & Chester (+14.3%, +4) recording increases.
- In Q2 2026/27, **39 Offences** have been recorded across the Force – this is a **15.2% decrease** (7 fewer offences) when compared to Q1 2026/27. During Q2, Halton recorded 3 Religion/Belief Hate Crimes compared to 0 last quarter. Cheshire West & Chester (-53.8%, -7) and Warrington (-44.4%, -4) recorded decreases and Cheshire East remained unchanged (24 offences).





Caution should be applied when considering this data set, due to the low number of offences involved.

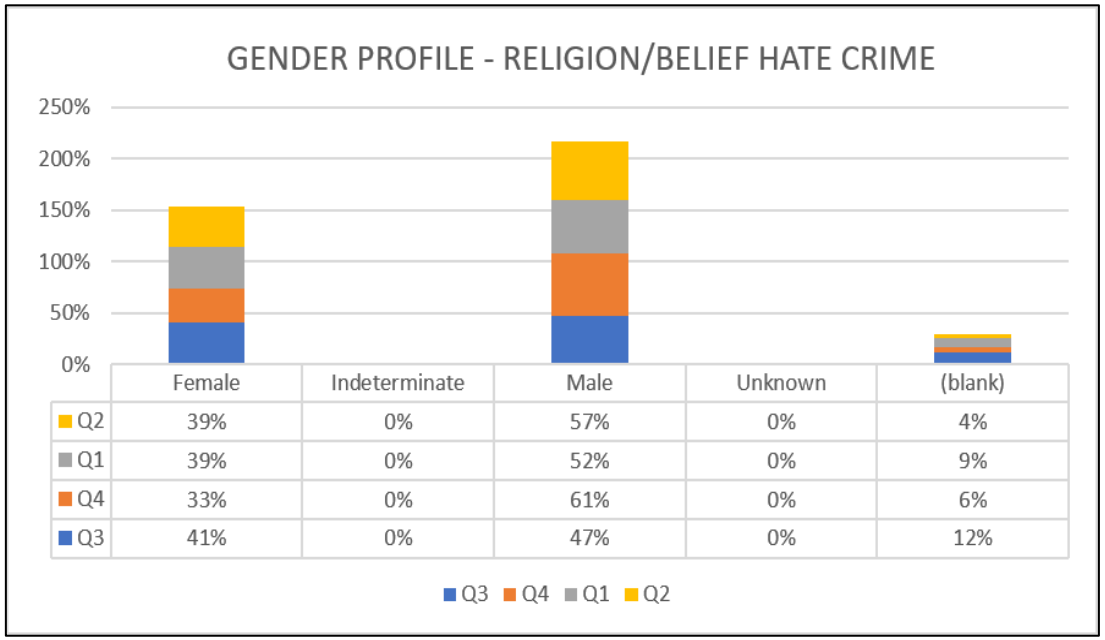
PROFILE OF IDENTIFIED RELIGIOUS OR BELIEF HATE CRIME VICTIMS BETWEEN 01/10/2025 AND 30/09/2026



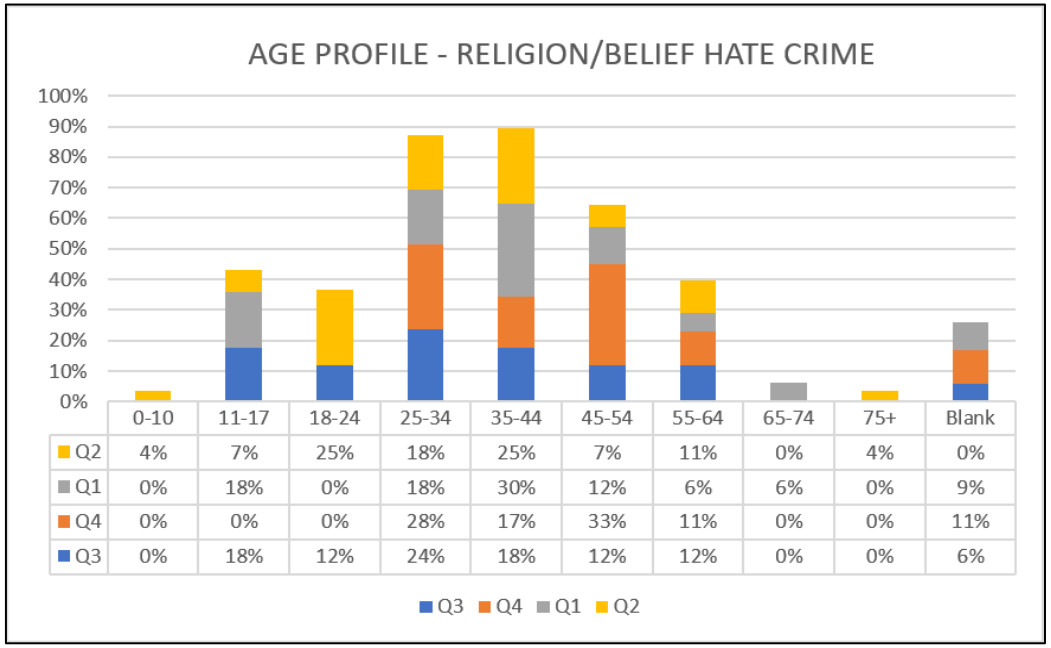
	(blank)	Unknown	White - North European	White - South European	Black	Asian	Chinese, Japanese, SE Asian	Arabic or North African
Q2	0%	14%	36%	0%	14%	18%	0%	18%
Q1	18%	21%	33%	3%	0%	15%	0%	9%
Q4	22%	22%	28%	0%	6%	22%	0%	0%
Q3	47%	12%	24%	0%	0%	18%	0%	0%

Notable differences in the profile of victims of Religion or Belief Hate Crimes in Q2 2026/27 when compared to Q1 2026/27 are:

- Higher proportion of Male victims (52% vs. 57%).
- Higher proportion of Black (0% vs. 14%) and Arabic or North African victims (9% vs 18%) and a lower proportion of victims whose ethnicity was unknown (21% vs. 14%) or left blank (18% vs. 0%).
- Higher proportion of victims aged 18-24 (0% vs. 25%), and a lower proportion of victims aged 11-17 (18% vs. 7%).



	Female	Indeterminate	Male	Unknown	(blank)
Q2	39%	0%	57%	0%	4%
Q1	39%	0%	52%	0%	9%
Q4	33%	0%	61%	0%	6%
Q3	41%	0%	47%	0%	12%

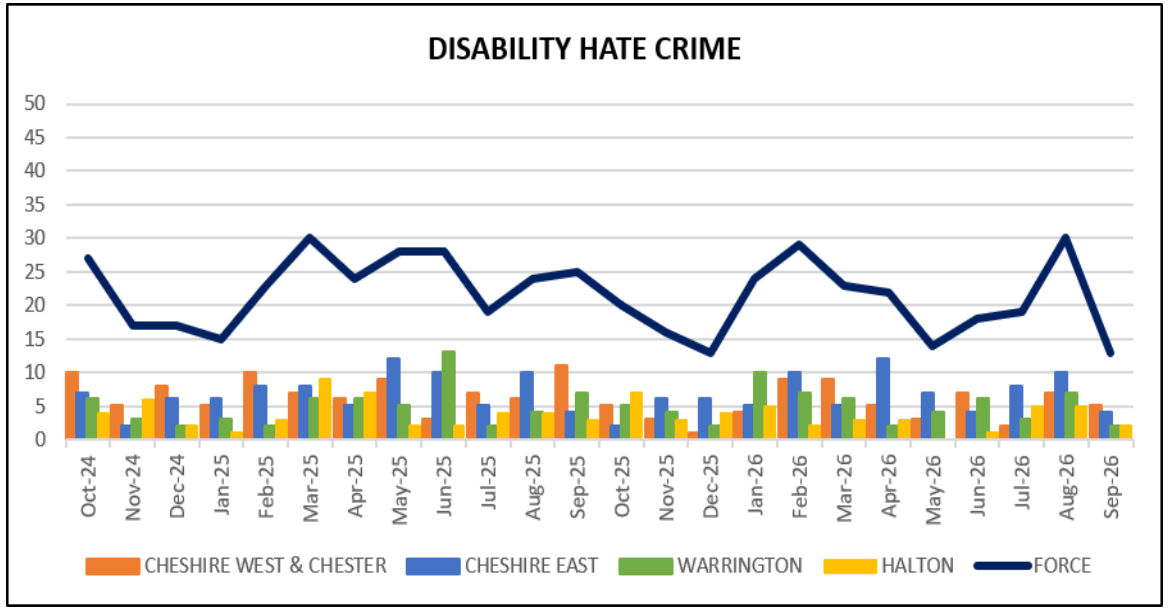


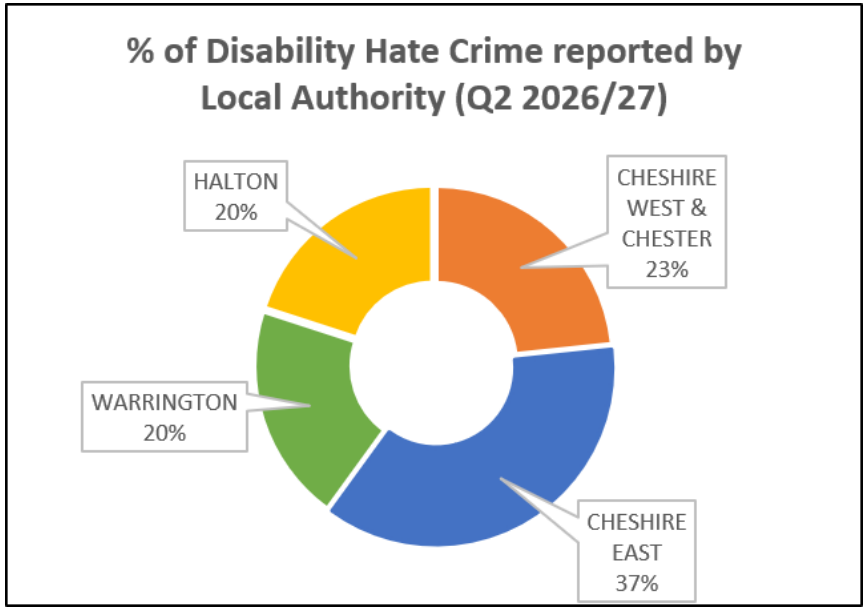
	0-10	11-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Blank
Q2	4%	7%	25%	18%	25%	7%	11%	0%	4%	0%
Q1	0%	18%	0%	18%	30%	12%	6%	6%	0%	9%
Q4	0%	0%	0%	28%	17%	33%	11%	0%	0%	11%
Q3	0%	18%	12%	24%	18%	12%	12%	0%	0%	6%

Caution should be applied when considering this data set, due to the low number of offences involved.

DISABILITY HATE CRIME

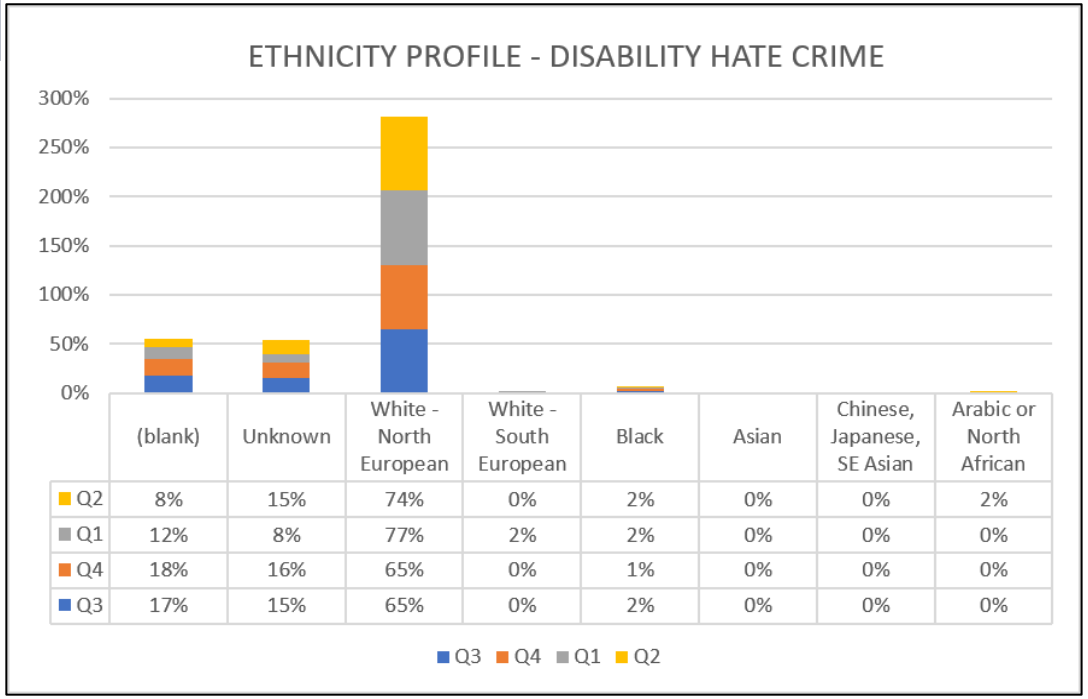
- A total of **241** Disability Hate Crimes were recorded over the 12-month period - a **13.0% decrease** (36 fewer offences) on the previous 12-month period.
  - All Local Authorities recorded a decrease over the 12-month period with Cheshire West & Chester recording the largest (-31.0%, -27).
  - **25.7%** (62) of Disability Hate Crimes recorded over the 12-month period were recorded in Q2 2026/27 – a **14.8% increase** (8 more offences) compared to Q1 2026/27. Halton recorded the only quarterly increase (+200.0%, +8). Offence volumes remained stable across all other Local Authorities, with Warrington recording no change, while Cheshire East and Cheshire West & Chester each recorded one fewer offence than in the previous quarter.





Caution should be applied when considering this data set, due to the low number of offences involved.

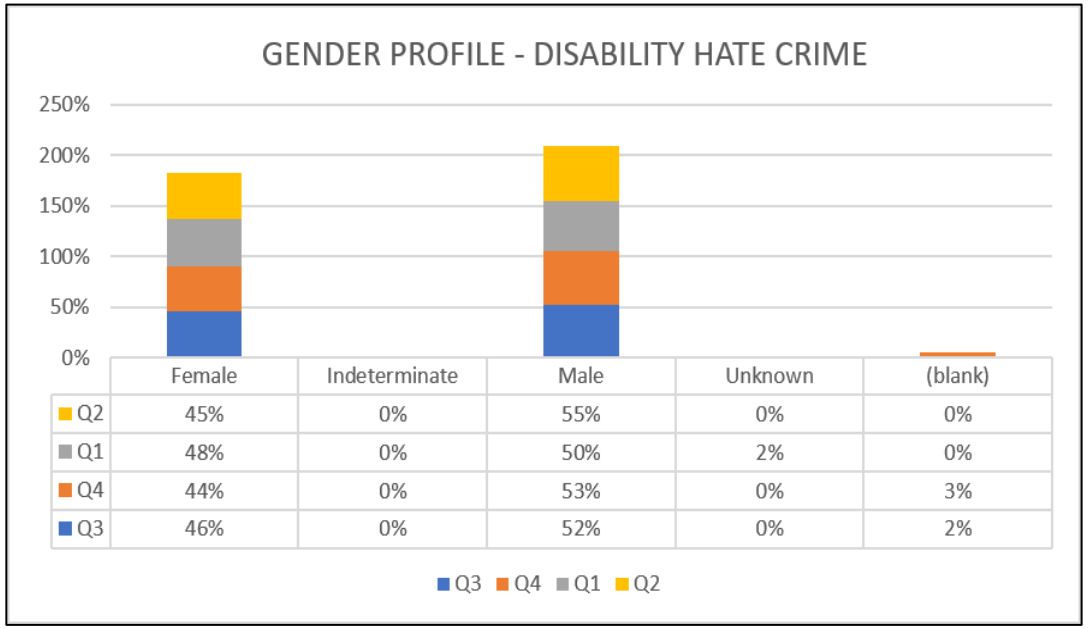
PROFILE OF IDENTIFIED DISABILITY HATE CRIME VICTIMS BETWEEN 01/10/2025 AND 30/09/2026



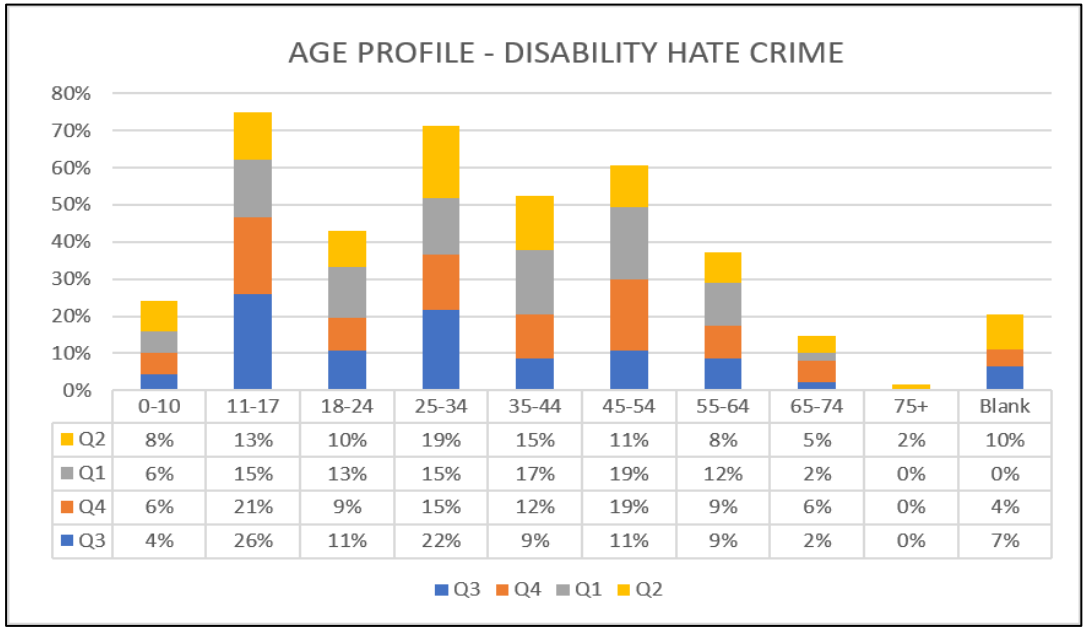
	(blank)	Unknown	White - North European	White - South European	Black	Asian	Chinese, Japanese, SE Asian	Arabic or North African
Q2	8%	15%	74%	0%	2%	0%	0%	2%
Q1	12%	8%	77%	2%	2%	0%	0%	0%
Q4	18%	16%	65%	0%	1%	0%	0%	0%
Q3	17%	15%	65%	0%	2%	0%	0%	0%

Notable differences in the profile of victims of Disability Hate Crimes in Q2 2026/27 when compared to Q1 2026/27 are:

- There was a higher proportion of victims whose ethnicity was unknown (8% vs. 15%).
- There was a lower proportion of Female victims (48% vs. 45%) and a higher proportion of Male victims (50% vs. 55%).
- Higher proportion of victims aged 25-34 (15% vs. 19%) and victims whose age was unknown (0% vs. 10%) and a lower proportion of victims aged 45-54 (19% vs. 11%).



	Female	Indeterminate	Male	Unknown	(blank)
Q2	45%	0%	55%	0%	0%
Q1	48%	0%	50%	2%	0%
Q4	44%	0%	53%	0%	3%
Q3	46%	0%	52%	0%	2%



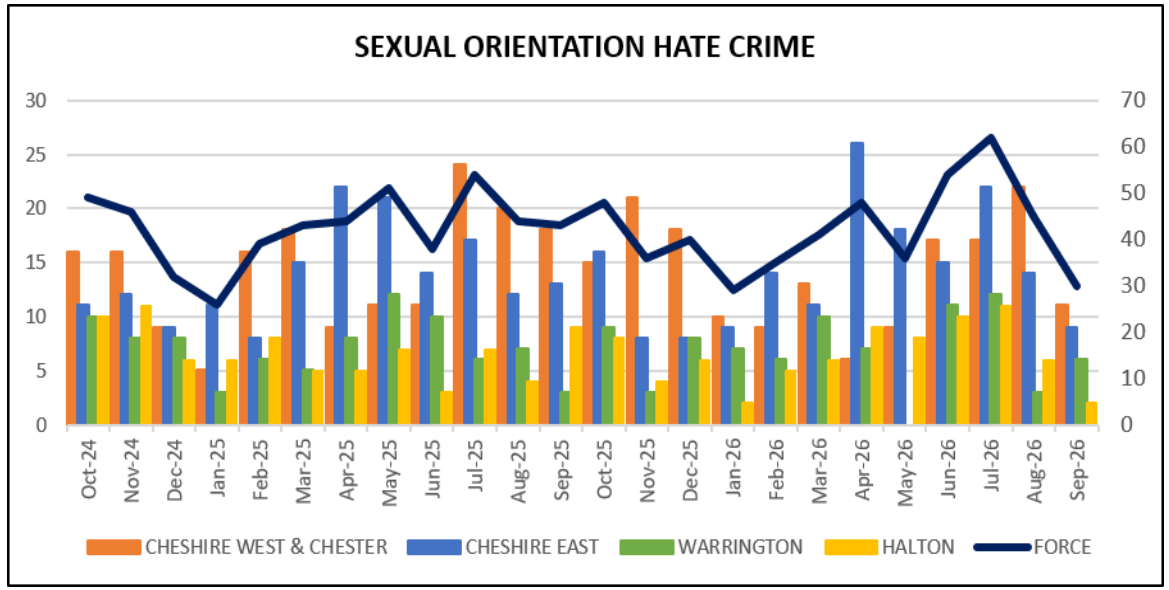
	0-10	11-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Blank
Q2	8%	13%	10%	19%	15%	11%	8%	5%	2%	10%
Q1	6%	15%	13%	15%	17%	19%	12%	2%	0%	0%
Q4	6%	21%	9%	15%	12%	19%	9%	6%	0%	4%
Q3	4%	26%	11%	22%	9%	11%	9%	2%	0%	7%

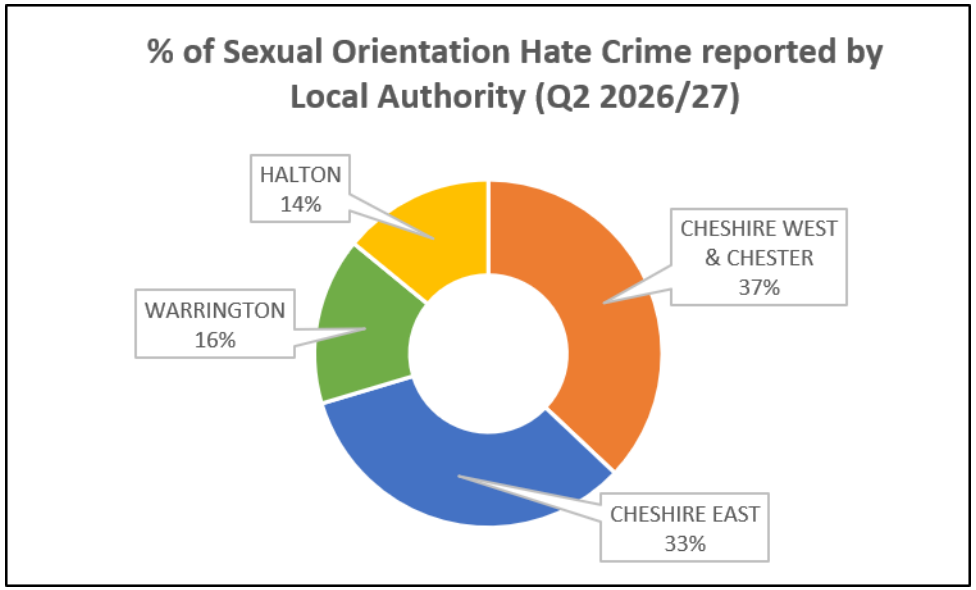
Caution should be applied when considering this data set, due to the low number of offences involved.

SEXUAL ORIENTATION HATE CRIME

HATE CRIME – SEXUAL ORIENTATION

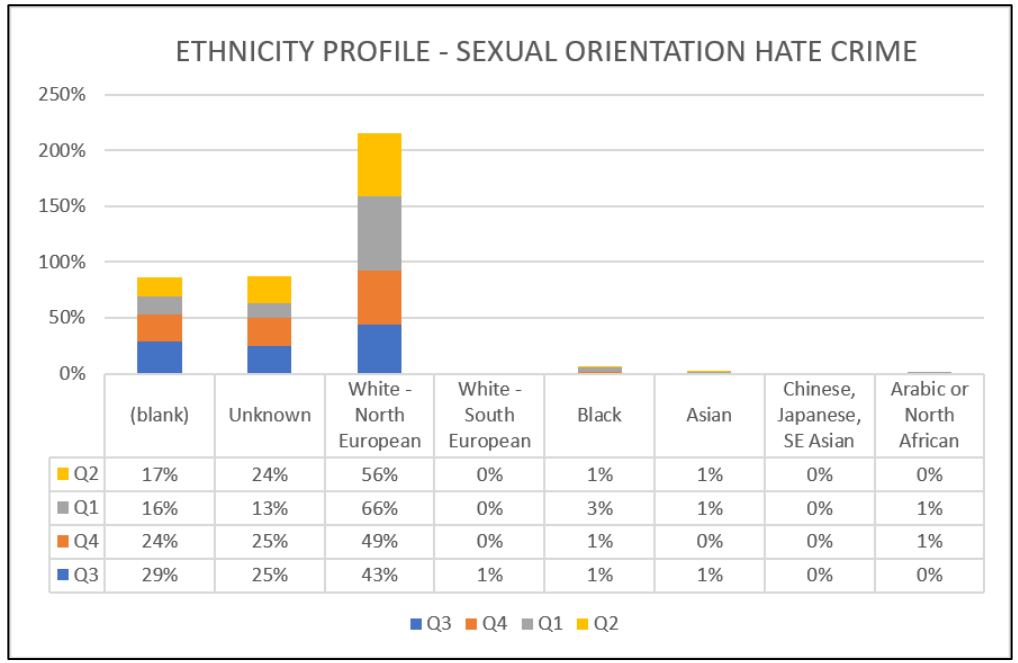
- In the 12-months ending 30th September 2026, a total of **504** Sexual Orientation Hate Crimes have been recorded – a **decrease of 5 offences** (-1.0%) on the previous 12 months.
  - Cheshire East (+3.0%, +5) recorded the only 12-month increase whilst Cheshire West & Chester (-2.9%, -5), Warrington (-4.7%, -4) and Halton (-4.9%, -4) all recorded similar volume decreases.
  - **27.2%** (137) of Sexual Orientation Hate Crime happened in Q2 2026/27, remaining stable when compared to Q1 2026/27 (-0.7%, -1).
  - Cheshire West & Chester (+56.3%, +18) and Warrington (+16.7%, +3) recorded increases over the quarterly period whereas Cheshire East (-23.7%, -14) and Halton (-29.6%, -8) recorded decreases.



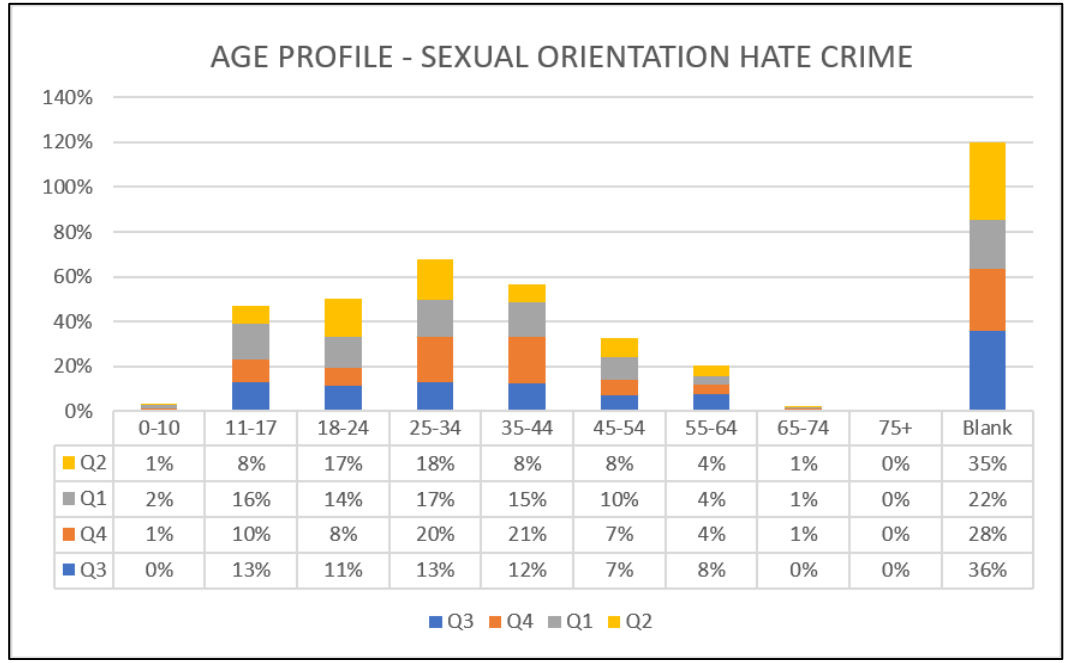


Caution should be applied when considering this data set, due to the low number of offences involved.

PROFILE OF IDENTIFIED SEXUAL ORIENTATION HATE CRIME VICTIMS BETWEEN 01/10/2025 AND 30/09/2026

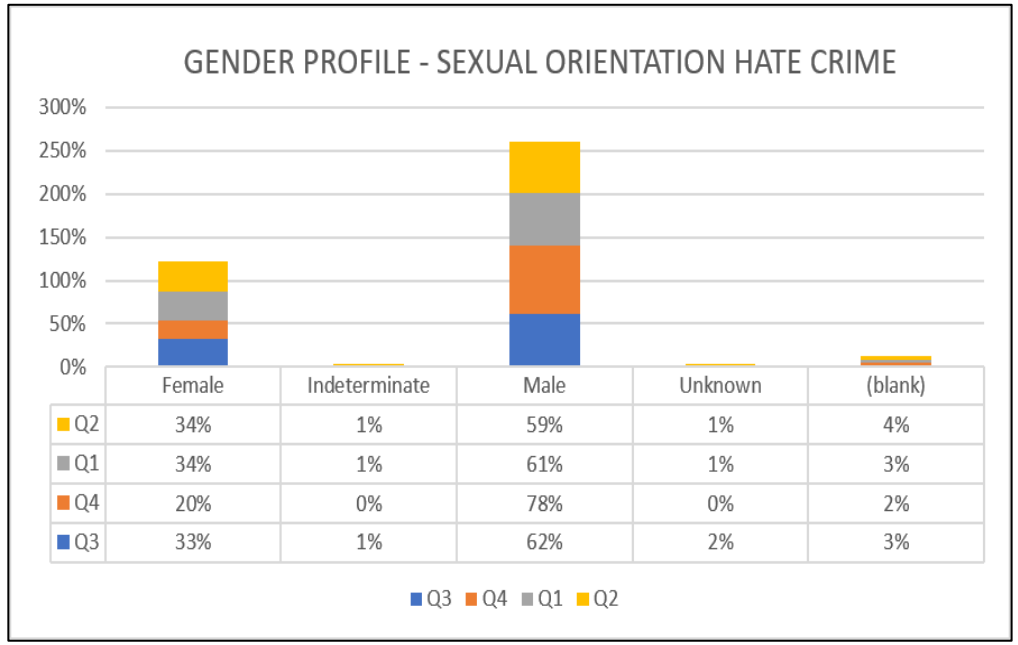


	(blank)	Unknown	White - North European	White - South European	Black	Asian	Chinese, Japanese, SE Asian	Arabic or North African
Q2	17%	24%	56%	0%	1%	1%	0%	0%
Q1	16%	13%	66%	0%	3%	1%	0%	1%
Q4	24%	25%	49%	0%	1%	0%	0%	1%
Q3	29%	25%	43%	1%	1%	1%	0%	0%



	0-10	11-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Blank
Q2	1%	8%	17%	18%	8%	8%	4%	1%	0%	35%
Q1	2%	16%	14%	17%	15%	10%	4%	1%	0%	22%
Q4	1%	10%	8%	20%	21%	7%	4%	1%	0%	28%
Q3	0%	13%	11%	13%	12%	7%	8%	0%	0%	36%

Caution should be applied when considering this data set, due to the low number of offences involved.



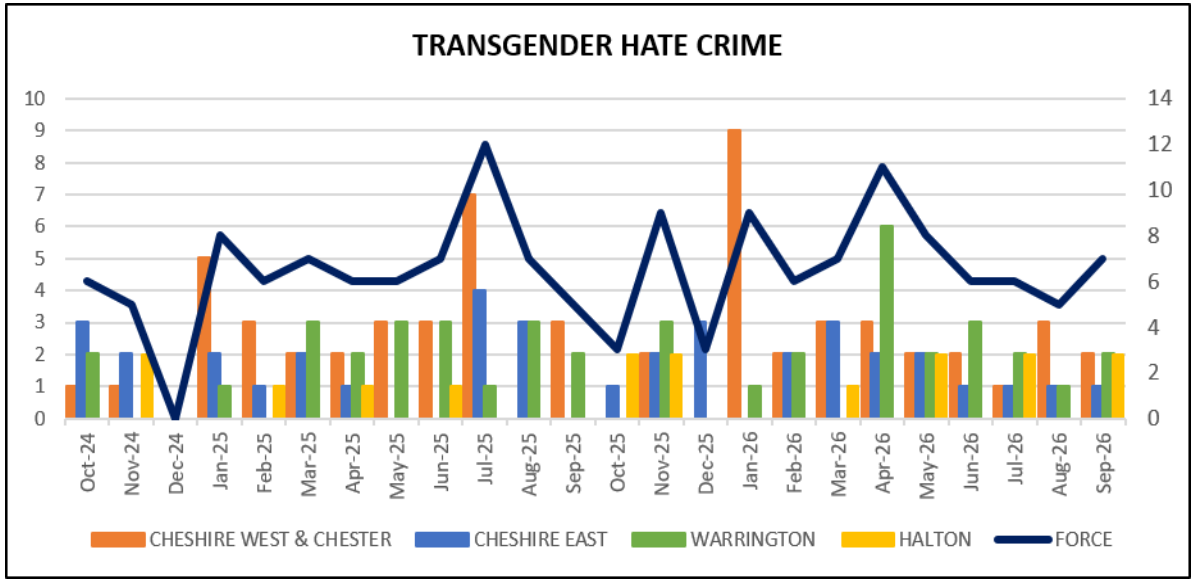
	Female	Indeterminate	Male	Unknown	(blank)
Q2	34%	1%	59%	1%	4%
Q1	34%	1%	61%	1%	3%
Q4	20%	0%	78%	0%	2%
Q3	33%	1%	62%	2%	3%

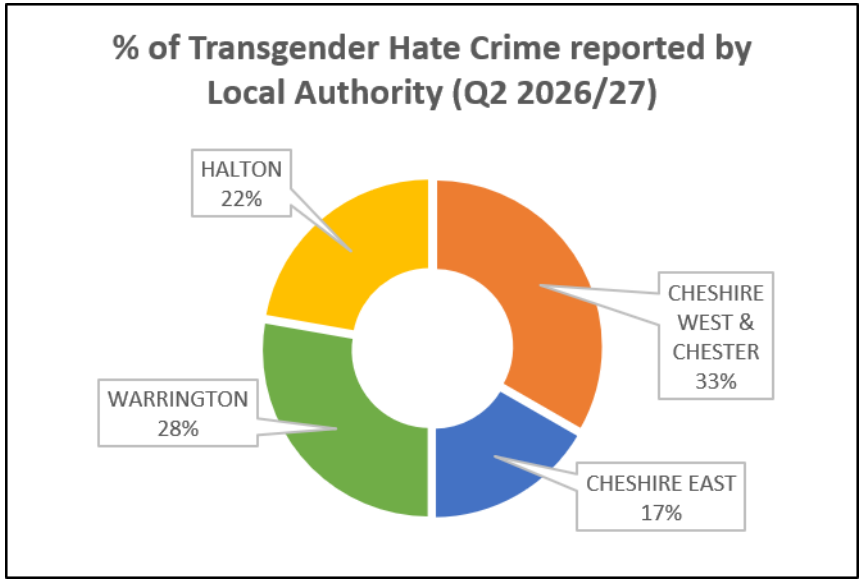
Notable differences in the profile of victims of Sexual Orientation Hate Crimes in Q2 2026/27 when compared to Q1 2026/27 are:

- There is a lower proportion of White North European victims (66% vs. 56%).
- The gender profile of victims has remained stable from Q1 to Q2.
- There was a higher proportion of victims whose age was unknown (22% vs. 35%) and victims aged 18-24 (14% vs. 17%) and a lower proportion of victims aged 11-17 (16% vs. 8%) and 35-44 (15% vs. 8%).

TRANSGENDER HATE CRIME

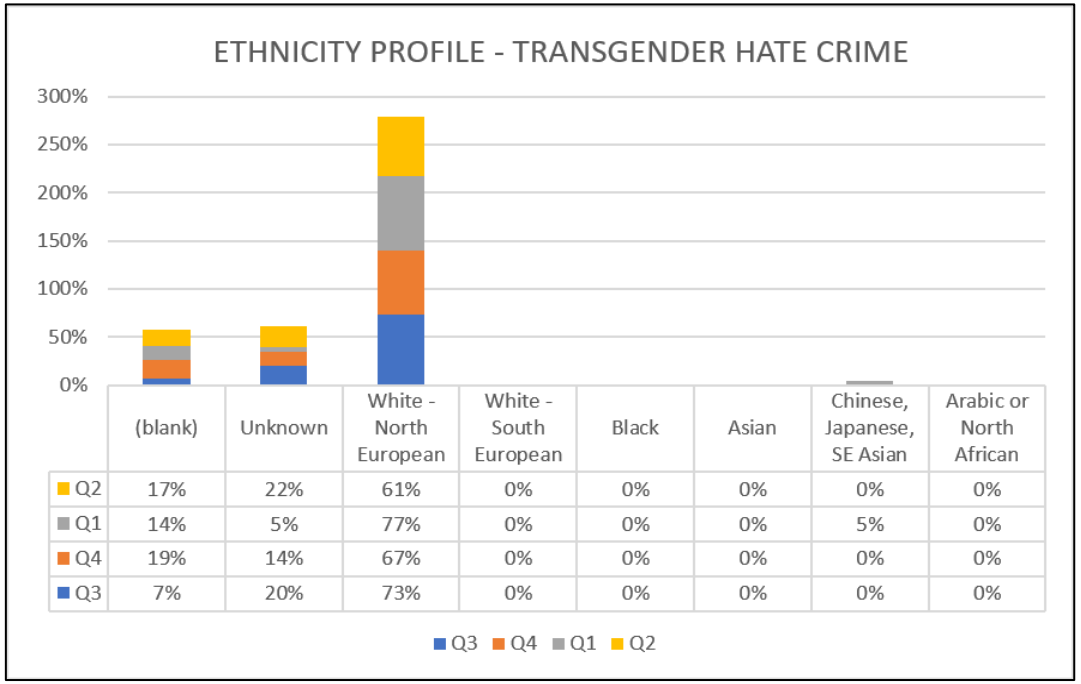
- Monthly volumes of Transgender Hate Crimes range from 3 to 11 with an average of 7 a month being recorded over the 12-month period ending 30th September 2026.
- **80** Transgender Hate Crimes have been recorded in the past 12-months (ending September 2026) – this is an **increase of 6.7%** (5 more offences) when compared to the previous 12-month period.
- **18** Offences were recorded in Q2 2026/27, a **28.0% decrease** (7 fewer offences) compared to Q1 2026/27. Halton recorded the only quarterly increase (+100.0%, +2) and Warrington recorded the largest quarterly decrease (-54.5%, -6).





Caution should be applied when considering this data set, due to the low number of offences involved.

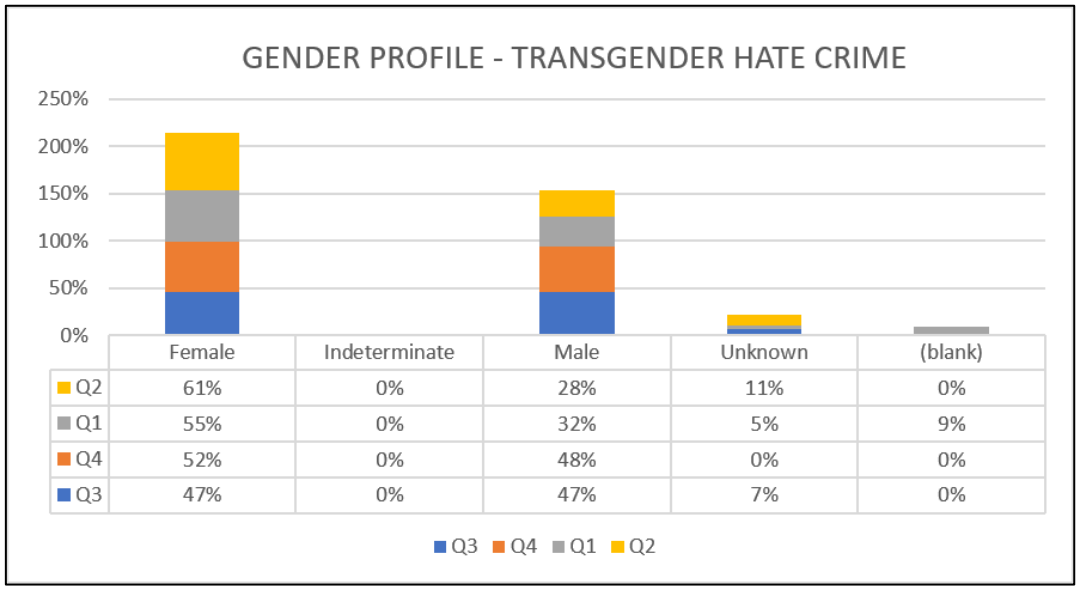
PROFILE OF IDENTIFIED TRANSGENDER HATE CRIME VICTIMS BETWEEN 01/10/2025 AND 30/09/2026



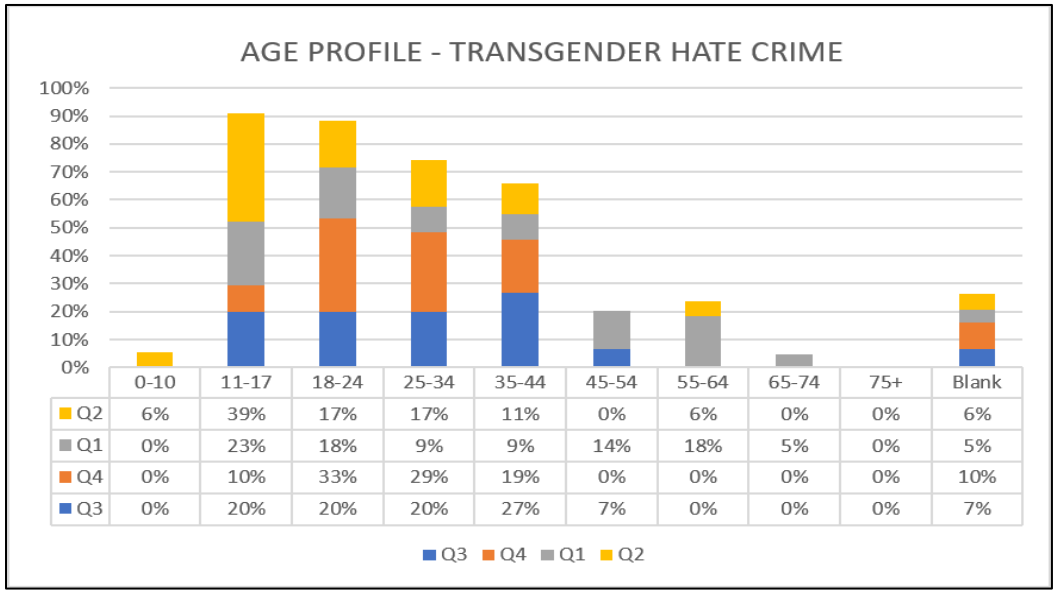
	(blank)	Unknown	White - North European	White - South European	Black	Asian	Chinese, Japanese, SE Asian	Arabic or North African
Q2	17%	22%	61%	0%	0%	0%	0%	0%
Q1	14%	5%	77%	0%	0%	0%	5%	0%
Q4	19%	14%	67%	0%	0%	0%	0%	0%
Q3	7%	20%	73%	0%	0%	0%	0%	0%

Notable differences in the profile of victims of Transgender Hate Crimes in Q2 2026/27 when compared to Q1 2026/27 are:

- There has been a decrease in White Northern European victims (77% vs. 61%) and an increase in victims whose ethnicity was unknown (5% vs. 22%).
- There is a lower proportion of Male victims (32% vs. 28%) and a higher proportion of Female victims (55% vs. 61%).
- There is a lower proportion of victims aged 45-54 (14% vs. 0%) and 55-64 (18% vs. 6%) and a higher proportion of victims aged 11-17 (23% vs. 39%) and 0-10 (0% vs. 6%).



	Female	Indeterminate	Male	Unknown	(blank)
Q2	61%	0%	28%	11%	0%
Q1	55%	0%	32%	5%	9%
Q4	52%	0%	48%	0%	0%
Q3	47%	0%	47%	7%	0%



	0-10	11-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Blank
Q2	6%	39%	17%	17%	11%	0%	6%	0%	0%	6%
Q1	0%	23%	18%	9%	9%	14%	18%	5%	0%	5%
Q4	0%	10%	33%	29%	19%	0%	0%	0%	0%	10%
Q3	0%	20%	20%	20%	27%	7%	0%	0%	0%	7%

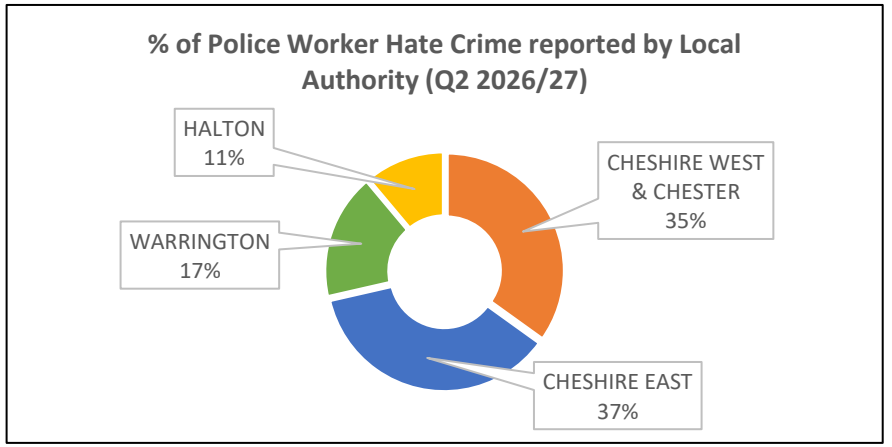
Caution should be applied when considering this data set, due to the low number of offences involved.

HATE CRIME AGAINST POLICE WORKERS

Over the past 12 months a total of **163 Police Workers** have been identified as being the Aggrieved Person during the course of their duty in **236 Hate Crimes**. 42 (25.8%) of these have been the victim in more than one offence during this period.

A review of the Hate Crime flags indicates that 61.9% (153 offences) are for Sexual Orientation Hate Crime, 30.4% (75 offences) relate to Racial Hate Crime, 3.6% (9 offences) relate to Disability Hate Crime, 2.8% (7 offences) relate to Transgender Hate Crime and 1.2% (3 offences) relate to Religion/Belief Hate Crime. Please note that more than one Hate Crime flag can be attributed per offence.

In the past 12 months, 37.3% (88) of Police Worker Hate Crime occurred across the Eastern Area, 32.2% (76) occurred across the Western Area and 29.2% (69) across the Northern Area (Warrington – 37 (15.7%); Halton – 32 (13.6%)). 3 offences (1.3%) could not be attributed to an Area.



The Outcomes (to date) of these offences are:

Offences Brought to Justice:

- 157x OC1 Charged / Summonsed
- 7x OC8 Community Resolution

Other Outcomes:

- 17x OC15 Named Suspect Identified – Victim Supports Police Action but Evidential Difficulties
- 8x OC16 Named Suspect Identified – Victim Does Not Support Police Action and Evidential Difficulties
- 1x OC12 Named Suspect Identified But Is Too Ill to Prosecute
- 1x OC14 Evidential Difficulties – Named Suspect not Identified
- 1x OC17 Suspect Identified but Prosecution Time Limit Expired
- 1x OC98 Cancelled / Transferred

Caveat – This data refers to Hate Crimes where a Police Worker is the Aggrieved, they may/may not be a Cheshire Officer/Worker.

HATE CRIME – AGAINST POLICE WORKERS

Repeat victims in the 12 months ending September 2026:

- 1 Police Officer / Staff was the victim of 8 Hate Crimes
- 1 Police Officer / Staff was the victim of 6 Hate Crimes
- 4 Police Officer / Staff were the victims of 4 Hate Crimes
- 13 Police Officer / Staff were the victims of 3 Hate Crimes
- 23 Police Officer / Staff were the victims of 2 Hate Crimes

During Q2 2026/27, 56 Police Workers have been identified as being the Aggrieved Person in **64** Hate Crimes with 7 repeat victims during the quarter.

With the exception of 9 Police Workers, all Aggrieved Persons have been Police Officers within the last 12 months.

Caveat – This data refers to Hate Crimes where a Police Worker is the Aggrieved, they may/may not be a Cheshire Officer/Worker.