



# *The Launch of the* **National Black Police Association**

Monday 29th November 1999 @ The International Convention Centre Birmingham



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## The Definition of Institutional Racism

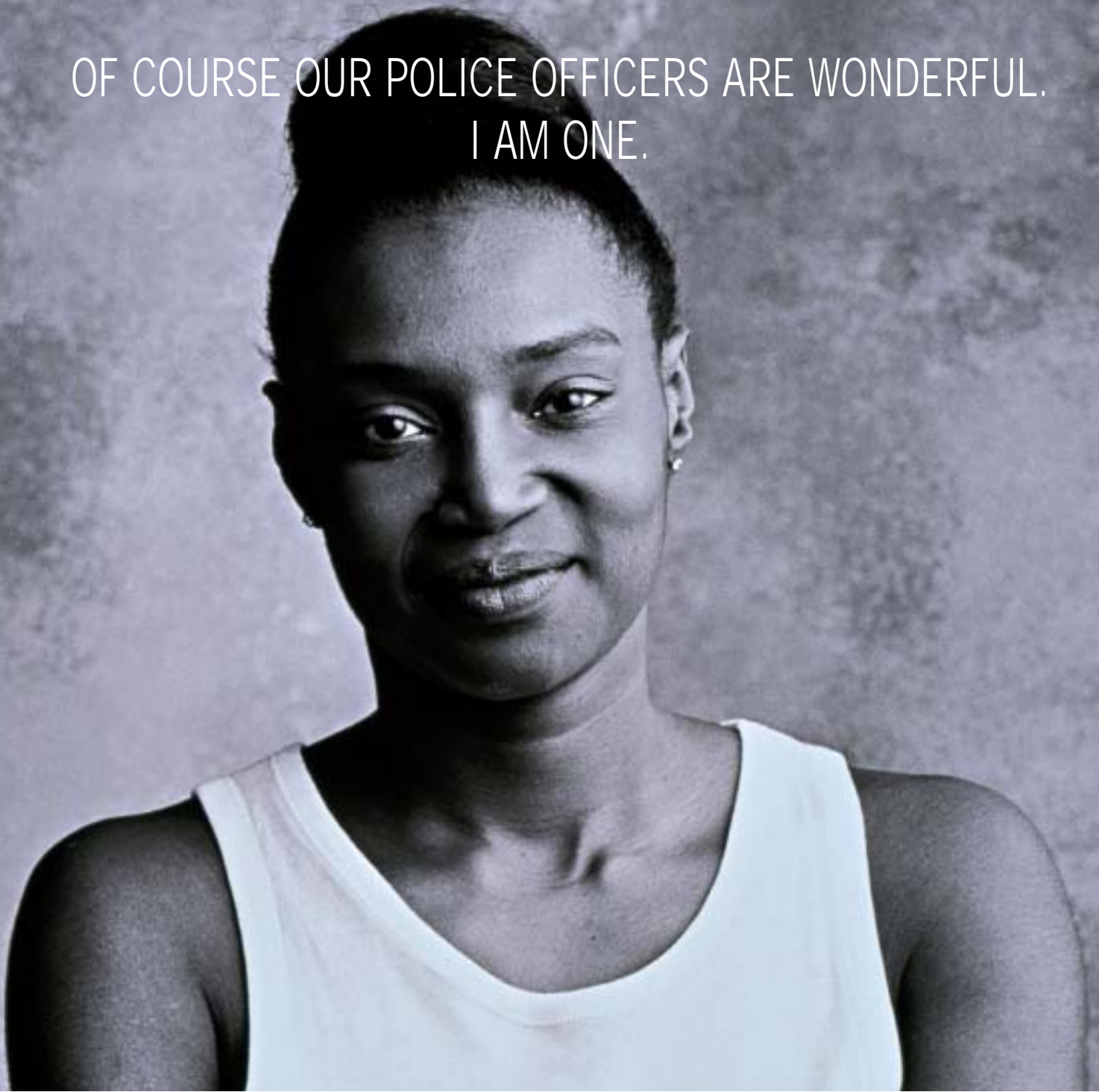
"The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people."

*Stephen Lawrence Enquiry*



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'We are bound in  
life as in death.'

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Dismantling Barriers

# RESPOND

## RACIAL EQUALITY FOR STAFF AND PRISONERS

The Prison Service represents the whole community.

We aim to become more representative of the whole community and deliver a better service by ensuring equality of opportunity and just treatment for staff and prisoners of all ethnic groups, and by eliminating all forms of discrimination within the Service.

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-  **Ensuring fairness in recruitment, appraisal, promotion and selection**
-  **Developing and supporting ethnic minority staff**
-  **Ensuring equal opportunities for ethnic minority prisoners**
-  **Recruiting ethnic minority staff**



"I am determined that the Prison Service will embrace diversity. RESPOND will make a real difference."  
Martin Narey, Director General





## FOREWORD

**Rt Hon Jack Straw** - MP Home Secretary

I am very sorry not to be with you all at the national launch of your organisation, but unfortunately I have to be in Parliament. Because of this it has proved impossible for me to join you. However, I know that Charles Clarke will more than make up for my absence.

As a government we have made tackling racism and promoting equality of opportunity a top priority. In education, jobs, health and crime we are working to ensure that we make real progress. But we cannot do this alone. It is to organisations like yours that we look to work with us in partnership, helping us to meet the challenges ahead. Your association and all its members has played a pivotal role in helping the police service rise to those challenges, not only on internal equal opportunity issues, but also on the wider issues affecting the way in which the police delivers its services to the community.

Your continued contribution is crucial if the police service is to continue to make progress and attract more officers from ethnic minority communities. If the service is to succeed in gaining the support of all sections of the community, then it must reflect the diversity of that community. That is why I have set targets for the recruitment, retention and progression of ethnic minority police officers.

Members of the NBPA played a central role in the Dismantling Barriers Conference in Southampton in April, where I announced those targets. Your association has since been helping to develop the policies of the Dismantling

Barriers programme which grew from Southampton. The NBPA is also represented on the Lawrence Steering Group, which I chair, whose task it is to oversee and audit the implementation of the Action Plan, published in March as the Government's response to the Macpherson Report.

I would like to congratulate the NBPA on all it has achieved during the past 12 months, and to thank you for all your help and support. I would particularly like to thank the current office holders (who, I understand, will be standing down today), Leroy Logan, Ali Dizaei and Robyn Williams for all their hard work during the past year. They have done an excellent job and should be proud of themselves. Your successors will inherit an excellent, well run organisation.

There has been much change and much progress during the past 12 months. We have seen the establishment of the NBPA, the publication of the Macpherson Report, the Southampton Conference, and the publication of the targets and Dismantling Barriers Action Plan. All of these are milestones, but much more needs to be done. I am confident that by working together we can help bring about a change and achieve our shared vision - a police service that is representative of the community it serves; a service that is part of the community, not apart from it; a police service of which we can all be truly proud.

I wish you every success for the day.



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## THE HISTORY OF THE NBPA

In 1990 questions were raised with the Metropolitan Police regarding the alarming rate that Black staff were leaving the service. As a result an initiative between the Metropolitan Police and the socialist support unit at Turvey was held in Bristol. All Black staff were ordered to attend and as a result of this a Black support network was formed.

The Black Police Association (BPA) started after a group of Black officers met and agreed that a support network for Black staff employed by the Metropolitan Police service was required. The Association has been in existence since September 1994. At the launch Sir Paul Condon, Commissioner of the Metropolitan Police said, "I have made it clear where I stand. I see the formation of this Association as the only way forward". From its inception it has sought to highlight issues facing Black staff in the Police Service, helping those in need of support by lending a listening ear and giving advice.

With the help of the Metropolitan Black Police Association, the word quickly spread across the country, resulting in a flood of interest from Black staff members from other forces. This interest was not allowed to dissipate and individuals from the provincial services together with Metropolitan Police staff came together for a number of meetings in 1994 - 1995. The meetings were held at the then Home Office Specialist Support Unit in Turvey where the notion of a National BPA was nurtured and the transition from informal networking to strategic national communication network took place.

In October 1996 with interest having grown across the country in the work of the BPA, a National Communication Network was formed. This network consisted of Black staff members spanning the length and breadth of the country. It was quickly realised that the only way forward was to form a national association, speaking with **"ONE VOICE, STRENGTH IN UNITY"**. The country was then divided into three regions with a co-ordinator for each region.

In November 1998 the National Black Police Association became a reality when an interim executive was elected to take the association to launch. The executive committee was comprised of 14 executive members from 12 Constabularies. The post holders included a Chairperson, Deputy

Chairperson, General Secretary, Treasurer and Deputy Treasurer. In addition to the executive committee a NBPA co-ordinator was appointed.

The present Home Secretary, the Rt Hon Jack Straw, has given his full support to the NBPA voicing it in many public forums and has been instrumental in the negotiating the NBPA office now situated within the Home Office building. He continues to give his open support.

### **"ONE VOICE, STRENGTH IN UNITY"**

*Members of the executive committee sit on the following groups:*

- Home Secretary's group over seeing and auditing the recommendations from Macpherson.
- Her Majesty's Inspectorate of Constabularies Project review board on Accelerated Promotion Graduate Scheme.
- Association of Chief Police Officers Race Hate Committee.
- Association of Chief Police Officers Race and Community Relations.
- IONANN Advisory Committee.
- Action Equality.
- Her Majesty's Inspection team.

In addition to participating in the above groups, members of the executive also deliver presentations to bodies such as Bramhill, Strategic Command Course, Probation Service, Community Race Relations Committee, and National Federation to name just a few. The Southampton Conference "Dismantling Barriers" provided the opportunity for community members and the Police Service to come together and focus their minds on positive action in relation Black issues. The conference was well attended by various groups including ACPO and has resulted in various spin off schemes within various forces throughout the country.

On the 29th November 1999, the National Black Police Association was launched at the International Conference Centre, Birmingham.



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West Midlands Police has a positive equal opportunities policy to ensure that all applicants are treated fairly. We welcome applications from all sections of the community, regardless of age, race, marital status, gender or sexual orientation. We also operate a no-smoking at work policy.





# THE NATIONAL BLACK POLICE ASSOCIATION MISSION STATEMENT

The National Black Police Association seeks to improve the working environment of Black staff by protecting the rights of those employed within the Police Service and to enhance racial harmony and the quality of service to the Black community of the United Kingdom. Thereby assisting the Police Service in delivering a fair and equitable service to all sections of the community.



## AIMS & OBJECTIVES OF THE NBPA

Aims, Membership, Membership Definition, Composition of the NBPA Executive Committee



### Aims

The aims of the NBPA shall be to seek to improve the working environment of Black staff members, as defined in article 4.1 of the constitution, employed within the Police Service of the United Kingdom, with a view to enhancing the quality of service to the minority ethnic community of the United Kingdom.

The definition of "Black" does not refer to skin colour. The emphasis is on the common experience and determination of the people of African, African-Caribbean and Asian origin to oppose the effects of racism.

In pursuance of the above, the objectives shall be achieved by:

1. Representing the views of all representative members of the Constituted Black Police Association (herein known as BPAs) who are affiliated to the NBPA.
2. Provide a support network.
3. Influencing the direction of policies nationally in line with equality issues and anti-discrimination policies in the Police Service and wider Criminal Justice Systems.
4. Advising and consulting on matters of racism, nationally.
5. Working towards improving the relationship between the Police and the minority ethnic community of the United Kingdom.
6. Working towards improving recruitment, retention and progression of staff members within the Police Service.
7. Assisting the Police Service in the development of new and existing policies, where necessary.
8. Establishing relationships and working with other groups

and individuals whose aims are compatible with or supportive of the NBPA.

In pursuance of the above paragraph, the NBPA may exercise the following powers for the furtherance of its aims:

1. To hold support meetings for members and other organisations.
2. To bring together, in conference, representatives of voluntary organisations, local government departments, statutory authorities and individuals.
3. To promote and carry out or assist in the promotion and carrying out of research, surveys and investigations and publish results which impact upon Black staff within the Police Service or the minority ethnic community of the United Kingdom, as and when appropriate.
4. To arrange and provide for, or join in arranging and providing for, the holding of exhibitions, meetings, lectures, classes, seminars and training courses.
5. To collect and disseminate information on all matters affecting such aims and exchange such information with other bodies having similar aims, nationally and/or internationally.
6. Raise funds and to invite and receive contributions subject to the condition that in raising the funds the NBPA shall not undertake any substantial permanent trading activities and it shall conform to any relevant requirements of the law.
7. Do all such other lawful things as are necessary for the achievement of the aims of the NBPA.

The NBPA is not seeking to supersede any statutory Staff Association or any other representative body.





## Membership

Full membership is open to all serving Police Officers, Special Constables and Support Staff directly employed by the Police Authorities within the United Kingdom, who meet the requirements set out in the paragraph 4.1 of the Constitutions.

Any persons who does not meet the requirements for full membership as set out in Paragraph 4.1, shall be entitled to apply for Associate Membership of the NBPA

Associate Membership of the NBPA shall be open to:

A. Honorary Members: Honorary Members shall be those persons proposed by any representative BPA, whose aims are compatible with or supportive of the aims of the NBPA

B. Corporate Membership: Corporate Members shall be those corporations or companies whose aims are compatible with or supportive of the aims of the NBPA

C. Organisation Members: Organisation Members shall be those organisations whose aims are compatible with or supportive of the aims of the NBPA

1. The Executive Committee shall approve all Associate Memberships.

2. Associate Members shall not be entitled to hold office nor shall they have any voting rights.

3. Membership to the NBPA shall be by application from representative BPAs submitted to the Secretary of the NBPA.

4. On leaving the Police Service, by whatever means, membership of the NBPA shall cease.

5. Membership of the NBPA may be withdrawn or suspended for a specified period for any conduct that is in breach of the Code of Conduct (Article 15) by majority vote of the Executive Committee.

6. In Pursuance of Paragraph 5, the member shall be notified

by recorded mail as to the charge(s) against him/her, and be provided a copy of the of the charge(s).

7. In pursuance of Paragraph 6, the member shall reply within 14 days of receipt of the said charge(s), admitting or denying the charge(s).

8. In pursuance of Paragraph 7, the 14 day period shall commence on the date of service of the charge(s) by recorded mail upon the member.

9. In pursuance of Paragraph 8, the member has the right to a hearing before the Executive Committee, unless waived by failure to respond within the 14 day period or waived by admitting the charge(s).

10. The Executive Committee reserves the right to appoint a Membership Committee to review its decision.

11. Where a Membership Committee has been appointed, its members shall be drawn from the representative BPAs other than the one to which the member subject of Paragraph 5 is affiliated.

12. During the review period of the Membership Committee, the member's membership of the NBPA shall be suspended, including voting rights.

13. In pursuance of Paragraph 12, the member may attend the meeting or make a written application in order to make a representative appeal against the withdrawal or suspension of membership.

14. Every BPA shall, on joining the NBPA be given a copy of the constitution.

15. The Executive Committee reserves the right to refuse membership without reason.

16. The membership period shall commence on the date of the approval of the application.



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## Article 4: Membership Definition

4.1 Full Membership to the NBPA is open to all serving employees of the Police Authorities of the United Kingdom of an African, African-Caribbean, Middle Eastern, Asian or Asian sub-continent origin and who are members of any representative BPA.

4.2 Associate Membership shall be open to those persons whose aims are compatible with or supportive of the aims of the NBPA, but who are otherwise ineligible for Full Membership of the NBPA.



## Article 5: Composition of the NBPA Executive Committee

5.1 The Executive Committee shall consist of 1 representative from each constituted BPA affiliated to the NBPA.

5.2 In pursuance of Paragraph 5.1, there shall be 5 reserved seats in addition to that subject of Paragraph 5.1 to reflect support staff representation on the Executive Committee.

5.3 The NBPA Executive Committee shall appoint the reserve posts, as the need arises.

5.4 In pursuance of Paragraph 5.3, where the reserve posts are not filled immediately, the NBPA executive Committee shall endeavour to fill the posts as a matter of immediate urgency.

5.5 In pursuance of Paragraph 5.1, members of the NBPA Executive Committee shall be Full Members of the representative BPAs who are affiliated to the NBPA.

5.6 The Executive Committee members shall elect the following posts from within the Executive Committee:

- (1) Chairperson (herein known as the Chair).
- (2) Deputy Chairperson.
- (3) General Secretary.
- (4) Deputy Secretary.

(5) Treasurer.

(6) Deputy treasurer.

(7) Social Secretary.

(8) Deputy Social Secretary.


(9) Training and Development Officer.

5.7 In pursuance of paragraph 5.6, each post holder's role will be defined by the Executive Committee, which shall be appended in the appendices to this Constitution.

5.8 In pursuance of the aims of NBPA, the Executive Committee shall appoint a National Co-ordinator.

5.9 In pursuance of Paragraph 5.8, the Executive Committee may also appoint such an assistant(s) or other support staff as it deems necessary for the time being.

5.10 In pursuance of Paragraphs 5.8 and 5.9, neither the Co-ordinator nor the assistant(s) nor the support staff shall be members of the Executive Committee.

5.11 Neither the Co-ordinator nor the assistant(s) nor the support staff shall have any voting rights at the Executive Committee meetings of the Regions. 

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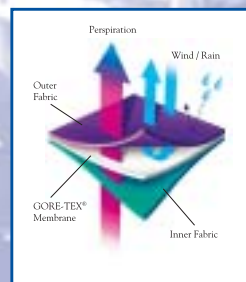
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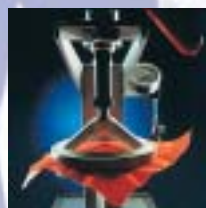
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Gore is proud to be associated with the UK's  
National Black Police Association and wishes it  
every future success.

*Brian White*

**BRIAN WHITE**

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## EVENT PROCEEDINGS OF THE **NBPA**

The NBPA Launch Programme &  
the NBPA Social Programme



### The NBPA Launch Programme

- 09:00 Registration
- 10:00 Welcome from Chair of the NBPA  
**Leroy Logan**
- 10:10 Introduction to the NBPA and its history  
Vice-Chair of NBPA - **Dr Ali Dizaei**  
Gen. Sec of NBPA - **Robyn Williams**
- 10:30 Community Speaker  
**Ranjana Bell**
- 10:45 Keynote Speech by the Home Secretary  
**Rt Hon Jack Straw**
- 11:15 Discussion Panel  
**Sir Herman Ousley**  
**Minister Paul Boateng**  
**Minister Charles Clarke**  
**Sir David O' Dowd**
- 11:45 The Poetic Speaker  
**Andrea Sakinah Reynolds**
- 12:00 Lunch. (Joint Press Conference 12:00-12:30)
- 13:00 Sita in the dance  
**The Heartstone Foundation**
- 13:15 Key Community Speaker  
**Lee Jasper**
- 13:35 Discussion Panel  
Federation **Fred Broughton**  
Supt. Assoc. **Peter Gammon**  
ACPO **John Newing**  
UNISON **Dave Prentice**
- 14:00 NBPA Award to the Community Leader(s): NBPA  
recognition of community leader(s) who have  
demonstrated significant leadership in Police/Community  
relations.
- 14:15 Cultural entertainment
- 14:30 Speaker from Europe  
**Akhenaton Al-Madi** **Oddvar De Leon**





- 15:05 Community Speaker  
**Neville Lawrence**
- 15:25 Views of civilian support staff  
**Bevan Powell**
- 15:35 A local perspective and the NBPA  
**Reehaina Saddique**
- 15:45 Introduction of the new NBPA Executive  
**Leroy Logan**
- 16:15 Close proceedings  
**Chair of the NBPA**
- Big Bang Finale
- Social Function at 7.30pm ICC Hall 3
- Press Interviews

## The NBPA Social Programme

- 19:15 DJs start music
- 19:30 Guests start arriving
- 20:15 Speaker - The new Chair of the NBPA  
(brief summary of the day's event and what the NBPA is all about, open the programme and thank all for their support.)
- 20:20 Saddique's programme commences
- 20:50 Saddique's programme ends
- 20:30 **Buffet 1**
- 20:55 Andrea Sakinah Reynolds commences
- 21:10 Andrea Sakinah Reynolds ends
- 21:15 Nulife's programme starts
- 21:45 Nulife's programme ends
- 21:00 **Buffet 2**
- 21:50 Andrea Sakinah Reynolds commences
- 22:05 Andrea Sakinah Reynolds ends
- 22:05 Sita Heartstone Foundation commences
- 22:20 Sita ends
- 22:20 Dance commences
- 01:00 Dance ends



## SPEAKERS PORTFOLIO & NBPA INTERIM EXECUTIVES



**SPEAKER**  
**Rt Hon Jack Straw**  
MP - Home Secretary

Rt Hon Jack Straw, MP was appointed Home Secretary on 2nd May 1997. Mr Straw has been the Member of Parliament for Blackburn since 1979.

Mr Straw was born in 1946 and educated at Brentwood School, Essex and Leeds University. He was called to the Bar (Inner Temple) in 1972. He is a visiting Fellow of Nuffield College Oxford and a Fellow of the Royal Statistical Society.

Mr Straw was Shadow Home Secretary from 1995 to 1997. From 1992 - 1994 he was Shadow Environment Secretary and, between 1987 and 1992, Mr Straw was Shadow Education Secretary. From 1983-1987 he was Opposition Spokesman on Local Government and from 1980-1983 on Treasury matters. He

was a member of the Labour Party National Executive Committee from 1994-1995.

Mr Straw was President of Leeds University Students' Union from 1967-1968 and of the National Union of Students from 1969-1971. From 1971 to 1974 Mr Straw was a member of the Inner London Education Authority and Deputy Leader from 1973 to 1974.

Mr Straw worked as a barrister from 1972-1974 and was special adviser to Barbara Castle from 1974-1975 and to Peter Shore from 1976-1977. He also worked for Granada Television's World in Action programme from 1977-1979.

He is married with one son and one daughter. His recreations are walking, music, cooking puddings and supporting Blackburn Rovers.



**DISCUSSION PANEL**  
**Paul Boateng**  
MP - Minister Of State

Paul Boateng MP was appointed Minister of State for Home Affairs on 28th October 1998. He was previously Parliamentary Under Secretary of State at the Department of Health with responsibility for social care and mental health issues.

His aims are to reduce crime, particularly youth crime and the delivery of justice, support for victims and promoting voluntary and community activity. As such he is responsible for: Criminal Policy; Police Policy; Crime reduction and Community Programmes including volunteering, the Voluntary Sector and Family Policy; Organised and International Crime. Mr Boateng will also continue to chair the ministerial group on carers.

He joined Parliament as Member for Brent South in 1987. His career in Opposition included stints as spokesman for the Treasury and Economic Affairs 1989-92 and the Lord Chancellor's Department 1992-97. He also

served on the Select Committee for the Environment 1987-89.

Paul Boateng became a solicitor in 1975 and was called to the Bar in 1989. He served as GLC member for Walthamstow 1981-86 where he acted as Chairman and Vice Chairman of the Police Committee and Ethnic Minority Committee respectively. Mr Boateng was Governor of the Police Staff College at Bramshill from 1981-84. He has been an active member of councils and campaigns, including the Home Office Advisory Council on Race Relations, the World Council of Churches Commission on combating racism and the board of the English National Opera.

He was educated at Achimota, Accra Academy, Apsley Grammar School, Bristol University and the College of Law.

Paul Boateng is 47. He is married and has two sons and three daughters.





Charles Clarke was appointed Minister of State at the Home Office on 29 July 1999.

His responsibilities cover criminal policy, youth justice, crime reduction, police policy and organised and international crime.

Mr Clarke's previous Ministerial post was as Parliamentary Under Secretary of State for School Standards, to which he was appointed in July 1998. He has been MP for Norwich South since 1997.

From 1992 to 1997 Mr Clarke was Chief Executive of Quality Public Affairs, a public affairs management consultancy, before his election as a Member of Parliament.

He worked as a researcher and then Chief of

Staff to former Labour Party leader Neil Kinnock from 1981 to 1992.

Mr Clarke gained extensive experience of local government in the London Borough of Hackney where he was chair of the Housing Committee and vice chair of Economic Development between 1980 and 1986.

Educated at Highgate School, London, Mr Clarke read mathematics and economics at Kings College, Cambridge, graduating BA (HONS). He was President of the National Union of Students from 1975 to 1977.

Born in 1950, Mr Clarke was married in 1984. He and his wife Carol have two sons.



**DISCUSSION PANEL**  
**Charles Clarke**  
MP Minister of State

A science graduate who joined the Metropolitan Police Service in 1983, serving in predominantly inner London stations as a Sergeant and Inspector. He has a strong operational background as a uniform officer which involved work with the CID and undercover surveillance duties.

On division he has worked strategically in partnership, business excellence and problem solving initiatives. He has served as an Intake Manager at Hendon Recruit School and he is currently posted at the Positive Action Team in the Metropolitan Police Service

He has been continuously involved in Equality issues throughout his Service leading him to be one of the founder members of the Metropolitan Black Police Association in September 1994. Assisted in setting up the first BPA Charitable Trust, which has resulted in him working with other black organisations in the criminal justice system and other established charities.

He contributed in the Met BPA written and oral submission to the Macpherson Inquiry which was acknowledged in the published report as extremely illuminating. He is married and has a daughter and two sons.



**INTERIM EXECUTIVE**  
**Leroy Logan**  
NBPA - Chairman

Dr Ali Dizaei joined Thames Valley Police in 1986. Prior to that he studied law at City university and trained as a barrister. He was quickly promoted to Sergeant and was the first minority officer to be accepted on the Accelerated Promotion Course. As a Sergeant he worked in CID and spent two years as a traffic motorcyclist. He obtained a Masters degree in law with distinction in 1990 and was promoted to Inspector in 1992. As an Inspector he worked in the busiest places in Thames Valley. He is a member of Directing Staff at

Bramshill and teaches the students on the Accelerated Promotion Course. In 1998 he was awarded a PhD for conducting a unique ethnographic research on the racial transition of police officers. He lectures widely on the subject of policing diversity. He was a Chief Inspector in charge of day to day policing of Oxford and has recently been promoted to Superintendent in the Metropolitan Police. He is currently the Staff Officer to the Assistant Commissioner, Mr Ian Johnston. He is the Vice Chair of the National Black Police Association.



**SPEAKER**  
**Ali Dizaei**  
NBPA - Vice-Chairperson



**SPEAKERS  
PORTFOLIO &  
NBPA INTERIM  
EXECUTIVES**



**SPEAKER**

**Robyn Williams**

NBPA - General Secretary

**SPEAKER**

**Ranjana Bell**

Community Speaker



**SPEAKER**

**Andrea S. Reynolds**

NBPA - Executive Member

**SPEAKER**

**Akhenaton de Leon**

Founding Member  
of OMOD

Robyn Williams joined the Nottinghamshire Police in 1983 aged 18 years. In 1992 she became the first black woman to be promoted to Sergeant in the Nottinghamshire Police, one of less than a dozen black females in the country occupying that rank.

Robyn has involved herself in a huge range of activities and initiatives including:

- Mentor and founder member of BUILD in 1991 (mentoring scheme for young black people which aims to raise self-esteem,

academic achievement and career aspirations).

- Chair and founder member of the Nottinghamshire Black Police Association.
- Sits on Home Secretary's action group overseeing the implementation of the Lawrence Inquiry recommendations.
- Has an MA in equal opportunities.
- Lectures widely on Social Inclusion, Race and Sex discrimination, in particular the notion of double disadvantage as it specifically relates to black women.

Ranjana Bell has almost 20 years experience working on Equal Opportunities issues in both the public and voluntary sectors. She has worked in Higher Education and in Local Government with responsibility for the development and implementation of Equal Opportunities policies and practice. Ranjana

provided a written submission to the Stephen Lawrence Inquiry. Ranjana is a skilled trainer and mediator and has recently become Associate Trainer for IONANN Management Consultants Ltd to provide training on Community and Race Relations to Police Services in the UK.

Andrea Sakinah Reynolds has for 5 years been a serving Police Officer in the West Midlands Police Service and is currently assigned to the divisional training headquarters as a Police Trainer. She is a Graduate in Computing, has a Post-Graduate Diploma in Computing, Professional Membership of the British Computer Society, an Adult Teachers Certificate, and a 1st Dan Black Belt in Karate. Andrea worked for the aerospace industry for 5 years prior to joining the Police Service. Andrea is also a guitarist, a song-writer, and the published author of two

poetry collections, 'Police at Large' and 'Poetic Revelations'. She has served for the last year on the National Black Police Association as an executive member with a portfolio covering the examination of the Accelerated Promotion Scheme for Graduates and training and development. She is the Public Relations executive for the West Midlands Black Police Association and sits on the policy advisory consultative body for the WMP looking at the implementation of the recommendations for the Stephen Lawrence enquiry.

Akhenaton de Leon is 40 and was born in London 1959 and currently lives in Oslo, Norway. His mother is Norwegian and his father is from Trinidad.

Akhenaton is a founding member of the Institution Against Public Discrimination (OMOD) and has been its Director since its initial start in 1992. OMOD is funded by the Norwegian Parliament. Akhenaton was also a founding member of the Boycott South Africa Committee in Norway (BSAC) which raised awareness of

Norway's trade with South Africa and helped secure an effective Norwegian boycott of South Africa.

He has specialised in, and given numerous courses and lectures on: diversity management, race relations and minority issues, minorities and the labour market, minorities and the housing market, minorities and equal opportunities, racism, and the enforcement of anti-racist legislation.



Ronald Hampton retired from the D.C. Metropolitan Police Department after 23 years of service as Community Relations Officer. He is renowned for his outstanding work in crime prevention and community participation and relations. His extensive experience and knowledge in community relations and policing has resulted in education and training opportunities for Mr Hampton locally, nationally and internationally. He is currently the Executive Director of the National Black Police Association Inc. Over the years he has assisted in the Department of Justice's Community Relations Service with community relations and crime prevention. He has also worked with the

National Coalition to Abolish the Death Penalty and has lectured at the American University's Washington Semester School Criminal Justice Programme. In addition he, with other educators/trainers, developed an anti-racism and organisational change programme for Amnesty International, USA.

Mr Hampton is well known for working as a police officer with the utmost regard and consciousness of human rights. It is this unwavering and unflinching commitment to serving every individual and community with dignity that has gained Mr Hampton respect in many sectors of the citizenry.

**SPEAKER**  
**Ronald Hampton**  
Executive Director of  
USA NBPA

General secretary to London's Black Police Association for the last three years, Bevan Powell has focussed his attention on the issues of disproportionality and inequality surrounding the level of service delivered to London's black communities. Equally he is committed to removing the organisational barriers that restrain and hinder the career and progression of black staff within the Metropolitan Police Service. As a member of the National Interim Executive, he has played a significant role in building the foundations for the official launch of the National Black Police Association.

He believes that the Stephen Lawrence Inquiry represents a turning point in race relations not just within the criminal justice system, but society at large. He is proud to have been part of the BPA

team that presented evidence to the inquiry, which for the first time gave an insight from a black perspective on an occupational culture that abused and disadvantaged black staff. The team confirmed the existence of institutional racism within the police service.

Recently appointed to the senior management team of the Met's Positive Action Team, Bevan will have responsibility for the initiatives geared at improving recruitment, retention and development of black staff within the Metropolitan Police Service. He has a degree in Psychology and a background in Information Technology and has served as a civilian member of staff within the Metropolitan Police Service for eighteen years.



**SPEAKER**  
**Bevan Powell**  
NBPA - Executive Member

Reehaina Saddique has been a Police Constable with the Lancashire Constabulary for the last 9 years, and is currently working as the Divisional Co-ordinator at Lea, Preston. In addition to her uniform Policing responsibilities PC Saddique was instrumental in the formation of the Lancashire Black Police Association (LBPA) steering group and the launch in November

1997. In April 1998 she became the Chairperson of the Association and is currently in her second year of office. On a national level she became an active member of the National Communication Network and saw the transition to the Interim Executive where she was voted as an Executive member of the National Black Police Association.



**SPEAKER**  
**Reehaina Saddique**  
NBPA - Executive Member



**SPEAKERS  
PORTFOLIO &  
NBPA INTERIM  
EXECUTIVES**

**INTERIM EXECUTIVE**  
**Stan Braithwaite**  
Deputy Treasurer - NBPA

Leicestershire Constabulary

(Portfolio - Treasurer)

**INTERIM EXECUTIVE**  
**Shagufta Khan**  
NBPA - Deputy Treasurer

Shagufta Mumtaz Khan is the Force's only Pakistani Born, Muslim Police Woman. Presently she is a Detective Constable and the Racial & Hate Crime Investigation Officer. Over the past three years she has been asked to look at minority issues by the Force Command team and out of this research in November 1998 she was proud and privileged to set up the Women's Focus Group, The Gay and Lesbian Focus Group and The Greater Manchester Black and Asian Police Association.

She is a mentor, Equal Opportunities Adviser and the Welfare Officer for the Greater Manchester Black & Asian Police Association of which she is also the co-ordinator. During her research she has also acted as Consultant to other forces in the process of setting up their own Black Police Associations. She has also acted as Welfare Officer for members of neighbouring forces going through discipline or investigation.



**INTERIM EXECUTIVE**  
**Mohammed Afaq**  
NBPA - Executive Member

Mohammed Afaq is of a Pakistani heritage having lived in the UK since 1969. He has a BSc (HONS) degree in microbiology. He joined the Staffordshire Police in December 1982 where he is presently Detective Sergeant. Since November '97 he has been Chair of the

Staffordshire Police Multicultural Association. Since November '98 he has served on the NBPA committee and he has been selected by MCA for the next session too. For the NBPA he has written the constitution in conjunction with Robyn Williams.



**INTERIM EXECUTIVE**  
**Ray Campbell**  
NBPA - Executive Member

Ray Campbell joined the police in 1982 after nine years in the Royal Marines as a Physical Training Instructor. He was prompted to join when he saw a young black officer walking the beat in Harlesden.

In those days minorities had no visible presence within the force whatsoever and Ray was so surprised to see a black policeman that he got off the bus he was on to go and talk to him. When Ray asked him what it was like, he said it was very lonely being the only black officer. Initially Ray was also lonely. He witnessed racial abuse and back then people just didn't have the confidence to challenge the perpetrators - instead people adopted a

survivalist strategy and just kept their heads down.

Things are totally different nowadays. The Black Police Association (BPA) provides a vital support network and a general forum. There has also been a tremendous improvement in the lines of communication with senior officers, there is far greater openness and much more support for minorities in the force. In 1995 Ray was elected chair of the Northamptonshire BPA and he is a member of a panel of minority officers which advises the Home Office on issues of race in the police service. His career has progressed steadily and last year, at the age of 42, he was promoted to the position of Chief Inspector.





Martin Harding is at present an Investigating Officer heading a team of investigators within the Greater Manchester Police Complaints and Discipline Department. He is a married man, having recently celebrated his 21st Wedding Anniversary. He has two grown up daughters.

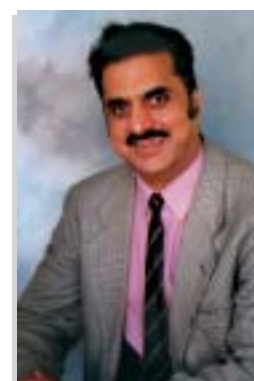
He joined the Greater Manchester Police as a Cadet in September 1974 and was appointed as a Constable in 1976. He has spent all his service within the GMP. He is a keen sportsman who enjoys both playing as well as watching.



**INTERIM EXECUTIVE**  
**Martin Harding**  
NBPA - Executive Member

Jagtar Malhi joined Bedfordshire Police in 1982 following the Scarman Report on Brixton riots. He remains an optimist. He believes that the new momentum that the Macpherson Report has provided will transform the relationship between the police service and ethnic minority communities. He believes in learning for life. He was awarded a B.Sc.(Hon) in Social Sciences in

1994 by the Open University and an L.L.b. (Hon) by the University of London in 1999 and he is presently working as a Patrol Sergeant in Luton. He is a founder member of the Black and Asian Staff Support Group in Bedfordshire and has been elected the Chair every year since the group was formed in 1995.



**INTERIM EXECUTIVE**  
**Jagtar Malhi**  
NBPA - Executive Member

Benson Thompson was born in St. Kitts in 1956 and is married with two daughters. He joined the armed forces as a boy soldier, serving more than 13 years with the 1st Battalion The Prince of Wales's Own Regiment of Yorkshire. During his service he served three tours of duty in Northern Ireland. Benson joined the West Yorkshire Police in January 1987 where he is currently serving as a Uniform Patrol Officer, having recently

completed a 3 year tenure as a defensive tactics trainer. He is a founder member of the West Yorkshire Black Police Association and currently a First Contact Officer who is committed to helping and supporting colleagues both in West Yorkshire and from other forces. Benson passionately believes in equality and fairness for all.



**INTERIM EXECUTIVE**  
**Benson Thompson**  
NBPA - Executive Member

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Kul Verma is an Inspector with the Norfolk Constabulary having previously served with the Nottinghamshire Constabulary. His 17 years service has provided an opportunity for him to work in various aspects of policing, notably that of National Police Training where he was a National Evaluator reviewing national programmes and taking forward Community and Race relations issues. He has a law degree and

a masters in training and evaluation, and was part of the HMIC team that conducted 'Winning the Race - Revisited'. He is also the NBPA representative on the Home Office CRR advisory committee. Currently he has responsibility for the largest section in Norfolk Constabulary and is actively seeking to promote a local Norfolk Black Police Association.



**INTERIM EXECUTIVE  
Kul Verma**  
NBPA - Executive Member

David McFarlane was born in England in the early 1960s and soon after moved with his father to the Caribbean. He grew up and was educated in Jamaica and returned to the U.K. to live in Brixton. He noticed that the relationship between the police and minority ethnic groups in the area was at an all time low. David decided to join the force to make a difference.

He joined the Metropolitan Police in January 1981 and soon realised that the lack of understanding between the police needed to be addressed as quickly as possible. He organised

a forum in order to better relationships between police and young black people. He transferred to Croydon division in 1987. During this time David got involved in the Black Police Association in London. In 1996 he was instrumental in the continuation of the network of Black Police Associations around the country. This work was done outside of office hours. In 1998 he was appointed as National Co-ordinator of the National Black Police Association and was seconded for three years based in the Home Office.



**INTERIM EXECUTIVE  
David McFarlane**  
NBPA - National Co-ordinator

Patrick Franklin is the National Administrator for the National Black Police Association. He took up his two-year secondment in May 1999. He is Detective Sergeant in the Metropolitan Police Service and has seventeen years police service. His twin brother Peter is also a Sergeant in the Met. They are the only black twin police officers serving in a European police service.

Patrick is a qualified and experienced police trainer and has been trained in Equal Opportunities and Community Race Relations (Turvey 1992). Before his arrival at the Home Office he was one of the handpicked officers

working on the Racial and Violent Crime Task Force under Deputy Assistant Commissioner John Grieve.

All but three years of his police service has been within the CID. He is a member of the Metropolitan Black Police Association and was an Executive member in 1997 with responsibility for supervising the Support Network for staff suffering racial harassment as well as other matters of unfairness, working alongside Police Federation representatives.

Patrick lives in Banstead, Surrey with his wife Julia and son Michael.



**INTERIM EXECUTIVE  
Patrick Franklin**  
NBPA - National Administrator



## COMPOSITION OF THE NBPA

Composition of the NBPA & Black Police Association's within the UK (09.11.99)

### Composition of the NBPA

Prior to the NBPA launch on 29th November 1999 the country was divided geographically. It is now agreed that the country is one region.

In pursuance of Paragraph 1, the regions were divided and designated as follows:

#### Northern Region

Cleveland  
Cumbria  
Durham  
Greater Manchester  
Humberside  
Lancashire  
Merseyside  
Northumbria  
North Yorkshire  
South Yorkshire  
West Yorkshire  
Scotland  
RUC

#### Central Region

Cambridgeshire  
Derbyshire  
Dyfed-Powys  
Leicestershire  
Lincolnshire  
Norfolk  
Northamptonshire  
North Wales  
Nottinghamshire  
Suffolk  
Staffordshire  
Warwickshire  
West Mercia  
West Midlands

#### Southern Region

Avon & Somerset  
Bedfordshire  
City of London  
Devon & Cornwall  
Essex  
Gloucestershire  
Gwent  
Hampshire  
Hertfordshire  
Kent  
Metropolitan  
South Wales  
Surrey  
Sussex  
Thames Valley  
Wiltshire  
National Crime Squad

Each BPA will nominate one person to go forward onto the NBPA Executive Committee and the representative will vote on post holders.

In pursuance of the above Paragraph, election of the Executive Committee is open to Full Members of the representative BPAs who are affiliated to the NBPA.



## Black Police Association's within the UK (09.11.99)

### Constituted

1. Staffordshire
2. Leicestershire
3. West Midlands
4. Northamptonshire
5. Bedfordshire
6. Metropolitan
7. Derbyshire
8. Wiltshire
9. Lancashire
10. South Wales
11. Nottinghamshire
12. Hertfordshire
13. South Yorkshire
14. Thames Valley
15. Cambridgeshire
16. Greater Manchester
17. West Yorkshire
18. Avon & Somerset
19. National Crime Squad
20. Gloucester
21. Kent

### Forming

1. Hampshire
2. North Yorkshire
3. Lincolnshire
4. City of London
5. Essex
6. Suffolk
7. RUC
8. Merseyside

### Interested

1. Sussex
2. Cleveland
3. Norfolk
4. Surrey
5. MOD
6. BTP
7. Devon & Cornwall
8. Warwickshire
9. North Wales
10. West Mercia
11. Scotland
12. Cheshire
13. Dyfed Powys
14. Gwent
15. Northumbria

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IT IS WITH GREAT PLEASURE WE WITNESS THIS HISTORIC EVENT AND PARTICIPATE AS YOU LAUNCH THIS VERY IMPORTANT ORGANISATION. WE LOOK FORWARD TO WORKING AND COMMUNICATING WITH YOU AS THE NATIONAL BLACK POLICE ASSOCIATION - UNITED KINGDOM BEGINS THE CRITICAL WORK OF REPRESENTING PEOPLE OF COLOR AND THE CRIMINAL JUSTICE ISSUES THAT IMPACT UPON THEM UNIVERSALLY.

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## DISMANTLING BARRIERS

Southampton Conference 13 - 14 April 1999

On the 13th - 14th April 1999, a national conference was held at the De Vere Grand Hotel in Southampton for the recruitment, retention and progression of Black and Asian police officers. The aims and objectives of this conference were:

- To identify barriers within the recruitment, retention and progression processes which adversely impact on ethnic minorities.
- To produce a plan to ensure equality of treatment to serving ethnic minority officers.
- To produce a strategy to ensure that the diversity of the community is reflected in the police service.

Attendees included Paul Boateng, Minister of State; Rt Hon Jack Straw, MP, Home Secretary; Ali Dizaei (Vice Chair, National Black Police Association); David O' Dowd (HM Chief Inspector of Constabulary) and Peter Gammon (President of Superintendents Association).

At the conference several workshops were held and each workshop had the following representatives:

- Chief Constable
- Police senior personnel manager
- Police Authority Chair
- Member of the BPA
- Facilitator
- Guest

Delegates were allocated to workshops to ensure an even spread of representation. Each workshop was required to discuss a specific topic. These workshops assessed barriers to progression and formulated questions to be put to the Home Secretary's Question and Answer Panel. Each workshop worked to produce at least two proposals for positive action for progress and these proposals were then used to produce a national strategy.

Workshop issues included:

- Recruitment
- Retention
- Promotion Schemes
- Specialist Departments
- Targets and Managing Targets
- Promotion Exams and Force Selection Procedures
- How Ethnic Minority Officers can Influence Policy
- Positive Culture

Following the Southampton Conference, work continued on identifying the most reliable measure for the percentage of the ethnic minority population served by each force. It has been agreed that data from the 'Labour Force Survey' measuring the adult population 18 - 54 is the most reliable measure and this will be applied across all public sector employers. These figures will be subject to an annual review. Targets for retention and progression have been agreed and are essentially unchanged from Southampton.



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**Recruitment:**

Each force is to adopt a ten-year target indicating the size of minority ethnic communities in their area and setting a figure for the overall increase in representation required given the current size of the force in order that the force is representative of the community it serves. Chief constables have been invited to set targets based on these figures, giving expected achievements for within ten years, with three, five and eight year milestones.


**Retention:**

The percentage of ethnic minority officers leaving the service through resignation or dismissal each year should equal the percentage of white officers leaving each year under similar circumstances within three years in each of the following bands:

- 6 months to under 2 years service
- 2 years to under 5 years service
- 5 years to under 10 years service
- with demonstrable, significant progress made each year to reduce the overall figure.

**Progression:**

A series of targets were made in order to make sure that ethnic minority officers were progressing as quickly and as equally ranked as white officers. One such target is that from 2009 the percentage of ethnic minority officers with 15 years to under 25 years service as Assistant Chief Constable and above is equal to the percentage of white officers with 15 years to under 25 years service at Assistant Chief Constable and above. This and other such targets are to be met by Chief Constables, the APA and the Home Office.

An Action Plan was developed as a result of the Southampton Conference in order to deal with Recruitment, Retention and Progression of Ethnic Minority Officers. This action plan clearly stated out tasks, target dates and under whose responsibility these targets should be met. Such targets included a review of recruitment procedures to ensure non-discriminatory practices, this includes application forms; PIRT; fitness tests; medical test; skills criteria and interviewing/assessments. It was decided that in the future all exit interviews for staff who resign from the service should be conducted independently of line managers. It was also decided that a survey of the local population be conducted in order to establish expectations of police as service providers and employers. Target dates for these action plans range from December 1999 to September 2001. 

**The PAA Basketball Section would like to send our best wishes and hope for continued growth and success to the **NBPA** at their inaugural launch meeting.**

***Colin Phillips  
Chief Constable, Cumbria Constabulary.  
Chairman PAA Basketball Section***

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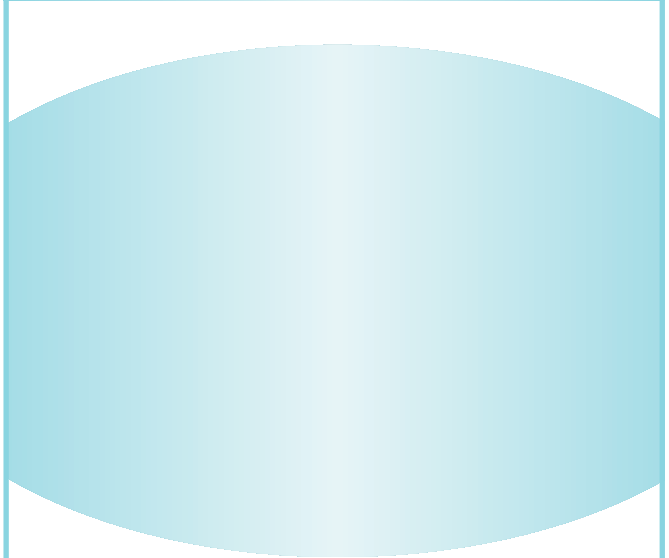
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