



National Black Police Association

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2nd Annual General Meeting

8 - 9 November 2001

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FOREWORD

BY RT. HON. DAVID BLUNKETT M.P. - HOME SECRETARY



I am glad to have this chance to reaffirm my support for the National Black Police Association. The Home Office and the Association have a strongly shared interest in ensuring that minority ethnic communities are properly represented in the police service, and our success in achieving this will depend to a large extent on minority ethnic officers being fairly treated within their forces. A lot is at stake. If we do not achieve police forces which are representative of the communities which they serve there must be serious doubts about how effectively they can serve those communities.

The Association is to be commended for the contribution which it has made to the Home Office-led project to develop National Recruitment Standards which are job-related, fair and non-discriminatory. This project, which grew out of Dismantling Barriers, will benefit not only minority ethnic applicants to join the police service. Fairness, and therefore the work of the Association, benefits the whole organisation.

It is good to see that the Association and the Home Office are holding a joint conference next month to focus police managers' attention on the implementation of strategies to improve the retention and progression of minority ethnic officers. There is a danger that too great a focus on recruitment may result in too little attention being given to retention and progression.

All three of these areas are intimately linked – we know that the perception that minority ethnic officers get a poor deal on promotion undermines the attractiveness of a career in the police service to members of minority ethnic communities.

It is now two years since the Association was launched, and I welcome the appointment of the new Chair, Ravi Chand, earlier this year. I hope that the Annual General Meeting is successful, and that the Association will continue its valuable contribution in an area which is of such importance to the whole of society.

David Blunkett
Home Secretary





FOREWORD

BY CHIEF CONSTABLE DAVID WILMOT, GREATER MANCHESTER POLICE

Dear Delegate,

It is my pleasure to welcome you to Greater Manchester for the Annual General Meeting of your National Black Police Association. The Greater Manchester Police Authority not only join me extending a warm welcome they have supported your A.G.M. in a tangible way.

Since you were first constituted in November 1999 you have been acknowledged as a highly effective change agent for race issues within the Police Service. The importance of your association has been publicly endorsed by the Home Secretary, the Association of Chief Police Officers, the Police Superintendents Association and the Police Federation.

On a local level Greater Manchester's Black and Asian Police Association has effectively sought to highlight issues facing Black and Asian officers and support staff. I am grateful for their efforts in helping Greater Manchester Police towards eradicating racism and creating an inclusive, open and fair Police Service.

I fully appreciate and acknowledge the hard work, commitment and importance of the National Black Police Association in today's policing environment. I trust that you will have a stimulating and enjoyable meeting in the marvellous surroundings of Manchester Town Hall.

David Wilmot
Chief Constable



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CHAIRS REPORT

RAVI CHAND - CHAIR

Colleagues it is with great pleasure that I submit before you the second annual report on behalf of the National Black Police Association. As you may well be aware I took over as acting chair in November 2000 and was elected chair in January 2001. This year has been one of the most challenging years for the NBPA in many respects, which I will outline. Like many organisations in its early years there is a period over which various methods of operating are explored likewise the NBPA has looked at ways of achieving its objectives. Some times with great success and others not so successful. The important thing was that we became a learning organisation however painful our experiences may have been. As Malcolm Forbes once said "Failure is success if we learn from it."

I truly believe the NBPA has made much progress in a short period of time due to the commitment of its membership and much personal sacrifice. In order to meet our objectives the NBPA focussed on some key areas having explored what we felt were our key values for an ideal association. Personal and organisational values are important, as they are the very things that drive us forward and demonstrate to the world who we are and what we stand for. It is no good stating we are anti-racist if we do not consistently challenge racism. "A value is only a value if it is consistently demonstrated in everything that we do."

The following were the priorities for the year: -



SUPPORT

The NBPA's number one priority was Support, under the heading 'Support Support Support'. Clearly we were challenged due to the lack of experienced supporters available in providing advice, support and guidance especially in matters of discipline or employment tribunal procedures. Furthermore we lacked resources as our members already have full time jobs in their respective forces. The NBPA was established primarily as a support network and as such needed to demonstrate to its membership that it was available to support individuals who needed it. We saw a huge demand being placed on us, far greater than we could have anticipated. The key was to establish a clearly defined support network with at least one member of each BPA receiving specialist training in how to provide support at NBPA expense. This venture was costly but vital to our future success as a support network. The trained supporters will help to deal with the day to day support issues that crop up, challenge matters at an early stage and support subjects of unlawful discrimination. Such a move is intended to help retain black staff within the service and reduce cases going to employment tribunal by taking early intervention before matters get out of control. This is in the long-term interests of the Police Service and our members meeting the NBPA's first five strategic objectives.

Clearly the NBPA doesn't have the financial means to



support cases or provide counselling and as such looked for an insurance policy to cover for this. The NBPA as you may already be aware has recommended a policy issued by a company called UNIFED who will have a display stand at the AGM. For the price of £8.75 a month a member can receive legal cover for all work related matters, 24 hr legal help line, life cover, confidential 'Critical Incident' Counselling, access to recuperation centres together with discounts on healthcare and other free advice services. This policy is not intended to replace that cover provided by staff associations but compliments it and in some cases exceed it. Those who sign up get a personal membership card with the NBPA logo. Any member or associate member of any BPA can obtain membership at the NBPA price. I do however feel the NBPA needs to look towards a subscription-based membership as one option to raise money for financial independence.

"If we would just support each other – that's ninety percent of the problem."

Edward Gardner American Businessman

POSITIVE ACTION

The NBPA looked at ways the police service could retain staff and help them progress. One key area of concern was multiple discrimination and a real need to address gender and sexual orientations issues. The NBPA ran a 'Women in Shade' conference organised and run by women from the membership to address issues of support, double disadvantage or racist sexism. The conference run by Marcia Edwards (West Midlands Police) and Marg Harris (National Crime Squad) proved very successful. Here are a few comments of feedback: -

"This conference for me has empowered my belief, my aims and more to the point believing in myself. That I can do my part, my bit to make a difference. If we all do a bit think of how much we can change organisations."

"I took back a lot from this conference. Thank you for organising this."

"I have found this conference very inspiring and empowering – I would be willing to assist in preparing the next one! And annual event?"

"I particularly enjoyed the poetry, personal experiences emphasise that there is still a lot of work to be done!"

"Look forward to next conference."

As you can see truly inspiring for those attending, a conference that needs to be repeated to help address issues of multiple discrimination. Other efforts were made to ensure the NBPA executive has a gender balance as women are clearly under represented, this was headed by Avni Lakhani (Hertfordshire Police) the Chair of the Gender & Sexual Orientations sub-committee.

I recently spoke at the launch of the Gender Agenda in Birmingham, an initiative established by the British Association of Women Police (BAWP). The Gender Agenda and its aims and objectives are compatible and supportive of those of the NBPA. It is therefore the intention of the NBPA to use the Gender Agenda document as a vehicle to address gender issues within the NBPA.

Career progression is an area we particularly wished to address especially in support of the Home Secretary's Dismantling Barriers targets for progression. This was addressed through a seminar on retention and progression in partnership with National Police Training (NPT) and the Home Office.

The greatest outcome is the development of a positive action personal development programme for black staff. The NBPA met with the new head of NPT Chris Mould to agree closer working on issues around training resulting in the development of a new programme. Trixy Alberga head of Leadership Faculty NPT in partnership with the Home Office and NBPA are developing the program. It will be piloted this year and run every other month at NPT centres funded by the Home Office. It will give individuals (Police Officers or Civilian Staff) who are seeking progression the tools they need to be successful in their careers. Details will of course be circulated in due course.

FUNDING

This has been a constant challenge and the drive has always been to achieve financial independence. The Home Office who have incredibly tight guidelines on spending currently funds the NBPA. April 2001 saw the new funding structures based on performance indicators and quarterly funding come in. The new structure, which the NBPA was not ready to adopt due, its complexity posed many challenges and still does to this day. We now get funding retrospectively on a quarterly basis on producing evidence of spending and how it relates to agreed objectives. The NBPA has submitted its application for Charitable Status, which has bounced between the Charities Commission and the association a few times, however it is anticipated we will achieve charitable status soon.



MEDIA

It was important that the work the NBPA was highlighted in the media and it's views sought on key policing issues affecting black staff or members of the black communities who we serve. Great efforts were made to develop closer relationships with the media, making them aware of the work of the NBPA and its aims and objectives. The NBPA has been featured in several national tabloids, ethnic media, radio stations and television covering issues from support cases to policing. It is absolutely vital the NBPA maintains strong dialogue with the media and continues to promote its work. Where we would once go to the media with stories they now come to us, which demonstrates the closer working.

NBPA STRUCTURE

The NBPA's structure of 37 Executive members has proved a mammoth challenge in organising of meetings and decision-making capabilities not to mention the huge costs. The association cannot continue as such a large committee; it is possible to have smaller committees with relevant safety measures to ensure transparency and accountability. The NBPA now needs to look long term and develop ways to become leaner and more responsive to issues and avoid unnecessary bureaucracy in decision-making. One area, which the executive has explored, is a Cabinet Style system similar to government and some local authorities. This particular style has been brought to the table for discussion under constitutional changes for the AGM. This particular AGM will see the first and largest reforms being debated on the NBPA constitution. The constitution as a living document will need to reflect the needs of today and the visible future and I hope the needs of the membership.

AGM

Greater Manchester Police Authority has sponsored the NBPA's 2001 AGM. I would like to express the membership's appreciation and thanks to the Police Authority and the Chief Constables Team for their support and commitment to the work of the NBPA. "There are those who support us because they have to and there are those who support us because they choose to. It is a pleasure to work with an organisation that supports us because it chooses to." Marcia Gittens, Jabina Yusaf, Clive Morris, David McFarlane, Victor Olisa, Paul Bailey and Tony Smikle I thank you for your dedication as the AGM sub-committee.

CASES

There have been a number of cases that the NBPA has supported some of which have attracted much media attention. The NBPA does not cherry pick cases, but supports as best it can anyone needing support. Those cases attracting greatest media attention have generally been active members of the BPA movement past and present. It has been necessary and appropriate that the NBPA ensured each individual had their right to the presumption of innocence until proved guilty and fairness in investigation protected. Our very existence as a support network hinges on supporting individual members rights to fairness and justice even if it means standing up to powerful organisations. Many in the BPA movement failed Sgt. Gurpal Viridi by not believing in him or ensuring fairness when he said he was not responsible for sending race hate mail. It took years to clear his name and much pain for him and his family. This case sent a powerful message that we need to stand by our colleagues through challenging times. It must also be recognised that in doing so we do not send a message that the individual is innocent or not. I will not go into specifics on cases in this report due to legal and sub-judicial issues. I will however point out that the NBPA has been relentless in challenging unfairness, racism and racial discrimination in all these cases.

SUMMER RIOTS

The summer saw disturbances in Oldham, Burnley and Bradford televised across the world. These disturbances, which the media referred to as race riots saw street battles between predominantly Asian youths and Police. The NBPA condemns such violence as it only serves to punish law abiding residents of those communities some of whom lost their jobs and businesses. There has been the suggestion of much BNP and National Front activity in the areas which some say triggered the violence. There are other views around deprivation and social disadvantage, however such violence cannot be tolerated especially as many colleagues were injured in quelling the disturbances. The NBPA offered support to the local BPA's during those challenging periods. I am aware that the relevant forces are taking active steps to build closer relationships with the communities in particular with youth. The NBPA will support forces and local BPA's in any way it can to not only address the issue of closer working but to ensure that the true causes are identified and addressed preventing a repeat of violence.



INPUT

The NBPA has supported a number of BPA's who launched this year through attendance and speeches. It has also supported external black organisations like PROUD and AHEAD (Lord Chancellors department), Respect (Prison Service) and CSREN (Civil Service). The NBPA have had a heavy input in NPT training programmes including the Senior Command Course. The NBPA executive have also sat on a large number of committees ranging from ACPO to Home Office addressing issues affecting black staff and the minority ethnic community. I would like to thank ACPO in particular for their support and closer working relationship in addressing issues of racism and racial discrimination. Tony Burden QPM Chief Constable of South Wales (as ACPO president) and David Westwood Chief Constable of Humberside (Chair of Community Relations Portfolio) are particularly worthy of mention for their personal commitment and support for the NBPA.

TERRORIST ATTACK ON USA

The NBPA was extremely saddened and shocked by the recent terrorist attack on the US. The association offered its support and condolences to the families and victims of the attack, the many fellow law enforcers and members of the emergency services who lost their lives in saving others. Acts of terror of this kind have over the years posed an increasing threat to civil society around the world and as such must receive close attention from all law enforcers. Like the Prime Minister Tony Blair said 'we will stand shoulder to shoulder with the American People'. The NBPA will also stand shoulder to shoulder with their fellow law enforcers. People of the UK must be reminded that there is a distinct difference between Islam and terrorism and like any country around the globe we all have terrorists in some shape or form. The recent attacks on people of Asian decent is deplorable and nothing more than racist hatred. The perpetrators of such acts are no different to those who carry out terror in the form we have seen recently.

In addition to the NBPA position I also said in a media statement

"We must all unite against terrorism, the colour or racial origins of people does not define membership of terrorist groups. Attacks on people of Asian decent must stop and the perpetrators brought to justice. Our true enemies are terrorists and they come in many guises and only a fool would label entire races or religious groups as such."

A press release to this affect was circulated globally.

A letter outlining the NBPA's support was sent to the NBPA USA.

INTERNATIONAL

POPCRU

I attended the 4th National Congress of the Police and Prison Officers Civil Rights Union (POPCRU) in Badplaas Mpumalanga South Africa between the 11-14th June 2001. The NBPA has a memorandum of understanding with POPCRU as a similar organisation fighting racism and the effects of racism.

POPCRU was born from the struggles of Police Officers who wished to join hands with those who were fighting for a free and just South Africa. They were disgusted by the role security forces were expected to play in maintaining the oppressive rule of the apartheid regime. Much has changed in New South Africa although there is still much in the way of reforms needed in its transformation. The NBPA UK and Met BPA were greeted with much lively singing and appreciation. They truly value their international colleagues and I could not have asked for a warmer reception. POPCRU are significantly ahead of the NBPA in their organisation and structure and we can learn much from them. I have looked carefully at the work of POPCRU to identify ways in which the NBPA could learn and move forward. It is important that we find comparators against which we can benchmark ourselves in addressing issues of race. We must not assume we are the best or better in tackling issues of racism or racial discrimination, I found a lot of similarities in the work of POPCRU and the NBPA. Institutional Racism is most evident in South Africa where systems, processes, policies and structures put in place by the then ruling white minority have proved challenging to dismantle and reform. During such reforms, which have in some cases taken much time the majority, black population continues to be disadvantaged. Unemployment amongst black South Africans is around 40%. Crime is higher than the past although I felt, other than violent crime; other crimes were grossly over reported due to the alleged perpetrators being black, which kind of sounds familiar. The South African Police Service has had 2559 officer murdered between 1983 and 1999 on and off duty, which is extremely concerning. The most inspiring thing about POPCRU is their demonstration of solidarity to their cause and their commitment to their association's president Zizamele Cebekhulu and his team. I neither heard nor saw any infighting or disputes, everybody worked in unity, which with a membership in excess of 60,000 is truly impressive. Like we chant 'One Voice Strength in Unity' POPCRU speakers chant AMANDLA to which you hear an entire audience chant AWETHU which together means 'Strength is Ours'. Also in attendance was C/Insp. Leroy Logan MBE Chair of the Met BPA with whom I worked closely



in addressing the POPCRU membership. Clearly the Met BPA have significantly progressed international relations and credit to them for their hard work and commitment in sharing good practice. I had an opportunity to address their membership about the work and structures of the NBPA and the current problems in the Criminal Justice Service. I also spoke on the effects of racism and institutional racism and support for their programme of action. I would like to express my appreciation to Lieutenant Gregory Rockman a founder member of POPCRU and a man who suffered more than most of you could imagine and also Abbey Witbooi General Secretary, the President Zizamele Cebekhulu and Alfred Tshabalala international liaison officer for their support of the NBPA UK.

WCAR

The NBPA like similar organisations to itself registered as a Non Government Organisation (NGO) making it eligible to attend the World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance (WCAR).

On behalf of the NBPA I put in a bid to the Home Office competing against other organisations for funding to attend the conference. The NBPA won it's bid for me to attend Durban South Africa for both the NGO forum and the WCAR.

The Objectives of the conference were:-

- To review progress made against racial discrimination, to reappraise obstacles to further progress and to devise ways to overcome them;
- To consider ways and means to better ensure the application of existing standards and the implementation of existing instruments to combat racial discrimination;
- To increase the level of awareness about the scourges of racism and its consequences;
- To formulate concrete recommendations on ways to increase the effectiveness of United Nations activities and mechanisms through programmes aimed at combating racism, racial discrimination, xenophobia and related intolerance;
- To review the political, historical, economic, social, cultural and other factors leading to racism;
- To formulate concrete recommendations to further action-oriented national, regional and international measures to combat all forms of racism, racial discrimination, xenophobia, and related intolerance; and,

- To draw up concrete recommendations for ensuring that the United Nations has the financial and other necessary resources for its actions to combat racism, racial discrimination, xenophobia and related intolerance.

Although there was much speculation about the conference with certain governments not participating overall it was a success. It was an opportunity for all the nations to come together and debate issues of racism. Racism manifests itself in many forms and in some cases has resulted in the worst form of crimes against humanity and the violation of people's human rights. There was much debate on issues of reparations for slavery, the Israeli and Palestinian conflict, treatment of Dalits (Caste discrimination), treatment of indigenous people, multiple discrimination, refugees and asylum seekers and the list goes on. During the NGO forum there were countless thematics running concurrently which made things somewhat challenging. My focus was primarily around Criminal Justice and as such I followed the work of the international Criminal Justice Caucus. I eventually joined the caucus and contributed on issues from a UK perspective. The Met BPA had a group of members in attendance some of which also sat on the Criminal Justice Caucus, which led to some joint working and a common voice on UK issues. I would like to express my thanks to C/Insp. Leroy Logan MBE and his team for their assistance in Durban. Due to limited space an additional report detailing the conference will be circulated.

I hope you enjoy the AGM for which I would like to express my appreciation to the AGM sub-committee who I know worked long and hard to pull the 2 days together.

Ravi Chand
Chair



Diversity Adds Value



- ♦ Meeting targets on the recruitment of minority ethnic officers and support staff.
- ♦ Working with the Lancashire Black Police Association by involving the executive body in Constabulary decision making.
- ♦ Winning awards for the quality and impact of our recruitment campaigns.

For more information contact:

Gus Ibegbuna:

01772 410 372

Sergeant Jameel Murtza:

01772 410 364



REPORT FROM THE VICE CHAIR

During the past 12 months of the NBPA Executive we have seen many changes within the NBPA. There have been many highs and many challenges. We have met these challenges directly and focussed on our key promise of increased support for our members, whilst pursuing the wider issues of improving the environment for black staff and helping the Service to move forward in delivering a quality service to the ethnic minority communities.

Whilst many of our colleagues within the Executive have had to focus on some of our service delivery issues and dealing with the ever-present challenges, I have focussed on our internal structures and framework. Early this year, I interviewed prospective candidates for our new Office Manager post and am pleased to announce that as of 5 October 2001, a new Officer Manager Amanda Eversely, a member of support staff from the Metropolitan Police, joins us.

The ever-present issue of Charity Status for the NBPA has continued. This is a lengthy and complicated process but I am confident that the NBPA is on line to be confirmed as a Charity in the near future.

Following our pledge to increase the level of support to our members, I have been involved, as have many of our Executive members, in individually supporting members and local BPAs in resolving issues. The success of the BPA movement has led to some 32 BPAs being formed across the country. Many of these launched this year and have received support from the NBPA.

The 1st Contact Support Courses, already being successfully run in the Met BPA and West Midlands BPA, have been extended by the NBPA to all local associations. This has been a real test for the NBPA to organise such a course to cater for all its associations up and down the country. The courses are organised to run in October and should now

ensure that there is at least one trained member in every BPA. This is an area that I am sure the NBPA will continue to extend and the training of more members in the future is a real possibility.

The Support Training has been received very positively by ACPO as being an opportunity to resolve many issues at an early stage, which could lead to reduced litigation, increased retention and higher satisfaction within black staff.

Drawing up plans for a revised structure to the NBPA Executive has been a testing challenge but I would like to express my sincere thanks to all those who helped to deliver realistic and sensible options that will, amongst other things, lead to savings in the NBPA expenditure.

As I stand down from the NBPA this year, I do so in the confidence that the organisation is strong, it is vibrant, and it remains a crucial feature within the Police Service in improving its service delivery to staff and plural communities. I remain, as ever, completely committed to supporting this organisation. I will miss many of the colleagues with whom I have shared some testing times but I am sure we will meet at the many functions up and down the country. Together we can effect change and to do that we must remain positive and united.

Good Luck

Kul Mahay
Vice Chair, NBPA



GENERAL SECRETARY'S REPORT

Over the past two years, as your General Secretary, I have had the great privilege and pleasure of working with some of the most talented members of the Police Service who are active within the BPA movement both locally as well as nationally.

We have shown our most vociferous critics that we can operate at all levels within the Police Service even though we are constantly restricted - both financially and physically. Without exception all the Executive Members hold full time posts within their own Service as well as meeting the heavy demands placed on them by the NBPA. This has meant a level of personal sacrifice and commitment that I have rarely before witnessed in my nineteen years as a serving Officer.

At this point I wish to thank all those within in the Police Service and specifically my own Force (Wiltshire Constabulary) for allowing the heavy abstraction requirements that the NBPA has demanded. But, as in many a school report, there is always the rider of 'Could do better'.

I am gladdened to see that more and more enlightened senior managers are acknowledging the benefits of a healthy Association and releasing members and resources to further assist the Service. These Managers increasingly realise that, whilst at times the NBPA can be perceived as being critical, it offers very positive benefits to the entire service.

I firmly believe that if the rest of the Police Service takes its leave from these pioneering managers then the barriers will have been truly been dismantled. I, for one, await this day with great hope and anticipation.

SUPPORT CASES

Unfortunately, we have witnessed a marked increase in the number of Black colleagues drawing on the NBPA for support in cases against their employers. There are no winners in

Employment Tribunals. The image of the Service suffers in the eyes of the public; the aggrieved frequently do not recover from their bitter experiences and men and women are lost to the Service forever.

Because of this I have been dedicated to achieving a successful end by mediation at the earliest opportunity. Regrettably this is not always achievable and in such cases we endeavour to gain the best outcome for our Members.

Over the coming months more BPA Members around the country will receive training to enable them to provide more and better support. This will be to the benefit of the entire service.

COMMUNICATIONS

Enhanced communications have been at the heart of what the NBPA has achieved over the last year. The Executive Members have received media training in preparation for the numerous press, radio and TV interviews that have been arranged. The NBPA, and cases it is supporting, have received more column inches and airplay in the form of documentaries and exposes.

A fledgling website has been launched which will be improved and enhanced to reflect developments. A poster campaign will be launched shortly to assist in communicating the NBPA message further within the Police Service and so stimulate debate.

Executive Members have added enormous value to training events within the Police Service, nationally, and have raised the profile of the NBPA from Foundation Training through to the Strategic Command Course. In my role as General Secretary I have, personally, been involved in many of these initiatives as well as being a Guest Speaker in the academic arena.

Over the coming months and years the excellent strides,



which have already been made in improving communications, will need to be developed further.

These past two years of the first democratically elected Executive have not been without difficulties. We have all been witness to many of the "growing pains" which are common for a newly established organisation. The learning curve for the entire Executive, and for me as an individual has been somewhat vertical in nature.

FORGING LINKS

Over the past two years I have represented the aims and objectives of the NBPA within meetings with the Police Federation of England and Wales, Association of Chief Police Officers, Superintendents Association, Lesbian and Gay Police Association, National Police Training (NPT) Lay Advisory Panel, Community & Race Relations Project Team (NPT) and numerous Home Office Working Groups and Committees together with other Executive Members. Through all of these linkages the NBPA has established itself as a creditable and necessary partner agency and has made a significant impact on the positive outcomes.

Establishing these links is but the beginning of continuous

improvement. The success of these contacts will only be tested by measuring the outcomes and setting further milestones. It will be necessary to build on these relationships and ensure that the NBPA can act as a critical friend to the Police Service and not mere window dressing.

THE FUTURE

I believe that we have travelled a long way on the journey, but I constantly have to remind others and myself that when we have feelings of frustration that this is not a set back. This is a confirmation of our dedication to achieving the highest of standards that we have set for ourselves.

We need to live our maxim "One Voice, Strength In Unity" and give our support to each other in achieving these goals.

Ruwan John Uduwera Perera
General Secretary

It's a big decision.

But then, as a Police Officer or Volunteer Special, you'll get used to making those.

You'll get used to making the right choice. Often under pressure.

You'll get used to people looking to you for guidance, leadership, authority.

You'll get used to using logic and strong communication skills. And stretching you abilities to the full.

And once you've passed a stringent recruitment process that's decided on your qualities - not on your sex, height, religion, colour or background - you'll get used to making the most of training that starts where other training ends.

Above all, you'll get used to exceptional opportunities for career development as part of a professional team strengthened by differences.

Visit our website for further details
www.westyorkshire.police.uk

A TEAM STRENGTHENED BY DIFFERENCES

WEST YORKSHIRE POLICE

Rowe Cohen wishes the
National Black Police Assoc.
every success with the
Conference.

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LEGAL AND FINANCE SUB COMMITTEE

The past year has presented many new challenges for the NBPA and, consequently for the sub committees within the NBPA. The Legal and Finance Sub Committee has risen to these challenges with enthusiasm. High profile cases against key members of the BPA movement have required us to examine our processes to ensure that our membership is protected and beyond reproach.

The committee continue to work towards the NBPA promise of increased support for our membership by exploring alternative insurance schemes for our members and after lengthy debates and much analysis decided to recommend the UNIFED product to our members. UNIFED is an independent organisation well versed in policing issues that provides a wide spectrum of services to our members for a relatively small fee leading to increased protection. I fully commend it our members.

The changes to the Home Office funding criteria for the NBPA saw our Treasurers working hard to ensure that our financial expenditure was well planned and well thought out. Despite the increasingly difficult financial process, they were able to successfully argue for an increased budget and specific alternative funding was found for important key events, e.g. Women in the Shade Conference.

The recent investigations into the finances of the NBPA by the Metropolitan Police Service saw our Deputy Treasurer and I carrying out 'dip-tests' of our claims processes. This is now a regular procedure that is going to be carried out by our Treasurers to ensure we remain vigilant to the importance of financial prudence. The introduction of the SAGE computer financial package to monitor the NBPA accounts should ensure that our finances are better kept than most other organisations of our size.

During these testing times, the Legal and Finance Sub Group also have been working hard to look to the future of the NBPA. The success of the BPA movement sees us coming up to our second AGM with 32 local BPAs being constituted. This success cannot be more visible than at meetings of the National Executive Committee (NEC) where one can see nearly forty members from around the country debating key issues. Victims of our own success, it began to become clear that the mere size of the NEC meant that the decision-making process was becoming cumbersome and the cost of bringing

the whole NEC together for meetings was a imposing a heavy financial burden on the NBPA.

The Sub Committee has worked in arriving at alternative styles of Executive to put to the membership at the AGM to ensure that these costs are reduced whilst the efficiency of the NEC is improved, by reducing its size.

In addition to these demands, the Legal and Finance Sub Committee have remained active in many other areas to ensure the NBPA has remained proactive in representing the black staff and ethnic minority communities of the United Kingdom.

Other key issues involving this committee have included:

DEVELOPMENT OF THE NATIONAL SUPPORT NETWORK

This was a vision that I hope will ensure that black staff that are aggrieved receive local support from a BPA member fully trained to provide quality advice. This scheme has been successfully running in our sister BPAs in both the Met and the West Mids. areas. By providing this quality support, I envisage that some legitimate grievances against the police service can be resolved at an earlier stage, reducing the need for litigation and reducing the pain and suffering to members. The scheme has been very well supported by the Association of Chief Police Officers (ACPO) and involves the delivery of two national 1st Contact Support Courses to ensure at least one trained member in every BPA around the country. The new role of National Support Coordinator will improve the communication across the country and ensure that the NBPA is more aware of the type of grievances ongoing involving its membership. I hope that we can build upon these courses in the future and train more members as finances allow.

CHARITABLE STATUS

Two BPAs (Met and Notts.) have successfully achieved charitable status recently. The Legal and Finance Sub Committee has been committed to extending this privileged status being extended to the national body. The Charitable Status brings with it many financial benefits, including tax relief. The application process is correctly long and testing but I remain confident that the NBPA will be successful in attaining this award.



LEGAL PROTOCOLS FORUM

This positive working group was established with senior members of the National Police Federation. Here, we achieved a forum where individual cases could be brought to the attention of the Central Committee for closer scrutiny, where BPA Members were concerned about the level of service being provided to them by their local JBB or by Federation solicitors. This relationship provided the NBPA with a direct line of communication with the Central Committee on many other issues and has proved to be useful on more than one occasion.

CONSTITUTIONAL AMENDMENTS

An ongoing issue for any organisation governed by a 'living document.' The constitution of the NBPA has served to guide us well in the early years. As we grow and mature, the constitution needs to change to reflect our present and future plans and success. The role to collate the many complicated proposals to amend the constitution fell upon the sub

committee. It has been a difficult task complicated by many legal necessities and the need to simplify the understanding of the changes.

The members of the Legal and Finance Group have also been extremely busy fulfilling their other designated roles within the NEC and I am very proud to work with such dedicated individuals. The NBPA has been left in a very secure and strong position and I am confident that it is poised to be launched to greater success in the next year. I wish all the very best success for the next term.

Kul Mahay
Chair of Legal and Finance Sub Committee
Vice Chair, NBPA

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Conference: 28 November 2001
Policing and Minority Ethnic Communities

The conference will address key developments since the publication of the Lawrence Report. Issues such as recruitment and retention of minority ethnic staff, the use of stop and search, diversity training, and racist violence will be examined.

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GENDER AND SEXUAL ORIENTATION ISSUES

STATEMENT OF PURPOSE

The sub-committee is committed to the overall aims of the NBPA and also to improve the working environment of black staff who are female, gay or lesbian. It will also seek to address the 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 and 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 and 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.

PROGRESS REPORT

This year we have continued the good work done last year. Below are listed some of the achievements of the sub-committee, during the year 2000 to 2001.

THE WOMEN IN SHADE CONFERENCE

The Women In The Shade conference hosted by the National Black Police Association was held on Thursday 29th March 2001 at Leicestershire Constabulary Headquarters.

The event was organised by the then Social Secretary and Chair of Gender and Sexual Orientation sub-committee, Marcia Edwards and Marg Harris the then Chair of Training and development sub committee.

The NBPA saw a need to explore the issues faced by Black and Asian female staff in the Police Service, the reality of being female and being Black or Asian. This was also an excellent networking opportunity that highlighted the fact that



women in the service need not be or feel isolated.

There were a number of speakers including;

- Davina Logan - Assistant Chief Constable(Support) in Leicestershire Constabulary
- Barroness Uddin Member of Parliament
- Judy Clements OBE - Race Equality Advisor to the Prison Service
- Dr Ruth Henig CBE - Chair of Association of Police Authorities
- Bob Purkiss - Commissioner at the Commission for Racial Equality

There were workshops on:-

- Recruitment, retention and progression
- Training and Development
- Mentoring
- Sexuality and Racism
- Welfare and Support
- Specialist roles within the Police Service

OTHER ACTIVITIES

- We continued to forge links with other organisations, such as LAGPA and BAWP and have adopted the Gender Agenda and its aims and objectives.
- Continued the work with the Women's National Commission on hard to reach females.
- Offered support and guidance in many aspects to black female staff within the service.
- Some individuals in the sub-committee have undertaken

volunteer work with Ethnic Minority Women's Groups in their local area. This in turn has increased awareness of the 'victim' perspective in the way these individuals are dealt with in respect to racial incidents, domestic violence and forced marriages. Thus enabling us to give an informed perspective when commenting on these issues on a strategic level, as well as in giving practical guidance and feedback on how individuals are treated by their local force.

FUTURE ACTIVITIES

- We are analysing the findings of the Women In The Shade Conference and hope to publish later in the year.
- The next Women In The Shade Conference will take place next year.
- In the future we want to continue to forge better links with BAWP and LAGPA and work with each other, rather than re-producing effort.
- The gender agenda will be the vehicle for gender issues for the NBPA over the coming years.
- Do more work on the Forced Marriages Issue, help Constabularies with policy and practicalities, engage with the community and help both females and males with this issue.
- Continue working in consultation to increase Ethnic Minority women in the Police Service, e.g. consultation on dress codes.



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pleased to be associated
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Association Conference.**



THE STAFF ASSOCIATION AND PARTNERSHIP

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 greater awareness and understanding of multi-cultural issues within the United Kingdom.

TERMS OF REFERENCE

- To develop a strategy addressing the current situation, where black members of Unions; Staff Associations and other representative groups are failing to receive an acceptable standard of service.
- To explore the possibilities of affiliating with other professional bodies in order to attain an acceptable service for BPA members.
- To apply appropriate pressure and influence on Staff Associations and Unions to increase their understanding of issues that are of relevance and importance to black Police personnel.
- To speak up for the rights and the views of our members where Staff Associations and Unions fail to impact accordingly.
- 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 greater awareness and understanding of multi-cultural issues within the United Kingdom.

PROGRESS REPORT

Throughout the last twelve months we have aimed to bring together Black Communities within the British Police Services and the British society, both of which are undergoing continuous change. More recently some of those who have suffered overt racism because of the colour of their skin or cultural habits, have moved to prominent positions within the British society, with this prominence comes a degree of power and influence that can be and should be utilised to enhance the lives of the communities of which they belong. The Home Office Services are amongst the most prominently visible government employers, with a poor track record in respect of diversity and equality issues. Any positive changes within these services will undoubtedly have a national impact on the way Black people are viewed within this society. With this in mind it was felt to be advantageous if these services came together for the common purpose.

The role of this sub-committee is that of a driving force to initiate first contact with other groups, associations,

organisations, and societies, on which the rest of the Executive will build upon.

- We continue to progress the relationship between the main Staff associations which represent the staff within the Police Service and the NBPA Members of this group and other sub-committees continue to have open and honest dialog 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).
- Last year it was reported that the group initiated active representation for the NBPA on the Police federation Equalities Sub-Committee, this still continues with members of the Diversity Sub-Committee representing the NBPA. As a result of a growing concern in respect of legal issues surrounding Federation representation of our members, regular meetings now take place between members of this group, the Legal and Finance Sub-Committee and the Police Federation. In consequence we have been able to take both general, and individual issues to the table for discussion, resulting in the Federation focusing on funding and representation protocols.
- Work with the Unions is progressing well, Bevan Powell the Executive Member from the Metropolitan Police, continues his liaisons with UNISON and other trade unions that represent staff within the Police Service.
- The Chair of the Staff Association and Partnership Sub-Committee Ray Powell has been working with the Fire Service and Probation Service on an initiative to bring the Services together in Partnership. The South Yorkshire Black Professional Network, consisting of the three services has been developed in order to create a support network whereby professionals within initially the Home Office Services (Police, Fire, Probation and Prison) can have access to opportunities, thus developing their potential to both influence and progress within their organisation. The network has subsequently been involved in a positive action initiative, to develop black staff in both the Home Office, Emergency Services and Unions entitled 'Race to Mentor'. The lead on this initiative was UNISON and involved other Unions such as the TWG. It is the aim of the Staff Association and Partnership Sub-Committee to encourage local BPAs to develop partnerships such as this nationally.
- There have been a number of Black Support Networks that have launched over the last year with the assistance



of the NBPA; amongst these is RESPECT the Association launched by the prison service. Members of the Sub-Committee liaise with RESPECT on a regular basis providing support and guidance. As a result several members of the executive have been approached and invited as guest speakers at area launches.

- Our Co-Coordinator Dave McFarlane has assisted the Sub-Committee in providing guidance to the newly formed Civil Service Race Equality Network. This network provides support for Black Staff across a wide and extensive range of the Civil Services.
- This year also saw the 1st annual conference of the National Black Crown Prosecution Association, with whom the NBPA are forging constructive links.
- This year has also seen the Sub-Committee forging an alliance with the National Assembly Against Racism, resulting in Members being invited as guest speakers to both the Southern and Northern Conferences. As a result of this it has been identified that the NBPA can

make a significant contribution to Black Staff within both the Health Service and Education Departments. These relationships are to be developed in the future.

All members and local BPAs have made a significant contribution in respect developing relationships with Staff Associations and forming partnerships, unfortunately this medium is unable to do them justice. The Staff Association and Partnership Sub-Committee wish to acknowledge the efforts made by all Members and Local BPAs.

THE FUTURE

The commencing year will see a reaffirmation of our commitment to the local BPAs and the community. It is intended that a National Database be formed identifying good practice and local partnerships together with contacts. This will be circulated to all local BPAs in the form of a CD ROM.



RESPECT is very proud to be associated with the NBPA and are looking forward to a long and very successful partnership. Racism can only be defeated if we unite, stand firm, challenge and educate.

Good luck and best wishes for the National Conference. We know it will be a moving and inspiring day.

**RESPECT
HM Prison Service Minority Ethnic Staff Support Network**



TRAINING AND DEVELOPMENT REPORT FOR 2000/2001.

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 duties.

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 the development of a set of strategies to support the NBPA to be an ethical, professional and robust organisation.
3. Training to 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

1. The sub-committee has carried out a substantial amount of work over the last twelve months, some of which has involved working in partnership with professional organisations with specialist knowledge in diversity in general and race relations in particular. The work of the sub-committee has been characterised by one recurrent feature, and this has been the contribution and support from the other sub-committees of the Association.
2. The different types of work that the sub-committee has carried out over the last twelve months can be divided into two broad areas, and these are organising and running seminars, and making positive and valuable contributions to many training and developmental programmes that are being run at national and local levels.
3. At the beginning of this reporting year the sub-committee arranged a seminar to discuss the 'slow' rate of progression of black female officers in the service. The Women in Shade conference held at Leicestershire

Constabulary Headquarters was a successful venture that gave all those that attended - police officers, support staff, Home Office civil servants, and members from other professional organisations - relevant, practical and useful information that they could use to address some of the problems in this very important area of staff development. I would like to thank Marcia Edwards and Marge Harris for leading this initiative.

4. Executive members have received training in presenting important information to the public through the medium of radio and television. This training was delivered by a professional organisation that specialises in this area, and those that attended found it extremely useful and the experience pleasurable.
5. All executive members would have received first-contact support training by the time this report is published. I would like to thank the deputy chair Kul Mahay for leading the arrangements for this and the media training.
6. At the time of writing the sub-committee was in the process of arranging a seminar, in collaboration with the Police Resources Unit at the Home Office and National Police Training, on Progression and Retention of minority ethnic staff in the service. Contributors will include respected academics specialising in this field; Home Office civil servants; and senior police managers.
7. On the area of representative work; the sub-committee has made positive and valuable contributions to the discussions and decisions that have been made by the following Groups. The Advisory Group on National Recruitment Standards; the government's National Recruitment Campaign; Dismantling Barriers Steering Group; the Reassurance segment of the Police Reform Programme; and the HMIC Thematic Inspection on Visibility and Accessibility.
8. The sub-committee has had a busy and productive year and I say with fear of contradiction that the coming year will be even better.

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West Midlands Police has a positive equal opportunities policy to ensure that all applicants are treated fairly. We particularly welcome applications from members of minority ethnic communities and women who are under represented in West Midlands Police.



NBPA 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 asset 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 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 a 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, 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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TREASURERS REPORT

The annual budget of the National Black Police Association for the financial period 1st April 2001 and 31st March 2002 has increased by just over 50% over the last year. In its two years of official existence the membership of the association has grown from 21 forces in 1999 to 32 forces to date. We hope to have a full membership of all British Services within the next 5 years. Our membership in addition to becoming larger have become more dispersed, more involved in training, more involved in community projects, nationally and internationally respected and sadly require more help with industrial disputes.

The NBPA continues to be funded by the Home Office and the association was grateful for the additional funding approved for this financial year. This has helped the treasury to fund the following specialist Training/Conferences/ Seminars:

1. Woman in Shade Conference.
2. First Contact Support Training.
3. Media Training.
4. Retention and Progression seminar.
5. Press Conferences to highlight subjects relating to Black Staff and giving the views of the NBPA.

Application for charitable status has been submitted and is currently being assessed and we hope it will be granted soon. Sponsorships and other income generating must become one of our main objectives in the coming year if the association is to achieve its full potential in improving service within our communities we serve and the Police Service.

Allocation of funds from the Home Office will be subject to close scrutiny and satisfactory quarterly reports. To achieve this, an Accounting Software has had to be installed within the office to facilitate monitoring and aid regular reporting of expenditure. In addition strict spending guidelines have been sent to every executive member representative and chair of all BPAs. To assist with the managing of this new financial system and to maintain accountability, a new office manager has been appointed from the 8th October 2001. This should cut back on the high attendance cost of members to London and a stricter and more efficient control of the office.

Over the last year we have seen a steady increase in our members commitment to devote more time in pursuing NBPA business. This has somewhat been affected with some

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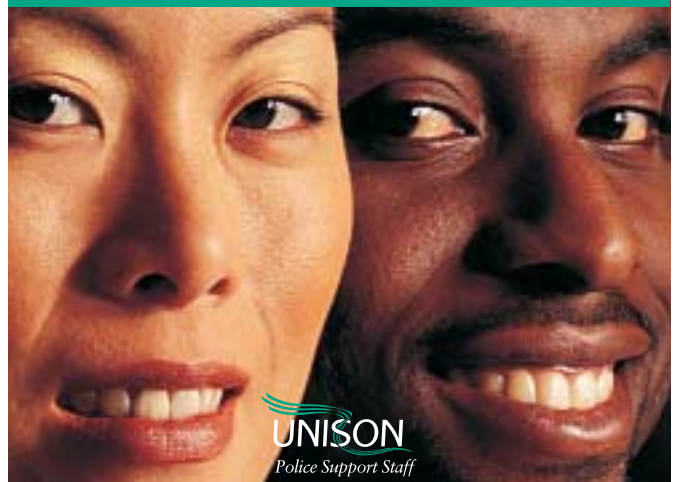
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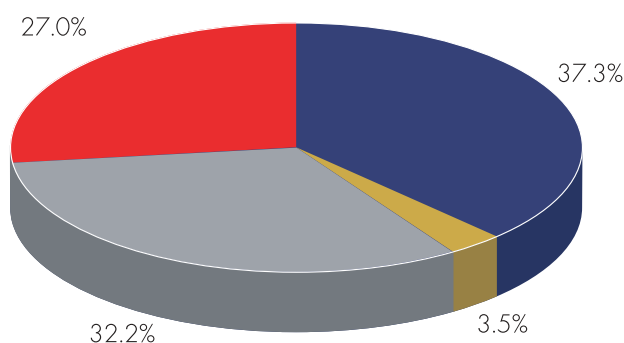
members not having adequate time during duty time, and the limited resources the association has in meeting their expenses. It would be helpful if local Chief Constables would assist members to peruse NBPA business during duty time and meet some of their costs locally in reducing the financial burden on the association. We should become more visible and vocal to reach the challenges of this changing society. We are being tested and must rise to meet the challenge. It should be every member's task to raise funds, support fund raising initiatives and be aware of the spending constricts placed on the association's spending.

The four headings below cover all expenses incurred by members in the first quarter (1st April 2001 and 30th June

2001). The areas covered are as follows:

- Committee Expenses, this covers expenses incurred by members attending executive meetings, namely travel, accommodation and meals.
- Office Expenses, This relates to Stationary and business cards, magazine subscriptions and publications, mobile phones and petty cash.
- Conference Expenses, The refers to payment to guest speakers covering there expenses and accommodation, location cost, hire of equipment and other related cost.
- Training Expenses, cost incurred to train members and includes training for new accounting package in office.

| Spending to date is as follows: | Actual Spent | Amount Committed |
|---------------------------------|--------------|------------------|
| 1. Committee Spending: | £ 4,442.27 | £482.29 37.3% |
| 2. Office Expenses: | £ 417.00 | 3.5% |
| 3. Conference Expenses: | £ 3,842.04 | £257.50 32.2% |
| 4. Training Expenses: | £ 3,216.88 | 27.0% |
| Total: | £12,657.98 | |
| Home Office Deposits: | £ 17,592.50 | |



Special thanks goes out to the Greater Manchester Police Authority for the sponsoring the associations AGM this year and to all the other Police Chief Officers like the Metropolitan, Kent Forces and others who consistently help with the funding of their local representatives. These Forces have given more than vocal support and should be an example to all.

Deputy Treasurer
Wendell Henry

FIGHTING FOR FAIRNESS

This video programme charts the emergence of the Federation's anti-stereotyping poster campaign and examines the issues of fairness, equality and diversity.

£7.99 including postage, packing and VAT

Get It Together looks at the wider issues of diversity across a number of minority groups and calls for greater inclusiveness on race, gender and sexuality.
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Police Federation of England and Wales,
15/17 Langley Road, Surbiton, Surrey, KT6 6LP.

Cheques/postal orders should be made payable to:
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Police Officers
from £17,733

The clothes are uniform. We're not.

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 the colour of your skin, gender or sexual orientation. Rather, simply on your commitment, talent and enthusiasm.

We're happy to take informal calls about our work – or you can write for an application form and more details. In both cases, please contact Susan Powell at Police Recruitment, Lothian & Borders Police Headquarters, Fettes Avenue, Edinburgh EH4 1RB.
Tel: 0131 311 3486/3633.



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NBPA 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.

Better balanced.

POLICE OFFICERS from £17,733



A modern police force is able to call on any number of resources and specialist knowledge to look after the community. But at Strathclyde Police, we know it's the individual skills our officers bring to the job that make us the successful organisation we are today.

We're committed to reflecting the rich cultural mix of the Strathclyde area – so we're particularly keen to encourage applications from all areas of the community around us. It's your personal qualities that are important to us – things like common sense, self-motivation, and quick decision-making. In short, the ability and maturity to take on the unique responsibilities of the job.

Of course, you'll also need a clean driving licence, a broad educational background and to be over 18 1/2.

In return, you'll find a salary that rises to £19,842 after 31 weeks, 12 weeks' residential training and the chance to join one of our specialist areas. But more than that, we think you'll quickly realise you're not simply looking after the community, you're an integral part of it – with all the support, development and job fulfilment you'd expect to find.

We're happy to discuss any aspect of the job with you – and you can call 01355 566350 for an informal chat and to request an application form, email recruitment@strathclyde.police.uk or write to Strathclyde Police Recruiting, Force Training and Recruitment Centre, Eaglesham Road, East Kilbride G75.

www.strathclyde.police.uk





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innovative understanding approachable tactful committed
decisive confident perceptive sensitive impartial open
honest motivated professional innovative understanding
approachable tactful committed decisive confident
perceptive sensitive impartial open honest motivated
professional innovative open understanding open
We know
approachable tactful committed decisive confident
perceptive sensitive impartial open honest motivated
professional innovative understanding approachable tactful
committed decisive confident perceptive sensitive im
open honest motivated professional inno
understanding approachable tactful committed decisive
confident perceptive sensitive impartial o honest

your type.

POLICE OFFICERS

Starting salary £19,733 rising to £21,842 after initial training

When it comes to recruiting new officers for our constabulary, we know exactly what we're looking for. And one thing's for sure, it's nothing to do with appearance, background, or previous work experience. We look for ability and ability alone. It's as simple as that. Individuals who have the initiative, motivation, sensitivity and communication skills to help us create a safer Hertfordshire.

Join us now and you'll be part of a service that grew by 20% last year. A service that's dedicated to training and supporting its officers in a community based,

intelligence-led environment. What's more, you'll be working in a culture that's incredibly friendly, with a real sense of mutual trust and team work.

We offer a good salary plus a variety of rewards including childcare vouchers and affordable housing schemes to enhance your standard of living in Hertfordshire.

If you have the qualities we're looking for – and you're physically fit – please step forward now. Call us on 0800 358 3990, e-mail policerec@herts.police.uk or visit our website: www.herts-recruitment.police.uk

Please quote reference NBPA1.

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ONE VOICE, STRENGTH IN UNITY

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.

Email: nationalbpa@yahoo.com • Website: www.nationalbpa.com

AGENDA

| | |
|---------------|--|
| 08:30 | Registration of Delegates |
| 09:30 | Delegates to take seats |
| 10:00 | Welcome by Compere, Jennifer Douglas |
| 10:05 | The Right Worshipful the Lord Mayor of the City of Manchester |
| 10:10 | Ravi Chand, Chair of NBPA |
| 10:25 | Paul Bailey, Chair of GMP BAPA |
| 10:30 | David Wilmot, Chief Constable of Greater Manchester Police |
| 10:40 | Rt Hon. Robert Ainsworth MP, Home Office Minister |
| 11:00 | Glenda Joseph, Government Office, Crime Reduction Unit |
| 11:15 | Discussion Panel Mr. Robert Ainsworth, Government Minister Sir David O' Dowd, Chief HMIC Glenda Joseph, Government Office Ravi Chand, Chair of the NBPA |
| 12:00 | Lunch |
| 13:00 | Poetry by Andrea Corke |
| 13:15 | Rt. Hon Peter Bottomley, MP |
| 13:30 | Support Cases Superintendent Dr. Ali Dezaei Gurpal Verdi Lornette Stokes Saddrudin Hussain |
| 14:10 | Break |
| 14:45 | Discussion Panel Mr Perry Nove, Commissioner, City of London Police - Panel Chair Mike Franklin, Asst HMIC Maqsood Ahmed, Asst HMIC Michelynn Laflèche, Director of Runnymede Trust Nasrullah Khan Moghal, Director of Manchester Race Equality Council John Usher, Equality and Diversity Team, Home Office |
| 15:45 | Close by Chair |
| 19:30 - 01:00 | Evening Entertainment |

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