

# NATIONAL BLACK POLICE ASSOCIATION AGM

Saturday 11th November 2000 @ The Metropolitan Training School, Hendon, London



*2000*

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## CONTENTS

- 6  Foreword from Tony Blair - Prime Minister
- 8  A View from the Chair
- 14  Mission Statement
- 17  Sub-Committees of the NBPA
  - Legal and Finance
  - Gender and Sexual Orientation Issues
  - Diversity Group
  - Staff Associations and Partnerships
  - Training and Development
- 26  Co-ordinators' Annual Report
- 27  Code of Ethics
- 28  NBPA Treasurers Annual Report
- 33  Meeting Protocols



## FOREWORD

Tony Blair - Prime Minister

It gives me great pleasure to send my best wishes to all those attending the inaugural annual general meeting of the National Black Police Association.

Although unfortunately I cannot attend this meeting due to prior commitments, I would like to congratulate you and your members on all you have achieved since your national launch 12 months ago.

I am proud to be the Prime Minister of a multicultural country. But I know that we will only make the most of the talent of all our people when all the key areas of our life have more people from the ethnic minority communities working in them at all levels.

As a government we have made tackling racism and promoting equality of opportunity a top priority. That is why we are extending the Race Relations Act to the police and other public authorities. This new legislation will not only extend protection against discrimination but will place a new, positive duty on public authorities to promote race equality.

This government is extending equality of opportunity not only because it is right to do so, but also because it is the only way to ensure that we have truly effective public institutions. The police service can only be fully effective if it reflects the diversity of the whole community. That is why we have set targets for the recruitment, retention and progression of ethnic minority police officers.

But I know that change will not come from government initiatives alone. Only by working in partnership with organisations like yours, can we achieve real change. Your association and all of your members have played a key role not only on internal equal opportunity issues, but also on the wider issues affecting the ways in which the police deliver 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.

We must work together to achieve a police service that is both representative of the community it serves and one of which we can all be truly proud.

I hope you all have a successful and enjoyable day.

*Tony Blair*



10 DOWNING STREET  
LONDON SW1A 2AA

# The Metropolitan Police

I am delighted to have the opportunity to address the second National Conference of the NBPA. As hosts for the event, I hope all delegates will find the facilities at Simpson House acceptable and, on behalf of all Metropolitan Officers, I welcome everyone to the conference. I would like to thank the organisers and members of the NBPA for the positive contribution made to the police service nationally. The Association now has a membership of 29 constituted Black Police Associations, all of whom will play a key role in helping shape the future of policing in this country. Working together in partnership we will be stronger as a result and the better equipped to face the future together.

Since becoming Commissioner I have always reinforced the importance of partnership and 'joined up working'. This is crucial in relation to our dealings with minority groups, both internally and externally. It is vital that we work closely with all our staff from minority groups to ensure a clear understanding of needs.

I am totally committed to creating a truly representative police service, one which properly reflects the diverse make up of a modern society, one that not only employs the best, but retains and ensures the full potential of each individual is of value and is valued by the service.

This conference is an opportunity for participants to share ideas and experiences, identify best practice and also provides a wonderful networking support and development opportunity. I urge you all to ensure you get maximum benefit from the day.

Finally, may I wish everyone all the best for a most successful conference and thank you all once again for your contributions.



**SIR JOHN STEVENS QPM**  
*Commissioner of Police of the Metropolitan*





## A VIEW FROM THE CHAIR

It gives me great pleasure to present the first Annual Report on behalf of the National Black Police Association (NBPA). In my view the NBPA has done much to consolidate its position as the voice of all constituted Black Police Associations. We have played a key role in helping to shape national debate, contributing our views on a range of police and community related issues. To try and encapsulate all of the year's events has proven to be a most difficult task, however, our report serves to highlight some of the work and achievements of the NBPA over the past twelve months. This is by no means an exhaustive list of the many meetings, functions and interviews, but will, I hope, provide you with an interesting insight into the work of the National Black Police Association. For the future, we are only too aware of the many challenges that lie ahead, however, we share this government's commitment to modernising the police service and will continue to work constructively with our own members to translate this goal into a reality.

### THE NOVEMBER LAUNCH

At the glorious Birmingham launch of the National Black Police Association in November 1999, the scene was set and expectations raised. The sheer professionalism and scale of that event undoubtedly provided significant inspiration for the many hundreds of delegates in attendance. I came to the post of Chair with a background of seven years involvement with the Metropolitan Black Police Association, however, the scale of the National Executive Committee along with differing regional experiences meant that the management and development of the National Committee was always going to be an exciting and different challenge. It was a challenge met with some robust enthusiasm and verve with the work of organising and distributing workloads being tackled with a genuine desire to deliver on all fronts. That said however, unfortunately the world doesn't stop to allow for organisations to organise. With the dust barely settled following the election of the new NBPA executive committee

in October 1999, the proposal to reform the Race Relations Act in the November Queen's speech ensured that the National Black Police Association had to hit the ground running. The first reform of the Act for over twenty-five years, coming so soon after the recommendations from the Stephen Lawrence Inquiry, was always going to mean considerable scrutiny and debate for the new bill. The National Black Police Association quickly formed an alliance with a number of other groups. In co-operation with the Board of British Jews, Churches Commission for Racial Justice, Muslim Council of Britain, Council of Indian Organisations, Society of Black Lawyers, and others a meeting was convened at the Commission for Racial Equality's London headquarters. That meeting produced a strategy to ensure that any proposals within the bill were sufficient to address the challenge of institutional racism in the police service as recommended by the Stephen Lawrence Inquiry.

### ACT AGAINST RACISM

The originally framed Race Relations (Amendment) Bill fell significantly short of the Stephen Lawrence Inquiry's recommendations. While the bill would have extended the 1976 Act to all activities of the police and other public bodies, indirect discrimination was specifically excluded. The first seminar convened by the Commission for Racial Equality on behalf of the coalition of minority ethnic organisations was held in November at the TUC, Congress House, London and was a significant first step into the public limelight for the NBPA. The NBPA view, echoing the recommendation of the Stephen Lawrence Inquiry, calling for the 'full force' of the race relations act to be applied to the police service, was supported by all present. Whilst the bill was in the House of Lords the government announced its decision to 'extend the indirect discrimination provisions to public service functions, after very careful deliberation'. In response the NBPA issued a press release welcoming the announcement and castigating police colleagues for their initial "unfortunate knee





# “...an alternative perspective to some of the more traditional police views...”

jerk reaction” to the amendment. February 1999 saw considerable activity and with it, considerable media scrutiny, for the newly formed NBPA. Twelve months had now passed since the publication of the Stephen Lawrence Inquiry report and the NBPA’s views on progress within the police service was actively sought by all sections of the media. In my speech delivered at a conference at the TUC headquarters in February, the position of the NBPA was summarised, “There has been some good work around the country, but this has been inconsistent and patchy.

“...an alternative perspective to some of the more traditional police views...”

From our own survey of Black Police Associations, it appears we have a plethora of working groups, advisory groups and taskforces, but little evidence of tackling the source of institutional racism - the police culture”. The message was reiterated on the Jonathon Dimpleby Sunday programme, *The MacPherson Report: One Year On*. Reaching an audience of 1.2 million, the NBPA involvement was important in terms of putting our message across to a national and diverse audience. Equally, however, we recognised the need to emphasise our message at a local level in smaller but nevertheless important forums. An invitation from the Ipswich and Suffolk Council for Racial Equality to speak at their public meeting provided an important opportunity to reinforce the message that rural minority ethnic communities are particularly vulnerable and as such should always be in our thoughts. The purpose of the meeting was to discuss the inclusion of indirect discrimination in the Race Relations Amendment Bill and was a useful platform for the NBPA to meet with and show support for both members of the community and local officers. I would also like to think that the Chief Constable’s first attendance at a Suffolk REC public meeting was as a result of the NBPA’s contribution. Similarly, an invitation to address a public meeting, *Weighing up the Consequences of the MacPherson Report* at the Multi-Racial Centre, Watford, Herts, was well received. Following the meeting, supportive comments from senior Hertfordshire

police officers and members of the community reinforced the need for Black Police Association representation at local community level.

Having gained some credibility within the public domain and with a new organisational structure sharing the workload, in March we decided to open formal dialogue with Home Office Minister Charles Clarke MP. This was and still remains a very important means of communicating our views at a strategically important level. The first meeting was an open and frank affair with support coming from both sides of the table. There have now been a number of such meetings and I am happy that we have presented, wherever necessary, an alternative perspective to some of the more traditional police views presented to the Home Office minister.

## POLICE FEDERATION CONFERENCE

*Racism in the Workplace* was the title of a conference at the Barbican Centre, London, in April. Participants included Lee Jasper, 1990 Trust, Bob Purkiss, CRE, Ian Blair, Deputy Commissioner, Suresh Gover, Southall Monitoring Group and myself. The event promised to be an interesting debate and provided a platform for the Met’s new ‘diversity chief’, Deputy Commissioner Ian Blair to make his maiden speech on the challenges facing the Metropolitan Police. This event provided a lead up to another stimulating conference, the NBPA ‘fringe’ meeting at the Police Federation conference in Brighton. Entitled *Human Rights*, the speakers included Human Rights expert, Assistant Recorder Anesta Weekes QC, Lee Jasper, Professor Ellis Cashmore and myself. The event was to provide an excellent forum in which to examine the issues, which have traditionally been marginalized during the Federation conference. Given the fact that we hadn’t widely advertised our ‘fringe’, certainly not within the official Federation literature in any event, the meeting was full to capacity. Anesta Weekes’ insight into the forthcoming Human

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# *"...the beginning of our display of international solidarity."*

Rights legislation was received with riveting interest. Professor Ellis Cashmore gave us a flavour of what his research into the experiences of Black/Asian police officers had revealed and Lee Jasper was his usual inimitable self. In my closing speech I took advantage of the presence of the National Federation Chair, Fred Broughton, to raise the perennial issue of black representation on Federation Branch Boards. Fred later responded and although exhibiting his considerable political prowess, in answering some of the searching

questions from the floor, was well received and appreciated by all. The official lunchtime Federation 'fringe' the following day provided an astonishingly brief space of time for a number of 'marginalised groups', Lesbian and Gay Police Association, British Women's Police Association and the NBPA to voice their concerns regarding discrimination issues. April also saw the annual TUC Black Workers Conference in Southport, a significant annual event harnessing the views of the country's black trade unionists. The NBPA was happy to attend and enjoyed the usual observer status reserved for those organisations without full TUC affiliation. Following an approach from the Executive of the Dutch Police Union, the NBPA were also happy to sponsor the attendance of Roy Ajoe, a representative of the black section within the Dutch Police Union. This support for our colleague in Holland was to be the beginning of our display of international solidarity. A TUC 'fringe' meeting addressing post-MacPherson issues was well attended and it was here that I was to speak alongside an enormously dedicated individual named Clifton McGowan. Clifton has in many ways mirrored the unyielding determination typified by Neville and Doreen Lawrence. Campaigning relentlessly for a thorough police inquiry into the mysterious deaths of his brother Errol and nephew Jason, he has singly raised and maintained the profile of the deaths, ensuring they are kept very much in the public eye. Our meeting at the TUC conference was to result in an invitation later in the year, to the McGowan memorial in Telford, Shropshire.

*"...the beginning of our display of international solidarity."*

May was a significant month for me in many ways. The Metropolitan Police finally authorised my secondment to the Met's central personnel department, thereby enabling me to devote my time to NBPA activities. It was also the beginning of increasingly pointed media commentary on issues said to emanate from the Stephen Lawrence Inquiry, sometimes described as the MacPherson 'backlash'. On 11

May I had the dubious pleasure of being featured in the Daily Telegraph leader column, where I was described as someone with "pseudo marxist" views for my continual support for the Carmichael-MacPherson definition of 'Institutional Racism'. More was to follow later in the year until we have now reached the stage where it is almost standard fare for some sections of the media to sensationalise and racialize issues they consider attributable to the MacPherson inquiry.

## NATIONAL BLACK POLICE ASSOCIATION COMMUNITY INITIATIVES

With a limited amount of government funding made available to the National Black Police Association, it was essential to progress alternative means of financial support, particularly if we were to become involved in community based projects, a fundamental aim of the NBPA. We were tremendously disappointed not to receive the Home Office's 'connecting communities' funding as a result of our comprehensive application to fund university scholarships for members from the minority ethnic community. However, the business case is there for submission to further institutions if we should so wish.

## NEWSLETTER AND WEBSITE

The news that our second project bid, submitted to the Millennium Awards Scheme, has also been successful is tremendous news and supports our commitment to working with the black communities in order to modernise and provide

equitable service for everyone. The project is designed to 'build bridges' with the minority community following the Stephen Lawrence Inquiry. It will enable us to introduce two initiatives, each providing a facility enabling the minority ethnic community to better understand the workings of the police service and in turn reflect the often 'unheard' minority ethnic community concerns and views regarding police service provision. We will produce a regular newsletter, from a black perspective, providing an insight into life in the police service, by reflecting the views and aspirations of black personnel working within the policing profession. The newsletter will contain information on policing matters, career information and issues focusing on the experiences and needs of minority ethnic communities inside the police service. To complement the newsletter a website will be established providing interactive educational information on policing issues in the form of 'opinion polls', 'message boards' and in addition, provide a 'web portal' for criminal justice issues of interest to the minority ethnic communities. It is hoped that this initiative will help provide the minority ethnic community with an opportunity, to influence change within the criminal justice system by utilising the latest media internet technology.

Membership of the Home Secretary's Stephen Lawrence Steering committee continues to provide the National Black Police Association with a strategic position in an influential forum. The committee is a useful insight into the plethora of research and other forms of work currently underway in the wake of the Lawrence Inquiry recommendations. The opportunity to contribute through discussion and written submission has been beneficial and has provided the committee with a black police perspective not before recognised in such strategic forums. In June our written paper to the Committee on *Complaints Against the Police* provided further evidence of the concerns of the National Black Police Association echoing the concerns of the black community. An

invitation from the National Consultative Commission of Human Rights to speak at a European seminar in Paris, to address issues of racism in a European context was evidence of a National Black Police Association with credibility on the European continent. The seminar provided me with an educational insight into the enormity of the problems facing all European communities. Our French police colleagues acknowledge the considerable amount of work they must do before they can truly say that their police service provides an equitable service to the many ethnic groups settled in France.

**“...a National Black Police Association with credibility on the European continent.”**

Although there appears to be that understanding amongst our gallic cousins my suggestions for positive action measures to address historical discrimination was greeted with considerable resistance from, amongst others, the head of police training in France. However, on speaking with members of the black French community I discovered that, not surprisingly, such initiatives currently employed in the Metropolitan and other police forces in England would be most welcome in helping to address the significant disadvantage facing black French communities. Emphasising our support for black community concerns I was pleased to accept Clifton McGowan's invitation to the NBPA and indeed all Black Police Associations to attend the McGowan memorial service in Telford Shropshire on 1st July. The McGowan family tragedy serves to highlight the need for all police forces to vigorously embrace all of the Stephen Lawrence Inquiry recommendations. The National Black Police Association attending a public rally with fellow criminal justice practitioners the Society of Black Lawyers, again confirmed our support for the provision of equitable police service to black communities everywhere. A July conference at the Royal College of Pathologists, London, *Meeting the Challenge of the Race Relations (Amendment) Act: The Implications for the Criminal Justice System*, was another criminal justice conference where the National Black Police



# *"...a National Black Police Association credibility on the European continent"*

Association was able to express our views on the policing culture post-MacPherson. The importance or significance of NBPA involvement in such conferences can sometimes be questioned, however, subsequent evaluation of the NBPA delivery supported the need for continued involvement in such forums. Speaking at conferences is as necessary for the NBPA as an advertising strategy is for any commercial company. Don't do it and you risk fading into obscurity.

## THE SOUTH AFRICAN EXPERIENCE

Attendance at the TUC black workers' conference brought me into contact with a South African police union representative, Alfred Tshabalala. Alfred, the international representative for the Police and Prison Service Union, POPCRU, was most interested in the concept of Black Police Associations and in particular our views on institutional racism. Shortly after our first meeting, I received an invitation to attend POPCRU's Executive Conference in South Africa. With the support of the Metropolitan Black Police Association and indeed the Metropolitan Police, I visited Johannesburg and in company with Prison Officers' Association General Secretary, Terry Brown, experienced the enormous struggle facing African police personnel. The emergence and establishment of POPCRU as the leading Police and Prison Officers Civil Rights Union is the stuff Hollywood films are made of. Later this year the story of POPCRU will be told in a book to be published by an independent South African journalist. 'The South African experience has little or no relevance to Britain or the issues facing the Black Police Association' is perhaps an understandable view held by those who have little knowledge of Britain's historical role in implementing apartheid principles in South Africa. POPCRU's national office is housed on several floors of an office block in the Braamfontein district of Johannesburg. It was here that I was introduced to Fons Geerlings from Holland. Fons as he was affectionately called has been one of the advisers and architects of POPCRU since its early formative years.

Apartheid legislation may well have been banished forever in 1994, however, the tragic legacy clearly remains a living reality for black people in South Africa. The visit with promises of mutual support served to reinforce our commitment to global solidarity with colleagues and communities facing similar struggles. The support and commitment of the NBPA was endorsed in a memorandum of understanding, signed following the visit of POPCRU General Secretary, Abbey Witbooi to these shores in August. The relationship between Black Police Associations and POPCRU has been firmly cemented and we look forward to working together in mutual support on a number of future projects. NBPA speeches were delivered at the recent TUC conference in Glasgow, Labour Party conference fringe in Brighton and Unison's Regional Black Member's Conference, London. I am proud of what the National Black Police Association has collectively achieved. We have, in a relatively short period, made our mark in history by changing forever the complexion of British policing. There lies a task of herculean proportions ahead, but in this my final year as Chair of the National Black Police Association, I am content that there are committed and talented individuals in our Black Police Associations who will respond to challenges in a way that was unthinkable in the past.

## Paul Wilson Chair

*"We can't solve problems by using the same kind of thinking we used when we created them"* Albert Einstein (1879-1955)





## 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. 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.

### STRATEGIC OBJECTIVES

To achieve this vision, we have identified six strategic objectives (or outcomes) for our work:

1. An improved working environment and protected rights for black staff in all Force Areas.
2. Increased representation across all ranks and disciplines, and thereby establish role models for all black staff.
3. Effective investigative procedures and behaviours which properly reflect an understanding of and sensitivity to the issues of equality through diversity.
4. Recognition of the NBPA (and constituent BPAs) as a key 'part of the solution' to effectively police a growing multi-racial/cultural society in Britain.
5. An irreversible set of changes to attitudes, processes and procedures throughout the police service in support of diversity.
6. Equality of service delivery to all communities in the United Kingdom, taking into account the needs of each individual.

### CORE STRATEGIES

These objectives will be met through a set of strategies which address both immediate issues e.g. resolving mis-handled investigations of incidents involving black people and establish the basis for longer term actions.

In particular we will:

- (a) Focus our efforts on support and advice for constituent BPAs and their members, encouraging a consistent approach, mutual sharing, and learning from experiences. In order to do this, we will:
  - Encourage and support black staff to find their voice and speak out whenever they encounter intolerance, prejudice and/or unfair treatment.
  - Demonstrate, via our private and public actions, that we are determined and passionate in our intent to bring about real change in terms of equality and justice.
  - Make representations, and/or intervene where appropriate, on behalf of BPAs or individual members to resolve issues of racial inequality, so that they are confident in standing up for their rights.
  - Reconciling conflicting priorities, both across and within BPAs.
- (b) Maintain independence by securing:
  - Charitable status for the NBPA.
  - Financial and physical support for our work from a broad spectrum of sources and with no partisan obligations for commitments.
- (c) Develop a clear communication and marketing strategy to include:
  - Open dissemination within the police service of both good and bad practice in areas such as co-operative working and mutual respect.
  - Organisation of events - both formal and informal which enable black staff to interact with colleagues in a safe environment that acknowledges their different cultural backgrounds with an emphasis on developing the individual forums.
  - Invest in merchandising, sporting the recently developed logo.



(d) Actively participate in training and development programmes to:

- Spread an understanding of the issues and concerns facing black staff and black members of the community.
- Educate staff in the positive aspects of black cultures, as different but equal.

(e) Engage with those who have responsibility and/or authority for diversity issues to:

- Introduce more open processes for all staff, in particular the selection of Chief Officers and senior staff.
- Give proper recognition to relevant qualifications and skills of black staff.
- Monitor the progression of black staff to ensure that they are aware of opportunities and take full advantage of them.
- Exposure of overt and institutional racism.
- To promote good practice in support of diversity.
- Participation in policy-making forums.

(f) Establish the NBPA as an equal and authoritative voice to existing staff associations through:

- Working in a complementary way to these organisations through regular meetings at a strategic level and ongoing dialogue to local BPA level.
- Informing and influencing these organisations to develop mechanisms for permanent change, leading to a national diversity strategy.

(g) Encourage all Force Areas to develop policies and strategies in support of equality through diversity via:

- Procedures to allow black staff to 'speak out' without constraint against unfair behaviour or decisions.
- Collation of evidence which demonstrates the commitment of individuals or groups to diversity.
- Promote community advisory groups and partnership initiatives.

(h) Advise and guide black members of staff to establish formal support networks to bring about change of the dominant culture by:

- Passing on the experience of other BPAs.
- Supply data on diversity issues to raise their awareness.
- Facilitate staff meetings in Force Areas and inform senior management teams on the best structures for success.
- Advise on milestones to aim for in the establishment of a constituted support network affiliating with the NBPA.

## OBJECTIVES

- Represent the views of all representative members of Constituted Black Police Associations (herein known as BPAs) who are affiliated to the NBPA.
- Provide support to local BPAs.
- Influence the direction of policies nationally in line with the equality issues and anti-discrimination policies in the police service and wider criminal justice system.
- Advise and consult on matters of racism and nationality.
- Work towards improving relationships between the police and the minority ethnic community of the United Kingdom.
- Work towards improving recruitment, retention and progression of staff members within the police service.
- Assist the police service in the development of new and existing policies, when necessary.
- Establish relationships and work with other groups and individuals whose aims are compatible with or supportive of the NBPA.

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## SUB-COMMITTEES OF THE NBPA

### SUB-COMMITTEES OF THE NBPA



In November 1999 the NBPA executive doubled in size following elections, the majority of members were new to the NBPA and had considerable work ahead of them. The size of the Executive which continued to grow in number created numerous challenges. In an effort to ensure all members could participate in the demands the NBPA was facing, a sub-committee structure was developed.

The sub-committees were asked to consider the following points when considering their terms of reference and objectives:

Each sub-committee was asked to do the following: Carry out **SWOT** analysis; identify **Purpose of Team** within parameters; identify **Aims and Objectives** (linked to NBPA objectives); identify **Key Stakeholders**; develop **Action Plan**; identify **Needs** and to report back to the executive. The resultant structure of the NBPA sub-committees structure was the formation of ten committees, which were subsequently reduced to six.

#### COMMUNICATION

Rob Priddy  
Mohammed Yusuf  
Avni Lakhani  
Karen Vanterpool  
Pat Harris  
Ruwan Perera  
Bevan Powell  
Wendell Henry

#### DIVERSITY GROUP

Tony Smikle  
Ilyas Mohmed  
Mike Koshal  
Victor Olisa  
Marcia Gittens  
Balwant Biln - Co-opted

#### TRAINING & DEVELOPMENT

Marg Harris  
Gwyn Thomas  
Issac Christian  
Daphne Christie  
Mohammed Yusuf  
Rajeev Goonewardene

#### AGM SUB-COMMITTEE\*

Mohammed Yusuf (Chair)  
Tony Smikle  
Marcia Gittens  
Jabina Yusaf  
Kul Mahay LLB  
David McFarlane  
Patrick Franklin  
Deborah Thomas (Co-opted member from Met BPA)

#### LEGAL & FINANCE

Nitin Patel  
Ravi Chand  
Wendell Henry  
Paul Wilson  
Ruwan Perera  
Kul Mahay LLB  
Ilyas Mohmed  
Rajeev Goonewardene  
Ali Dizaei - co-opted legal advisor  
Jagtar Malhi - co-opted legal advisor

#### GENDER ISSUES

Marcia Edwards  
Kul Mahay LLB  
Daphne Christie  
Marg Harris  
Jabina Yusaf  
Karen Vanterpool

#### STAFF ASSOCIATIONS & PARTNERSHIPS

Ruwan Perera  
Paul Wilson  
Ray Powell  
Ilyas Mohmed  
Bevan Powell  
Nitin Patel  
Mike Koshal  
Karen Vanterpool  
Marcia Edwards  
Kash Singh  
Pat Harris  
Avni Lakhani  
Ali Dizaei Co-opted  
Leroy Logan Co-opted  
Brian Langston

\* This sub-committee was set up to organise the AGM



# The Positive Action Team

## RECRUITMENT

To achieve parity with the population of London the Home Secretary has set a target of increasing the number of minority ethnic officers by 5,662 within ten years. There is a separate but related target of achieving a similar parity within all specialisms contained in the MPS. Presently there are around 1,000 minority ethnic officers, a fifth being female, about 1 in 26 of the workforce. The PAT is having success at attracting recruits and achieving the target set.

## RETENTION

Research has shown that the critical level of wastage of minority ethnic officers within the MPS is in the first five years of their service. As a priority, resources are being concentrated on this group of about 300 officers. There are around 80 trained 'development officers' whose role is to support these officers and offer advice both on personal and professional development. This scheme continues to expand.

## PROGRESSION

Minority ethnic officers are represented in small numbers at supervisory rank. Inspectors through to Superintendents are offered participation in a mentoring scheme with the mentor being at least one rank above those mentored. A member of ACPO performs an overseeing role. The MPS supports the use of positive action to encourage minority ethnic officers, of all ranks, to fulfil their individual ambitions and realise their capabilities.

## GENERAL

Each of the above strategies have several initiatives flowing from them with others being developed. It is the intention of the Positive Action Team to offer support also to those Constables with more than five years service as well as Sergeants. Ultimately the MPS will offer formal support to minority ethnic officers from recruitment to retirement.

*Working for a safer London*

**THE POSITIVE ACTION TEAM**  
26 - 27 Aybrook Street, W1M 3JL  
Tel: 020 7230 (6)0527







## SUB-COMMITTEES OF THE NBPA

### LEGAL AND FINANCE

#### STATEMENT OF PURPOSE

Protect the rights of black staff employed within the police service and provide an advisory and arbitration service on all legal and constitutional matters for members of the National Black Police Association.

#### TERMS OF REFERENCE

1. To ensure the constitution is a living document that reflects the beliefs and values of the NBPA.
2. To ensure the constitution is compliant with relevant United Kingdom/European legislation.
3. To advise on all National Black Police Association legal matters.
4. To develop and implement guidance/policy on matters of discipline, conduct, ethics and protocols.
5. To manage processes around breaches of policy e.g. misconduct.
6. To provide advice and support to affiliated Black Police Associations on legal matters.
7. To act as arbiter in matters of grievance, complaint and disputes within the National Black Police Association.
8. To co-opt as guests and advisors any legal experts necessary in support of the National Black Police Association's aims and objectives.
9. Attend conferences and meetings most suited to the sub-committee.

#### PROGRESS REPORT

- Complaints and Discipline Consultation paper to which the NBPA gave its response.
- Monitoring and active involvement in lobbying changes in the Race Relation Amendment Bill.
- Production of guidance document on meetings conduct and protocols.
- Code of ethics for the NBPA.
- Review on NBPA constitution under the Human Rights Act 1998 and other domestic discrimination law, this is not complete due to impending constitutional changes.
- Currently developing the discipline guidance on matters of complaint or grievance.
- Representation on Lord Chancellors Committee for criminal justice.
- All BPAs were written to in an effort to establish the level of complaints/ grievance/ tribunal issues within the service. BPAs were also asked what type of legal or other support they would like the NBPA to provide. The response to this letter was not as good as was hoped, however the sub-committee will look at other ways of establishing the needs of BPAs.
- Clear job descriptions for the two National Co-ordinators.



## What happens next is up to you



*taking a lead in making Essex safer*

What happens next is up to you.

Will your actions defuse the situation? Or make it worse?

If you've got the qualities that go to make a Police Officer, your instinct will be to calm things down. And your training will ensure that you know the best way to do it.

Learning, developing and changing to meet the needs of the diverse community in Essex is a full time job. It's what the modern police service is all about.

To begin with you'll patrol the streets, work with the community and deal with a wide range of crimes and incidents. As your career develops and you become more experienced you may decide to specialise in areas such as crime investigation or traffic policing. There are great opportunities wherever you look so what happens next is up to you.

One thing we can promise. You'll find it hard to discover a more rewarding satisfying and challenging career.

Anywhere.

So what are the requirements to be accepted for training?

You must be aged at least 18 years and three months, fit and with good eyesight. It's also important that you can combine a good standard of education with the ability to communicate effectively and establish rapport with all kinds of people. And not least, you must be able to work unsocial hours, handle stress and keep cool under pressure.

In return, you will receive continuous individual training and development, a starting salary of £17,133 and an excellent pension scheme.

For further details on a career with Essex Police, telephone the recruitment line on 01245 452277 during office hours. We'll ask some basic details and, if appropriate, forward you an application pack.

View our Website on [www.essex.police.uk](http://www.essex.police.uk)

Essex Police is committed to the achievement of Equal Opportunities and the control of smoking in the working place.

# Merseyside

# UNITED

## POLICE OFFICERS

As a major port, Merseyside has always welcomed people from all over the world. Down the centuries, many of those who disembarked here settled in the area, helping to make Merseyside the richly diverse multi-cultural community it is today.

Merseyside Police is central to that community which is why it is important that our officers are truly representative of all the different racial groups and cultures who live here.

Whatever your colour or culture, your gender, background or education, you could make a real contribution as a vital member of a united team, committed to serving every section of Merseyside's varied and vibrant community.

If you are 18½ or over, in good health and want to put something back into your own community, write for an application form to Recruitment and Selection, Organisation Department, Police Headquarters, Canning Place, Liverpool L69 1JD.  
[Recruiting@merseyside.police.uk](mailto:Recruiting@merseyside.police.uk) or  
<http://www.merseyside.police.uk>



Merseyside Police offers a smoke-free working environment.  
Merseyside Police is an Employer Committed to Equal Opportunities.





## SUB-COMMITTEES OF THE NBPA

### GENDER AND SEXUAL ORIENTATION ISSUES

#### STATEMENT OF PURPOSE

The sub-committee is committed to the overall aims of the NBPA, but also to improve the working environment of black staff who are female, gay or lesbian. It will also seek to address issues where black male staff are experiencing inequality due to a combination of their race and sex. It will work towards an improved environment for those employed within the police service and the quality of service provided to black communities.

#### TERMS OF REFERENCE

The aim of the sub-committee will be achieved by:

1. Raising awareness of the difficulties experienced by staff on the basis of race, combined with their gender or sexual orientation.
2. Providing a support network for local BPAs on these issues.
3. Assisting in the development of new and existing policies where necessary.
4. Assisting in increasing the recruitment, retention and development of black female staff and reducing wastage.
5. Working towards creating equality within the service regardless of gender, sexual orientation or race.
6. Providing a consultative forum for the police service on the issues of gender and race combined to ensure that an improved delivery of service is provided to black staff and communities.

The issues of gender and sexuality include the biological sex of staff and their sexual orientation.

The sub-committee represents one of the smaller sub-committees of the NBPA but has proved to be highly proactive and dynamic within the NBPA. Whilst much progress has been achieved in ensuring national recognition of this sub-committee, there is much yet to be done. We will continue to strive to meet our aim for the following year.

#### PROGRESS REPORT

It has been a busy year for the sub-committee this year in seeking to establish us in the area of sex and race combined. To date, however, we have forged strong links with many organisations and recognition of the sub-committee seems to be increasing rapidly. Below are listed some of the achievements of the sub-committee, during the year 1999 to 2000:

- Chair of group becomes *first* and *only* black member of British Association of Police Women.
- Established networks currently with external groups, such as National Black Women's Network alongside Pride magazine to enhance role of black women within the service.
- Established network with Lesbian and Gay Police Association.
- Established network with National Women's Commission.
- Negotiating with psychologist, Dr. Sophie Clark, who has worked extensively with various ethnic women's groups throughout the world to address issues of double jeopardy.
- Responding to requests from black female BPA members seeking to establish formation of female section.
- Entering negotiations with high-profile black women's group, Southall Black Sisters.
- Carrying out research into forced marriages to arrive at measured response to recent governmental research.
- Offered support and guidance in many aspects to black female staff within the service.

The sub-committee remains committed and confident in building upon this year's progress to achieve a more equitable status for all black staff within the police service who face the double jeopardy in relation to sexuality or gender and race combined.



"Mum says  
things will only  
get better if we  
all take action."

She's a Police Officer.



Police Officers £17,133 - £19,170 after initial training

Mum believes in doing her bit to make the world a better place. Since she joined West Midlands Police she's enjoyed plenty of challenges.

It turns out that just like her, West Midlands Police is committed to tackling injustice and prejudice, on and off the beat. So mum really fits in there. And even when she's not trying to change the world, it's interesting work where no two days are the same.

*Now that's something worth fighting for.*

If you're bright, motivated, over the age of 18½ and want a

career with great training and prospects, please call **0121 626 5824** for an application pack, email [recruiting@west-midlands.police.uk](mailto:recruiting@west-midlands.police.uk) or visit our website at [www.west-midlands.police.uk](http://www.west-midlands.police.uk)

*West Midlands Police welcomes applicants from minority ethnic communities and 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.*



Make a difference



## Good Police Officers can be found everywhere.

Look around you. Britain is a truly extraordinary blend of cultures, races, religions and lifestyles - and here at Northamptonshire Police, we believe that our team of officers should reflect that diversity.

That's not just policy. It's common sense.

So whatever your race, gender or sexuality, you'll be valued as an individual. You will receive the same rewards, the same recognition and the same respect as every other police officer. The only thing that matters is your ability to serve our local population in a way that's fair, sensitive and professional at all times.

That means having the confidence to communicate with others. It means having the courage to deal with difficult situations. And it means having the presence of mind to respond effectively under pressure and in emergencies.

What else do you need to join us? Well, you must be aged at least 18½ and possess British or Commonwealth citizenship.

You must also have good eyesight and physical health, an enquiring mind, keen social awareness and a commitment to making today's society a better place to live.

If you think you've got what it takes - and you're looking for the chance to make a real difference - please get in touch. We welcome applications from all sections of the community and are especially keen to increase applications from women and people from ethnic minority groups.

For more information, please contact the Personnel Department,  
**NORTHAMPTONSHIRE POLICE**  
Headquarters, Wootton Hall, Northampton  
NN4 0JQ or telephone 01604 701649.





## SUB-COMMITTEES OF THE NBPA

### DIVERSITY GROUP

#### STATEMENT OF PURPOSE

Develop a strategy for the NBPA to address issues of race both within the police service and the wider community.

#### TERMS OF REFERENCE

1. To promote an environment where all people are treated with equity, dignity and respect.
2. To provide a support service for the NBPA committee.
3. To provide a facility to assist in the development of local BPAs on issues of diversity.
4. To work in partnership with other organisations.
5. To raise awareness and understanding of diversity issues.
6. To promote an environment where racism and institutionalised racism is challenged by all staff.
7. To develop a CRR Strategy.

The NBPA Diversity Sub-Committee has been involved in a range of local and national initiatives during the last twelve months which have assisted in raising the profile of the NBPA. In support of this we have also ensured that the issue of race has stayed on the policing agenda and that the NBPA is routinely consulted by all stakeholders.

#### PROGRESS REPORT

- Assisting in the primary design of the NBPA power point presentation for the Senior Managers CRR course at Bramshill as well as delivering the NBPA presentation at same.
- Facilitating a workshop at the *Ethnic Minorities into Europe* seminar in Birmingham, held by Birmingham City Council. This workshop was warmly received by

an audience including police staff, MEPs and leading race activists from around Europe.

- Consulting with the Extended Interview directorate on stereotyping in the EI process. Securing a position as independent observer for the 2001 interviews.
- Providing constructive observations at the two day recruitment seminar at Bramshill, including identifying issues from the adverse impact report and urging the police forces not to lower standards for black staff which was one of the recommendations from the adverse impact report.
- Advising and consulting with the Home Office on phase II of the national police recruitment campaign, in an effort to secure the participation of high profile black people who are not from the stereotypical occupations.
- Representing the NBPA at the ACPO equality sub-committee, reviewing strategic documents such as a revised grievance procedure policy, flexible working pattern, template for establishing support networks and responding to same.
- Representing the NBPA at seminars and conferences around the country.
- Providing assistance to local BPAs in relation to establishing support networks and to individuals who have been victims of racism.
- We are also responsible for NBPA responses to issues under Section 95 Criminal Justice Act 1991 which includes Stop and Search data.
- Last but not least the compilation of the NBPA diversity strategy.





## SUB-COMMITTEES OF THE NBPA

### STAFF ASSOCIATIONS AND PARTNERSHIPS

#### STATEMENT OF PURPOSE

To develop partnership links with other groups and organisations with aims and objectives compatible with the NBPA, in order to enhance racial harmony and promote a greater awareness and understanding of multi-cultural issues within the United Kingdom.

#### TERMS OF REFERENCE

1. To develop a strategy addressing the current situation whereby black members of unions and staff associations and other representative groups are failing to receive an acceptable standard of service.
2. To explore the possibility of affiliating with other professional bodies in order to attain an acceptable service for BPA members.
3. To apply appropriate pressure and influence on staff associations and unions in their understanding of issues that are of relevance and important to black police personnel. We will speak up for the rights of the views of our members where staff associations and unions fail to impact accordingly.

#### PROGRESS REPORT

Since the inception of the group it has continued to make progress in liaising with the main staff associations which represent the staff within the police service.

- Members of this group have established contact and have continued open and honest dialogue with The Police Federation of England and Wales

(‘The Federation’), UNISON, Her Majesty’s Inspectorate of Constabulary (HMIC), the Lesbian and Gay Police Association (‘LAGPA’), and the British Association of Women Police (‘BAWP’).

- The group organised a very successful NBPA fringe meeting at the Police Federation of England and Wales, Annual Conference at Brighton in May 2000.
- As a result of the group’s efforts the NBPA now has active representation on the Equalities Sub-Committee of the Federation. This sub-committee is tasked with monitoring and developing the present and future diversity policies and strategies of the Federation.
- An outcome of the dialogue with the police section of UNISON is that an NBPA representative, Bevan Powell, will be speaking at their national conference in November. Future monthly meetings are planned with a view to highlighting the issues that affect support staff within the service. This group is also seeking to make links with the other trade unions which represent support staff within the service.
- Contact with HMIC has focused on the ‘Winning the Race III’ thematic and the NBPA has presented a critical but equitable argument regarding the depth of the inspection and its subsequent findings.
- The group has also developed links with LAGPA.
- Work with the BAWP.
- The group acted as a sounding board for the Home Office’s recruitment advertising campaign which the NBPA fully support.



## SUB-COMMITTEES OF THE NBPA

### TRAINING AND DEVELOPMENT

#### STATEMENT OF PURPOSE

To provide training and development that is relevant and appropriate, to assist all executive members in possessing the right skills, abilities and behaviour to perform their roles.

#### TERMS OF REFERENCE

1. To review, research, and where necessary, prepare responses to initiatives that have implications for the NBPA and its work.
2. To assist in the development of a set of strategies to support the NBPA to be an ethical, professional and robust organisation.
3. Training will be in accord with core business and strategic aims of the organisation, and will contribute to an improved quality of service.
4. To act in an advisory capacity in furtherance of the NBPA's aims and objectives.

#### PROGRESS REPORT

- NBPA representative on CRR Training Advisory committee.
- NBPA representative on Race and Community Relations Committee.
- Part of team working in partnership with the Home Office Assessment and Consultancy Unit reviewing the Extended Interview Process.
- Assisted in the formulation of the Home Office Action Plan for the delivery of Community and Race Relations (CRR) training to the police service.



## CO-ORDINATORS' ANNUAL REPORT

We were very proud to witness the marvellous display of diversity and talent at the official launch of the National Black Police Association in November 1999. The feedback from the delegates was, to say the least, fantastic. We received numerous telephone calls, e-mails and letters from individuals and groups congratulating the NBPA for standing up for justice inside and outside the police service and for putting on such a professional launch. We were at last on the national platform of policing in Britain.

We assisted in bringing the new executive up to speed regarding what had taken place over the previous year, explaining the rationale behind the strategic review which had been commissioned by the interim executive.

As a result of the publicity we received from the launch the workload of the national office increased dramatically. Of course, we accepted the challenge with the professionalism and enthusiasm expected of us. Our primary role was to assist the national executive, maintain and run the national office, offer assistance to local Black Police Associations and to be ambassadors of the organisation both internally and externally.

In addition to all this, requests for assistance by members for support on complaints, grievances and employment tribunals placed further demands on our time. Understanding the feelings and emotions that one goes through when deciding to stand up and be counted, we assisted even though this should have been the responsibility of the local associations. We are pleased to inform you that all the issues of support that we have been asked to assist with have been successfully resolved, to the satisfaction of all parties.

We have been instrumental in establishing the NBPA web site and organising the Annual General Meeting over the last few months. We would like to thank those members of the executive who have worked tirelessly with us to organise these two very important landmarks in our association's history.

In an institution such as the police service, where the need to evaluate achievement is always at the forefront, this applies equally to us. At the launch in November last year, there were twenty-one constituted Black Police Associations. We are pleased to say a further eight BPAs have been constituted. In addition, we have visited ten other forces and training establishments, including Northern Ireland and Scotland. Other visits are being arranged as we go to press.

At this juncture we wish to thank the Chief Constables and their staff for the welcome and assistance they gave to us to address their staff and the positive responses to our presentations.

The testimonies from several members of the national executive to the quality of service they have received from us were very positive indeed. In order to be effective in an age of information technology, one has to be in the know and we certainly cultivate, accumulate and disseminate a lot of information to the executive members, in order to ensure they are ahead of the game.

Judging by the incoming calls, e-mails, letters and faxes to the office, the expectation to assist staff and members of the community are very high.

In conclusion, it takes a tremendous amount of courage, self-control and tenacity to be at the forefront of such an organisation as ours. Police staff join the service for many reasons but certainly not to spend most of their time fighting racism. If we are to leave a legacy of a bright future for our children and future generations, we must continue with our struggle. We must never forget that although we stand on the shoulders of giants, there will be others who will stand on ours.

**Patrick Franklin and David McFarlane**



## CODE OF ETHICS

### SELFLESSNESS

Members should take decisions solely in terms of the NBPA Interest. They should not do so in order to gain financial or other material benefits for themselves, their family or their friends.

### INTEGRITY

Members should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

### OBJECTIVITY

In carrying out NBPA business, including making NBPA appointments, awarding contracts, or recommending individuals for rewards or benefits, members should make choices on merit.

### ACCOUNTABILITY

Members are accountable for their decisions and actions to the NBPA Executive and must submit themselves to whatever scrutiny is appropriate to their office.

### OPENNESS

Members should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider NBPA interest clearly demands.

### HONESTY

Members have a duty to declare any private interest relating to their NBPA duties and to take steps to resolve any conflicts arising in a way that protects the NBPA interest.

### LEADERSHIP

Members should promote and support these principles by leadership and example.



## NBPA TREASURERS ANNUAL REPORT

The National Black Police Association was formally launched at the NEC in Birmingham on 29th November 1999. At the time of the launch, some 21 forces from England and Wales were members of the association and have steadily increased to 29. It is hoped that a further 4 or 5 forces would have joined before the end of the financial year that ends on the 31st March 2001. The association is funded directly by the Home Office. The figures in this annual report, relates to expenditure incurred between the periods December 1999 and September 2000. All future reports will be subject to reporting within the financial year, i.e. 1st April to 31st March of the year of the annual report.

In addition to the funding from the Home Office, the association also raises funds from the sale of association merchandise i.e. mugs, badges and functions. We also hope to raise funds in the near future from charitable events. A separate account has been opened for these funds and currently has a balance of £5,086.10. This account facilitates in making donations to charitable organisations and meeting incidental costs.

In addition to meeting expenses related to holding sub-committee and main executive committee meetings, members also attend:

- Various Home Secretary's groups/committee meetings.
- Give presentations at Bramshill.
- Actively encourage and assist other police forces in forming local BPAs by giving presentations to management and ethnic officers.

The main area of cost to the association is meeting the rising cost of travel and subsistence that is constantly increasing as more forces join. The association must be seen to be adopting an inclusive, rather than exclusive approach to its membership in promoting the formation of other BPAs. It is acknowledged that regionalisation will have to be considered to cost, but it is important that the NBPA remains proactive giving every BPA a voice at a national level.

Over the next financial year, the association is looking at developing new income generating initiatives to ensure its future funding, for example:

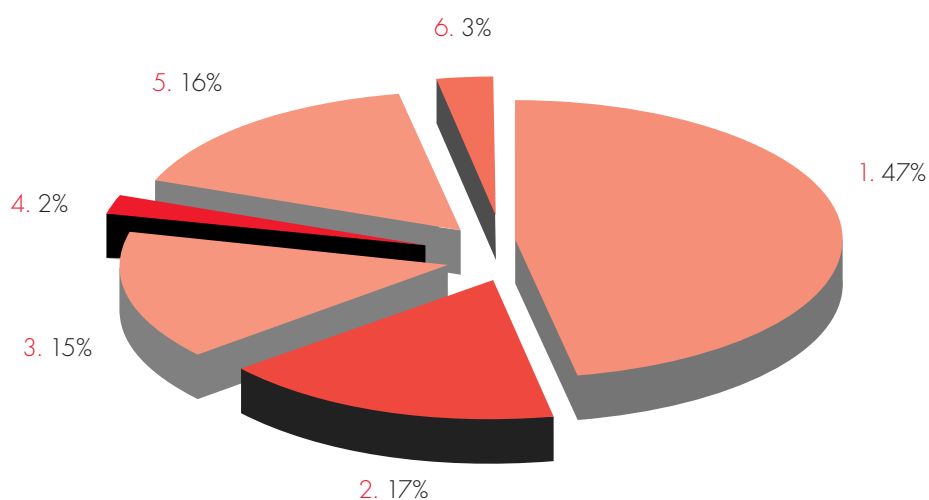
- Establishing a charitable status.
- Investigating possible sponsorship.
- Holding more income generating events.
- Eligibility for local government grants.
- Marketing association merchandise, i.e. mugs, badges, tie pins, business folders and ties.
- Charging for lectures and advice given to other organisations.
- Encouraging local force sponsorship of its local member.

The NBPA sub-committees meet regularly, and their work is fed back to the main Executive Committee meetings, held at regular intervals. The tabulations below give details of expenditure incurred under the following budget headings:





AREA	SPENDING	PERCENTAGE
1. Travelling and subsistence expenses.	18,926.78	46.5
2. Equipment and web page cost; this reflects the cost of new equipment, purchased for the office and the setting up of the web page.	6,973.48	17.1
3. Accommodation and catering cost.	6,167.51	15.2
4. Presentation and registration fees: e.g. Police Federation Fringe meeting at Brighton.	872.68	2.1
5. Co-ordinator and administrator's communication cost.	6,554.28	16.1
6. Expenses incurred on Barclays Bank account.	1,186.54	2.9
TOTAL		40,681.18



The association is grateful to the Home Office and the Metropolitan Police Service for all their help and support given to date and is hopeful that this support continues in the future. The association is striving to keep its expenditure to a minimum and although Home Office funding has been far

short of the required needs, it is hoped that this will be reviewed in the next financial year.

Nitin Patel  
Treasurer to NBPA



**Police Officers**  
from £17,133

**We're part of  
the community.  
Not apart from it.**

At Lothian and Borders Police, diversity is something we come into contact with everyday.

So we're interested in encouraging applications from all parts of the community – particularly from minority ethnic groups and women.

And we can promise that you won't be judged on your race, gender or sexual orientation. Rather, simply on your talent, enthusiasm and commitment to serving all our public.

For more details call our recruitment hotline on 0131-311 3314.



**Lothian and Borders Police**



INVESTOR IN PEOPLE

Serving the community.  
And recruiting from it.



**SOUTH WALES POLICE**  
**HEDDLU DE CYMRU**

## A Job Like No Other Swydd Unigryw

We give you a uniform, but we encourage you to retain your individuality.

*Er ein bod yn rhoi gwisg i chi, rydym yn eich annog i gadw eich hunaniaeth.*

IN ASSOCIATION  
WITH  
**The South  
Wales  
branch of the  
Black Police  
Association**



### Appointment of POLICE CONSTABLES

South Wales Police are working to recruit individuals who possess the potential to become constables and provide a quality service to our diverse communities.

You should be:

- Between 18½ and 45 years of age
- A British citizen, a Commonwealth citizen (whose stay in the U.K is not subject to restrictions) or a citizen of the Irish Republic
- Physically fit.

Interested? If you would like an application form, please ring

**South Wales Police on:**  
**01656 869225**

Lines are open from 9.00 am to 5.00 pm Monday to Friday.

### Penodi CWNSTABLIAID YR HEDDLU

Mae Heddlu De Cymru yn gweithio i recriwtio unigolion sydd â'r potensial i fod yn gwnstablaid a darparu gwasanaeth o safon i'n cymunedau amrywiol.

Dylech fod:

- Rhwng 18½ a 45 oed
- Yn ddinesydd Prydeinig, un o ddinasyddion y Gymanwlad (nad yw eich arhosiad yn y DU yn amodol ar gyfyngiadau) neu'n un o ddinasyddion Gweriniaeth Iwerddon
- Yn gorfforol heini.

A oes diddordeb gennych? Os hoffech ffurflen gais, ffoniwch

**Heddlu De Cymru ar:**  
**01656 869225**

Mae'r llinellau ar agor rhwng 9.00 am a 5.00 pm, dydd Llun i ddydd Gwener tan ddydd.

*We are committed to creating and developing a positive approach to equality of service and service delivery.*

*Rydym yn ymrwymedig i greu a datblygu ymagwedd gadarnhaol tuag at gydraddoldeb o ran gwasanaeth a chyllwyno gwasanaeth.*



Dorset Police is truly committed to promoting diversity. As Chief Constable and Chair of the ACPO Equality Sub-Committee I am personally dedicated to supporting initiatives aimed at improving representation of minority groups within the Police Service and ensuring fairness for all.



If you share this conviction to equality then Dorset police would like to hear from you. Apply today for an application form and help to make a difference.

*Stitchbury*

Jane Stitchbury QPM  
Chief Constable

01305 223794 or 223819

## RECRUITING NOW!

Devon & Cornwall Constabulary is actively seeking people interested in becoming Police Constables.

### CAN YOU MAKE A REAL DIFFERENCE?

If you are highly motivated, diplomatic, flexible and prepared for a job in which no two days are the same, being a Police Officer could be the career for you. The work is demanding but this truly worthwhile occupation is extremely rewarding.



One of our priorities is to build a workforce which reflects our diverse and multi cultural society. We are therefore particularly keen to receive applications from people from a wide range of cultural backgrounds.



If you are between 18 1/2 and 43, and physically fit, please contact us on:

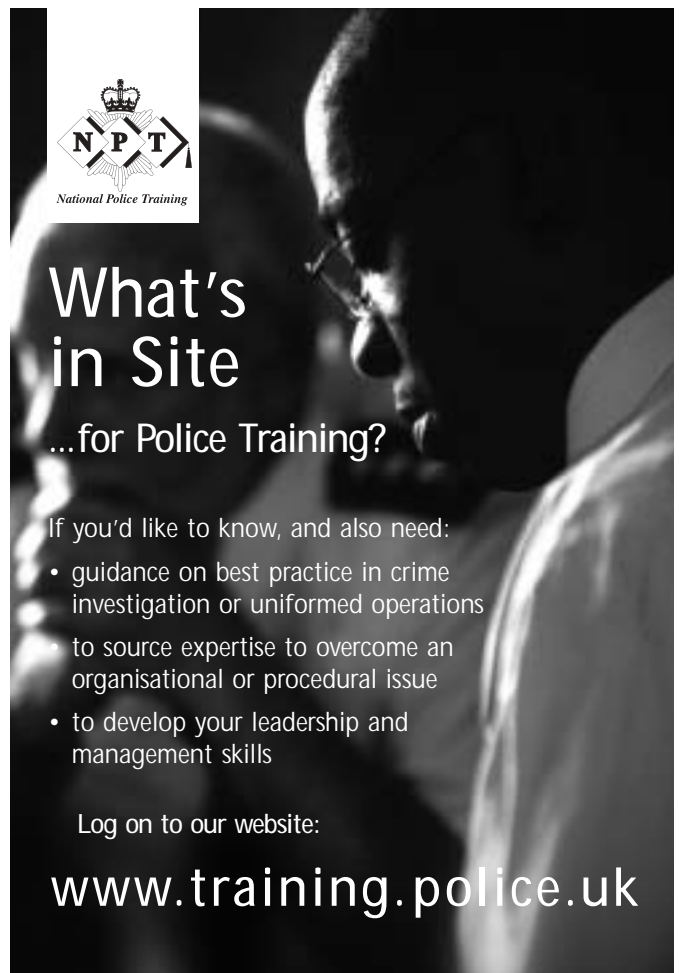


**01392 452500**

or visit our website at

**[www.devon-cornwall.police.uk](http://www.devon-cornwall.police.uk)**

*Committed to the belief that all people have the right to be treated with dignity and respect.*



## What's in Site

...for Police Training?

If you'd like to know, and also need:

- guidance on best practice in crime investigation or uniformed operations
- to source expertise to overcome an organisational or procedural issue
- to develop your leadership and management skills

Log on to our website:

**[www.training.police.uk](http://www.training.police.uk)**

Nottinghamshire Police wish the NBPA continued success and look forward to a positive working relationship.

*Working together to make Nottinghamshire safer*

# We are recruiting now

If you feel ready for a change, enjoy a challenge and are willing to commit to a worthwhile cause in the community, here is your chance.

The decision to apply is one that will change your life, so think hard about it.



“Every police officer needs to be quick thinking, show integrity and have an ability to be firm and fair and possess good interpersonal skills. If you don't have these qualities you could be in difficulty”

Paul Whitehouse  
CHIEF CONSTABLE

We welcome applications from all sections of the community, regardless of race, marital status, gender or sexual orientation.

For more information, visit our website at [www.sussex.police.uk](http://www.sussex.police.uk) for an application form contact Sarah Stephens on 01273 475049 (answerphone) or 0845 60 70 999 ext. 44140

## www.here's a good place to find crime reduction information?

The **topic-based** Crime Reduction Website has been developed in partnership with the Home Office, ACPO, LGA, NACRO, Crime Concern and other crime reduction practitioners. It is the **No.1 on-line information resource** for the crime reduction community.

Finding information is easy on this **fully-searchable** site. Because of its topic-based structure (crimes & solutions), all the information on specific crime reduction areas is in one place and includes guidance, protocols, good practice, funding, statistics, training, news & events. Crime Reduction **Toolkits** will be added as they are completed.

This **interactive Knowledgebase**, to which crime reduction practitioners can submit their own content. The **Discussion Forum** aims to promote the active exchange of experience and ideas.

**[www.crimereduction.gov.uk](http://www.crimereduction.gov.uk)**

For more information visit the site or e-mail [crc@homeoffice.gsi.gov.uk](mailto:crc@homeoffice.gsi.gov.uk)



## Wiltshire Constabulary



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## MEETING PROTOCOLS

### MEMBERSHIP AND PROCESS GUIDANCE

1. Executive members and any individuals co-opted either as guests or advisors may participate, including NBPA co-ordinator(s).
2. Only Executive members will have voting rights.
3. The Executive and any sub-committees thereof shall have at least fifty-five (55%) members present or in agreement (where conducted over the Internet or a telecommunication system) for a quorum and shall take decisions on the basis of a simple majority. In the event of an even vote, the Chair of the meeting shall have an additional vote.
4. Where an Executive member wishes to put forward a proposal they must indicate clearly to the Chair that they wish to make a proposal and give their supporting reasons. A proposal needs to be seconded before it can be considered for a vote or consensus view.
5. Proposals by members may be considered to have been agreed and carried where the general consensus in the opinion of the Chair is in favour either through lack of objection or indication of agreement. Conversely the same will apply where the general consensus would appear to be against a proposal. (This process will allow the meeting to progress without the need to formally count votes for each and every proposal)
6. Where in the opinion of the Chair those in favour or against a proposal is unclear or doubtful a vote by show of hands will need to be undertaken. A count of those for, against and abstaining will be counted and recorded in the minutes.
7. All members will speak through the Chair and avoid engaging in separate dialogue with others present without agreement of the Chair.
8. As a demonstration of respect for all members and to ensure effective involvement of all present Executive members will avoid: interrupting, over talking, finishing sentences for others, attacking, shutting out, patronising or demonstrating non-verbal communication which may offend or upset any member who may be speaking at a given moment in time. Members are expected to observe the NBPA code of ethics.
9. Wherever possible the views of all present should be sought.
10. Only the Chair in the interests of keeping to the agenda will be permitted to ask members to stop or limit their airtime.



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# **BRITISH TRANSPORT POLICE**

*Caring for the communities  
of Britain*

## **The National Police Service for the railways.**

For more information contact:-

**INSPECTOR MICK FOSTER**

Recruitment Officer

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'A Force on line' - [www.btp.police.uk](http://www.btp.police.uk)

or write to us at:

British Transport Police Force Headquarters

Force HQ, PO Box 260, 15 Tavistock Place, London. WC1H 9SJ

## AGENDA

Hendon Opens	08:00
Registration of delegates	08:30
Programmes handed out in registration	
Tea/coffee/ biscuits served	09:00
Cultural music played in the reception area	
Call for delegates to take their seats in the main conference room, Simpson Hall	09:30
Introductions by Kul Mahay LLB	09:45
Welcome by NBPA Chair, Paul Wilson	10:00
Welcome from Commissioner of MPS, Sir John Stevens QPM	10:10
Address by DAC Tarique Ghaffur BA (Hons) MA	10:20
NBPA Chair opens AGM business	10:50
Presents annual report and takes questions	
Constitutional matters	11:45
Lunch	13:00
Constitutional matters continued	14:30
Any other business	16:00
Close of business to prepare for evening function	16:30
(Reminder to delegates that entry is upon production of ticket only)	



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