



NBPA

POLICING
WITHOUT
RACISM

National Black Police Association Annual General Meeting 2004

15th September 2004 @ The Imperial Hotel Blackpool, North Promenade, Blackpool
For more information on the NBPA click on www.nationalbpa.com

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NBPA POLICING WITHOUT RACISM

Annual General Meeting 2004

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Creating a Safer Hertfordshire
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HOME SECRETARY

Rt. Hon. David Blunkett MP



I am pleased to have this opportunity to reaffirm my support for the National Black Police Association and the important work that it does.

I fully endorse the theme and focus of this year's conference 'Policing Without Racism'. It could not be more relevant in a twelve months period when we have seen *The Secret Policeman*, high profile media cases, the CRE Inquiry into Racism in the Police Service, and the Morris Inquiry.

We have to work together to eradicate racism within the police service, and to build a police service that is modern and accountable, culturally diverse and representative of the communities it serves. Changing police culture lies at the heart of police reform - it must become more citizen focussed, with the police working with communities to secure public order and a safe environment for families and neighbourhoods.

To be successful the police need to gain the trust and confidence of all sections of the community. Without this, it cannot rely on the co-operation of the public, which is essential to prevent and solve crime. Different sections of the community have different needs and the police service needs to understand this and to respond appropriately. Only then can we ensure that all members of the community receive the service they need and deserve.

Serving police officers must feel confident that they have equal opportunity for promotion and progression. They need to be confident that they will be supported and treated fairly in all aspects of employment irrespective of their backgrounds, race, culture, creed and so on.

Our determination to tackle racism and promote equal opportunities has to progress beyond rhetoric. We must make sure that aspirations are translated into action, by ensuring continuous active promotion of equality in all aspects of policy and service delivery.

The Service has made considerable progress in tackling racist attitudes and behaviour in the police service. But there is still a long way to go. Major pieces of work are already in hand to address race equality issues in areas of recruitment - new national recruitment and assessment standards will ensure that the procedures for joining the police service are fair and weed out those with unacceptable racist attitudes. A new national action plan "Breaking Through" supports action by forces to address under-representation in areas of recruitment, retention and progression and the working environment of serving police officers. In April 2004 guidance was issued on best practice on grievance procedures - the "Fairness at Work Procedure". It provides guidance on how to deal speedily and effectively with workplace grievances and includes advice on resolution of disputes outside the formal written process. I am grateful to the Association for collaborating on this piece of work and for their invaluable contribution and expertise in supporting and representing officers and staff. Other important strands of work include reviews in community and race relations training, probationer training and the disciplinary process.

I welcome the CRE Inquiry. The interim report published in June highlighted important issues for the police service. We must work positively to address these and to learn the lessons from this Inquiry as well as the Morris Inquiry. I look forward to the valuable contribution and perspective the Association will provide on both reports.

Finally, I would like to thank the NBPA and its members for their ongoing support and I wish you all every success for the day.

Rt. Hon. David Blunkett MP

Home Secretary

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NBPA PRESIDENT

Ray Powell



I would like to welcome you all to Blackpool and the fifth National Black Police Association (NBPA) AGM and Conference entitled 'Policing Without Racism'. On behalf of the membership I would like to thank Lancashire Police Service and Lancashire Black Police Association for their hard work and effort in assisting in pulling this conference together. I extend this appreciation to the NBPA Events Co-ordinator Valerica Heslop and her team. They have displayed outstanding dedication and commitment in organising this event.

Colleagues, it gives me great pleasure to present to you the NBPA Annual report. I hope you find this year's report informative and enlightening, reflecting the current issues at the forefront of our efforts to improve the working environment for both Black and Minority Ethnic (BME) Staff within the service and the communities we are proud to serve.

Each year presents the NBPA with new, exciting and often demanding challenges. The key to our success is rooted in our effectiveness to support fellow colleagues and appropriately challenge the establishment on issues of unfairness.

The challenges for the NBPA over the past year have been twofold. Firstly the development of the new cabinet and the establishment of roles and portfolios. Secondly the very challenging events surrounding Supt. Ali Dizaei and the resulting Morris Inquiry, *The Secret Policeman* and the Commission For Race Equality (CRE) Formal Investigation.

The NBPA and its members have been intrinsically

involved in all the above events, providing support, challenges, information, and the experiences of our members throughout the country.

The National impact of these high profile events on the Police Service, and its BME staff cannot be underestimated.

Ch. Supt. Ali Dizaei

The Investigation of Ali Dizaei by the Metropolitan Police, and the issues of disproportionality surrounding this have been well documented over the past two years. The resolution of this case resulted in one of the most significant public inquiries into the Metropolitan Police Service since Stephen Lawrence. The effects of the Dizaei case is already having a significant impact nationally upon the Police Service, especially in promoting an early resolution in respect of employment matters.

The Morris Inquiry

The NBPA played a significant part in instigating the Morris Inquiry. The recommendations arising from the Inquiry will have an impact upon the whole of the Police Service. More importantly it is hoped that they will reduce the suffering of black staff throughout the country who are disproportionately processed for matters of discipline and grievance. We also hope to see greater accountability of those senior officers who, behind the scenes, fuel the runaway train called victimisation.



The Secret Policeman and CRE Formal Investigation

The Secret Policeman shocked some of the nation and concerned the beliefs of others. The documentary didn't only show racist officers, but an environment where racism was allowed to exist and breed. To the NBPA and its members this did not come as a surprise, it merely underpinned the experiences of some of our members. The documentary resulted in the CRE instigating a Formal General Investigation into the Police Service. The CRE have relied strongly upon our members having the courage to come forward and provide evidence. The interim report clearly identifies a consistency of views of those officers interviewed, to cause the CRE concern in respect of how some black staff are treated by the service. I would like to thank all of my colleagues who displayed the courage to come forward in support of not only the work of the CRE but more importantly our colleagues around the country, who are relying upon the evidence provided so far to promote change within the service.

'Policing Without Racism'

In light of the number of the number of significant inquiries and investigations taking place and the subsequent recommendations expected, can we indeed look forward to the utopia of 'Policing Without Racism'? I believe that this should be the vision of the NBPA, In order to have any chance of driving through the impending recommendations on the horizon, we need to have a dream of the changes we want to see within the service to make it fair and equitable to

all. If we hold onto this dream then we are less likely to miss opportunities to take us there. By staying focused on the external issues affecting BME staff within, Black Police Associations (BPAs) up and down the country will have an impact upon modernising and shaping the policing of today for a better tomorrow.

BPAs around the country continue to make a huge contribution to the strategic role of the NBPA by making a real local difference to the communities they serve. I believe that our strength as an association is not only about our members but the support we have from our BME communities.

Progress

This has truly been a successful year. Throughout this term the NBPA has been actively promoting full-time positions within local BPAs, whenever possible. This has resulted in an increase of full-time BPA posts around the country. The business case for providing real tangible support is all too apparent. I applaud those Chief Constables who have realised the value BPAs can add to the organisation, in driving through change.

This has truly been a successful year having laid the foundations for change within the service that will no doubt impact upon black staff.

- Funding has been secured for further development of the National Support Network.
- A huge increase in demand for the NBPA in a large number of areas.

- Involvement in the key issues of Gun Crime, Police Discipline, Hate Crime, Community Cohesion, training and the list continues.
- Successful partnership working with the Supt's Association, promoting race and diversity within the service.
- Extensive media coverage reporting issues of concern to BME communities.
- A more interactive website has been developed, that allows access via registration to members only pages.
- The development of a women's group to inform the national debate around issues of race and gender.

Members of the NBPA Cabinet, NEC and Local BPAs will outline in detail the progress made in their areas of responsibility. The last twelve months have laid the foundation upon which we will develop a focus for future work. The programme of action will consist of the following key areas:

- Financial Independence.
- Support.
- Marketing & Partnerships.
- Organisational Development.

These key areas form the main drivers of our core business, however running parallel to this core business will be a specific focus upon driving through the impending recommendations that will come from the CRE and Morris Inquiry.

The work undertaken by the Cabinet could not be

achieved if it wasn't for the continual support from a number of Chief Constables around the country who supply full time staff to the National Office. Namely the Chief Constables of Nottinghamshire, South Wales, Sussex, The Commissioner of the Metropolitan Police and my own Chief Constable of South Yorkshire Mike Hedges, who will be retiring this year. The NBPA wishes Mike and his family all the best for the future.

Finally I would like to thank the NBPA Cabinet for their hard work throughout the past year and their support for the forthcoming year.

Ray Powell

NBPA President



CHIEF CONSTABLE LANCASHIRE POLICE

Paul Stephenson

You are here today for your annual conference, and I am delighted to see this important event being hosted in Lancashire. I am immensely proud to be the Chief Constable of Lancashire Constabulary. It is an area of great contrast – ranging from large towns of heavy industry, to large swathes of rural land – a real blend of city, coast and countryside. Lancashire also enjoys great richness and diversity within its communities – the communities that, ultimately, we as police officers and police staff serve. As you are well aware, an area such as Lancashire places great demands and challenges upon our service. But we are determined to provide a quality of service, which is second-to-none to all of our diverse communities.

Our Ambition is very clear – to be the best Police Service in the Country. Diversity is weaved throughout the whole of Our Ambition, but we can only become the best by focussing on two key areas. Firstly, by understanding the needs of all of our diverse communities in order to provide a first-class service to them, and secondly by attracting the best Police Officers, Police Staff and Volunteers from the widest recruitment pool available – that means breaking down barriers, whether based on race, sexual orientation, gender, disability or indeed any other factor.

The Lancashire Black Police Association is an important element of the Constabulary machinery. Significant strides have been made locally and nationally in order to develop in the critical areas of diversity and C&RR. But we must continue to focus our attention in these areas – we recognise

that there is still more to do. The BPA is important in this ongoing progression and development. Our relationship is strong, and is getting stronger – we will continue to work together in order to constantly improve in everything we do, both internally and externally.

I, together with my ACPO colleagues, welcome the range and maturity of debate that the BPA brings to policing – I am quite clear that the LBPA, and indeed the NBPA, are important and valued members of our decision making processes.

Today's conference is a key discussion and information-sharing forum – I hope that you enjoy it, and your stay here in Lancashire.

Paul Stephenson

Chief Constable Lancashire Police

NBPA VICE PRESIDENT (CORPORATE) REPORT

Captain Clive Morris



This term has been particularly challenging for me. Not only have we experienced a considerable increase in workload but also we have had to function at the uppermost limit whilst working within the scope of a new team, who have had limited experience of operating at this strategic level. Nevertheless, in adopting the role of Corporate Vice President, I thankfully can conclude that we have been able to ensure that the expected level of corporate competence has been maintained and indeed on several occasions surpassed our previous high standards.

Despite limitations in both personnel and finance, I am also pleased to report that the NBPA has steadily progressed in a variety of areas. Indeed, we continue to remain forty strong constituted Black Police Associations (BPAs) with an additional further five forces who are currently in the process of establishing BPAs. Thankfully, to date and within this current climate of 'indifferent race relations' throughout the 43 police forces I am pleased to announce that there is only one constabulary that has felt it necessary to decline from accommodating the idea of a BPA.

Likewise, I am glad to say that the locally constituted BPAs are working vigorously in fulfilling their aims and objectives. Without a doubt there have been frequent successes achieved at this level. A noteworthy example that comes to mind is the involvement in a training video produced to help combat terrorism. The particular video, named *It's Your Call - Terrorism Help Us Defeat It*, was brought to our attention for viewing by a local BPA branch who vigilantly highlighted concerns about the content of the material. This resulted in convening a 'BPA Chairs forum' during which the entire tape was viewed. Promptly, a written submission was forwarded to the National Community Tensions Team. The authors of the video welcomed the feedback and acted upon

our complaint. I am pleased to say that the original video will be withdrawn in its present state and a new script has already been written and critiqued. Such clear examples provide concise evidence of the many daily successes that BPAs are achieving throughout the country and as such proves to our few critics that our system works!

Below are a few examples of the day-to-day work carried out and upon which the NBPA are being consulted.

Working with the CRE

Due to various shortfalls in the service the Chair of the CRE commissioned a formal general investigation into individual forces and their conduct in relation to race-related issues as well as surrounding disciplinary procedures.

We have relentlessly encouraged our members to partake and assist in this much needed process. As a result of our collective efforts in assisting the CRE with the investigation they have now published an initial interim report that will no doubt go some way in bringing to the fore many important issues concerning our members.

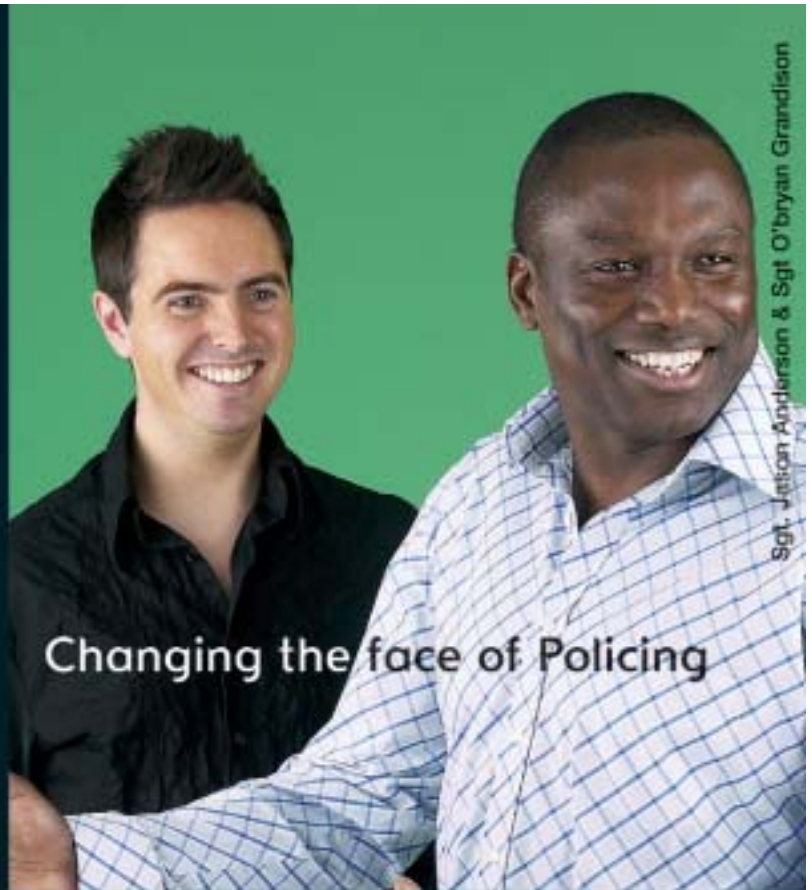
Morris Inquiry

As a result of the concerns of the Met BPA, about the high volume of race-related issues, employment tribunals and internal grievances, the Met BPA together with the NBPA negotiated with the Met Police Authority, as part of the arbitration talks surrounding Ali Dizaei. After much dialogue the MPA agreed to conduct an independent inquiry that has been fully endorsed and supported by the NBPA. This led to the commencement of the Morris Inquiry which was commissioned to look into various aspects of professional standards and related employment matters. Here, the NBPA submitted a thorough and substantial written testimony that

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MPA

Metropolitan Police Authority

CONGRATULATIONS TO THE NBPA – 10 YEARS OF ACHIEVEMENT!

The MPA – working hard to ensure London has a police service that serves and reflects all communities



Our thanks to the Metropolitan Black Police Association for its continued contribution to championing equality and diversity issues in the Metropolitan Police

The MPA – a fair police service for all London's communities
www.mpa.gov.uk

was followed up by two oral submissions by the President. It is sincerely hoped that our involvement once again will assist in the final conclusions and subsequent recommendations of the Inquiry. As such the NBPA efforts will no doubt once again assist in changing the way policing is delivered in general and how race-related matters are dealt with in particular.

ACPO

Mainly in response to our proposed gathering of solidarity against the poor treatment of black staff across the country, ACPO were immediately prompted to take action. As a result of our collective stance they have produced a 'seven point plan' and have also commenced a review of all diversity related areas. Sadly on a few occasions it takes drastic measures for timely action to follow. Nevertheless, this proved a learning point for all concerned and demonstrated the full commitment of black staff who are, on rare occasions, prepared to take an active stance when and if the situation arises. Most importantly such actions highlight the total commitment of the NBPA and its individual members in moving issues forward.

The USA/NBPA and NBPA UK 2006 Annual Training Conference

More recently, the USA and the UK NBPA have in principle agreed to have a joint Education and Training conference in 2006. This is to be held in the Greater Manchester force area, possibly at the G-MEX Centre. Clearly, this will involve much organising but I am pleased to announce that the advance planning is being managed, in partnership with Supt. Martin Harding and GMP BAPA. No doubt this will be an historic international conference for the NBPA and it is

believed that the date will be around August 2006. (Please note this in your diaries and at the same time remember that there will also be some financial implications for those who wish to attend this unique conference. We will keep the membership updated.)

Finance

Finally, the NBPA continue to work under tight financial restrictions due to there being no change in our Grant-in-aid. This has proved particularly difficult this year because of increased demands on our involvement in various matters. Hence it is with some regret that it is felt that the service we are able to provide has inadvertently reflected this financial predicament which also affects this annual AGM.

However, the sponsorship team continues to seek funds and will endeavour to examine some income generating activities. For example, we have been seeking assistance from forces in relation to their property funds and I am pleased to report that there have already been some positive responses.

In conclusion, we continue to make good progress as an association and whilst doing so we have kept close links with various other bodies such as Home Office departments, ACPO APA, PSA, CJU, UNISON FEDERATION and IPCC to name but a few. As such I feel we must 'give thanks'.

I remain yours faithful.

Captain Clive Morris

NBPA Vice President (Corporate)



NBPA VICE PRESIDENT (SUPPORT) REPORT

Marcia Yvette Gittens, MBA, DMS, MCIPD

Nearly nine months has lapsed since my appointment as the Vice President. I have been on a steep, but nevertheless rewarding, learning curve and I would like to offer my thanks to you for providing that opportunity and your continued support.

I have summarised my portfolio for this period, concluding with what you can look forward to in 2005.

Support

This remains the primary objective of the NBPA and the main reason for its evolution. Over the past five years, the police service has been evaluated via a number of reports and thematic inspections, i.e. the Lawrence Inquiry, 'Dismantling Barriers 1, 2 & 3' and more recently, 'Breaking Through'. These determine, I believe, minimum standards for our organisations, but responsibility and achievements should aspire beyond the recommendations contained therein. However, it raises the question, 'Have these made a difference to the environment of many of our members?' Black staff continue to be dismissed, required to resign or evoke internal management procedures at a disproportionate level.

I have recently composed a policy document on support, including the creation of administrative procedures, which will ensure consistency and convey methodology in our approach. Statistical information can then be collated, which will enable the identification of trend analysis. This allows us to accurately quantify the cost of support, on a case by case basis. This information is critical in demonstrating our position to the police service and the communities which we engage.

The provision of training of First Contact Advisors is crucial to our ability in supporting others. Due to financial constraints, it has been some time since we have provided training. Rham Khan, Training & Development, has ensured that this training continues. Forthcoming training dates are: 4th & 18th October and the 15th & 22nd November 2004. I recognise that the provision of support places many demands on the First Contact Advisor, therefore, I am planning a number of 'Debrief' sessions for 2005.

The continued development of local BPAs / Black support groups, is key to our ability to function in a systematic manner. Notts. BPA 'Sharing Knowledge' was an excellent event, which sought to provide guidance on the establishment of support groups and ensure their longevity. The NBPA is committed to continuing this type of training, and I will be seeking funding to make this training available.

I have personally supported a number of individuals, nationwide, during their difficult experiences. This has included intervention with forces to bring about early resolution and the attending / supporting individuals through employment tribunals and disciplinary hearings.

Women's Sub-Committee

I believe this sub-committee has come a long way. The following are now in place and can be viewed on the sub-group's web page, under the NBPA website. The group spent a considerable amount of time developing these to ensure that we had tangible outcomes in addition to strategic direction:

1. Business case
2. Terms of Reference
3. Two Year Strategic Plan

Research undertaken by the group has identified a number of themes including the necessity for the NEC to be trained on specific women's issues, in order to increase their knowledge, understanding and skills in this area. This training is planned for the 3rd September 2004, sponsored by Greater Manchester BAPA, and will address the identified areas. Subject to funding, I hope to roll this out in 2005 so that all members are able to benefit.

The group has made valuable connections through networking with similar groups in an attempt to share good practice and forge ahead with the Gender Agenda, for example, BAWP, International Women's Police Association, BT Ethnic Minority Network, Respect and 100 Black Men of London.

Gender Agenda

Phase one of my research has been completed and the report can be found on the NBPA website. This initial phase covers:

1. Location of 'Black' females in the service,
2. The outcome of the "Barriers that Impact on Black Women" workshop, 2003 AGM.

The report found and concludes that 'Black' women are not:

- Permitted to fulfil their full potential within the service.
- Reaching significant levels within the organisation, lateral or vertically.

Current Home Office statistics for BME female police staff (civilian/support) and BME female police officers are:

Police Staff Table

All Police Staff	Numbers	Percentage
Total	67,013	100%
BME Female	2,456	3.66%
BME Male	1,272	1.90%



Police Officer Table

Rank	Female	BME Female	BME (F) % Of All Staff	All Ranks Total
CC	6	0	0	53
A/DCC	10	0	0	157
S/C Supt	102	1	0.07	1,353
CI	150	2	0.11	1,760
Insp	554	9	0.14	6,435
Sgt	2,187	39	0.20	19,114
PC	22,381	733	0.69	105,578
Totals	25,390	784	0.58	134,450

Based on research questionnaires, the current highest grade for a BME female, within the police staff is that of Principal Officer Grade 6 (Middle Management) held by only three individuals. In one of our police partnership organisations, the highest grade is a single individual equivalent to ACC / Chief Officer. The current highest rank for a BME female within the service is that of a single Superintendent. There are no black female ACPO members in the country. BME females make up .58% of all police officers. The report acknowledges the current initiatives / good practice which some forces are doing and makes some useful long and short-term recommendations for improving this situation.

The report notes some limitations in its findings. primarily due to police staff (civilian / support) local agreements, which prevent true comparisons and the lack of data available, but is a requirement, in accordance with the Race Relations Amendment Act.

In conclusion, our brothers and sisters are still suffering. Our financial position needs to improve in order that we can

support our members. The Gender Agenda momentum will continue as 'Black' women continue to endure double and triple disadvantages. I am still very much 'hands on' with regard to my local BPA. I have attended a number of AGMs / conferences, for example Derbyshire AGM, Capital Women's Conference 2004, International Women's Day Conference 2004, British Transport Police AGM, National Conference on Reassuring Policing, Sharing Knowledge, National Crime Squad AGM, to name but a few, and will continue to provide a visual presence and network, at a local level. To summarise, in 2005 you can expect to see:-

- Local BPA Development & Support
- Visual Support
- Gender Specific Training
- Personal Support to individuals nationwide

Marcia Yvette Gittens, MBA, DMS, MCIPD
NBPA Vice President (Support)

NBPA GENERAL SECRETARY'S REPORT

Anna Scott



As the first half of my term of office draws to an end it presents a perfect opportunity to look back at not only the progress within the post of General Secretary, but also that of our organisation as a whole. The challenges that have been brought before us have been varied and at times seemingly insurmountable. Yet due to the dedication and sheer determination of our membership clear progress has been made.

Support

The demands on the current cabinet have been high, with the requirement to deal with interviews, press statements and editorials becoming a much used skill. The growing need for support continues to spread throughout the country and our greatest strength as always has come from our unified support of each other. It is only when we lose sight of this that we leave not only ourselves, but our organisation open for attack.

It would be remiss of me at this stage not to mention the incredible support and example displayed by the National Co-ordinator David McFarlane. This commitment displayed by our National Co-ordinator has been echoed by so many of our members who have travelled the length and breadth of the country to ensure that our brothers and sisters do not have to stand alone when challenged by their forces. At each Employment Tribunal hearing, the difference has continued to be felt by the growing number of black faces staring back at the panel. I would encourage each one of you to take every opportunity to support your colleagues whenever possible.

For five years now the NBPA has fought to establish a clear pathway for BME staff within the Police Service. The strong foundations laid by the initial interim executive have laid the route for future cabinets to ensure that BME staff

throughout the Police Service receive fair and equitable treatment in all aspects of their work. For much of the time this has been a disheartening battle, yet we have left some shining beacons along the way to guide those staff within the service that come after us.

My personal focus has been the development of the national communication network. Our current system has struggled to meet the needs of our growing organisation. Through my work with the National Executive Committee it was highlighted to me the importance of our communication network, and through it the quick dissemination of information to our members. Therefore my key priority has been to establish a robust network for the NBPA.

The National Website

The creation of the new NBPA website has served to address many of the weaknesses of the previous site. With the limitations imposed by our previous web hosts we were unable to provide a truly interactive site that met the unique logistics of the NBPA, its Affiliated BPAs and external partners.

Together with our webmaster we have now been able to create a site that gives members the opportunity to manage their own details and that of their ABPA. Up-to-date distribution lists are generated through the information provided by our online members, ensuring notification of press releases and reports reach our membership in the shortest possible time. Further changes have meant that NEC representatives can now submit contact and support forms online directly to the NBPA cabinet. The website is continuously evolving and developing in response to our members needs.

IT'S ABOUT BEING A POLICE OFFICER

IT'S ABOUT TAKING RESPONSIBILITY
IT'S ABOUT MAKING A DIFFERENCE
IT'S ABOUT CARING FOR YOUR COMMUNITY
IT'S ABOUT COURAGE AND COMMITMENT

It's about changing lives. Your own and other people's. At Bedfordshire Police, we train our officers to prevent crime, help members of the public and manage difficult situations of all kinds. You'll be taking responsibility and taking control, as well as taking the opportunity to make a very real difference across our diverse community. As an officer from a minority ethnic background we can offer you the support of a recruiting support officer and the opportunity to talk confidentially to a mentor from a similar ethnic background. You will be supported throughout the process, with guidance and information evenings designed to help you through the application process. After the initial 16-week college training course, you could work full or part-time - with a minimum of 24 hours a week - to fit in with any other commitments you may have. All we ask is that you're aged 18-52, be physically fit and a British citizen or have permanent residency to remain in this country. Find out more at www.bedsfordshire.police.uk or phone our information line on 01234 842398. If you wish to discuss this role further please contact Margit Schulz, Recruiting Development Manager on 01234 842153. Females and members of minority ethnic groups are particularly encouraged to apply as they are currently under-represented within Bedfordshire Police.



ARE YOU SWITCHED ON?

South Wales Police offer a diverse range of career opportunities. Careers as diverse as the people we would like to employ.

Administrative staff, Dog handlers, Architects, Analysts, Economists, Solicitors, Surveyors, Medical Staff, Special Constables, Business Managers, Police Community Support officers, Senior Managers, Fingerprint officers, Training staff, Computer Programmers, Drivers, Photographers, Scientific Support, Journalists, Accountants, HR Advisors, Gardeners, Mechanics, Police Officers, Traffic Wardens, Printers, Pilots, Scenes of crime officers, Senior Managers.

If you're interested in a career with South Wales Police we would like to hear from you.



For more information
please contact us on 01656 655555
www.south-wales.police.uk/vacancies

SOUTH WALES POLICE:

A COMMUNITY WORKING WITH DIVERSITY

**YOU CAN THROW
OUT MOST OF THE
STEREOTYPES YOU
ASSOCIATE WITH
THE POLICE**

WE DID YEARS AGO!

Samuel Johnson, Head of Diversity Unit



The National Office

The NBPA office is at the heart of our organisation, and therefore must be able to support the work of our members. I am currently undertaking an extensive review of the NBPA office, and am embarking on some extensive changes to the current office arrangements. The ongoing feedback from our membership has been invaluable and I would continue to invite constructive input from all parties.

I would encourage all our members to seize any opportunity to visit the national office, and for those of you around the country with that rarest of commodities, an enlightened and supportive Line Manager, the suggestion of a temporary secondment to the NBPA Admin team would be an ideal opportunity to gain an insight into the day-to-day workings of the NBPA.

The Personal Leadership Programme

The empowerment of our membership using the tools and resources available to us is one of the most effective ways of realising the changes we seek within the Police Service. For our organisation to progress and propel itself forward there is a need for more of our membership to take an active part in not only the organisation's development but primarily their own.

The PLP seeks to aid the development of both the personal and professional skills of the individual through challenging previous limiting assumptions and developing a greater sense of personal responsibility towards the effects of external stimulus. Through incorporating aspects of effective leadership and communication skills, as well as introducing alternative thinking techniques that serve to unlock potential, the PLP encourages each individual to truly "be the difference they wish to see".

The three day course is open to all BME staff regardless of rank or role. Leadership is a skill each one of us must embrace if we as individuals are going to move forward. To date well over 600 individuals have attended a PLP. The testimonials received from BME staff who have attended the programme demonstrate the huge benefits gained from attending the course. The NBPA in conjunction with Centrex and the NPLC are now embarking on the next phase of the PLP programme.

Our Future

Looking around the Cabinet office I see faces that have come to represent the NBPA for so many of us. These individuals, of whom I am so often in awe, have dedicated years of their lives to fighting for the rights of BME staff within the Police Service, and within our local communities. This is a heavy burden that currently sits upon the shoulders of a committed few. As you return to your respective forces, I would encourage you all to think about the future of our organisation and what contribution you can make to it. Each one of you has a part to play in our success. Do not diminish the contribution that you can make. It is the responsibility of each and every one of us to initiate and sustain the changes we wish to see.

"The challenge is to become part of the struggle, to make a positive difference."

Anna Scott

NBPA General Secretary



TREASURER'S REPORT

Wendall Henry

Since its launch, the NBPA has had a colourful and sometimes turbulent history. We have reached all the expectations and demands made to us by the police and the government and achieved more than expected.

We have changed the way we deal with members of our communities and the acquiescent existence within a service that was clearly hostile to our participation.

The Secret Policeman and the rise of the BNP was not a surprise to me, these people have always existed and will always exist. So it's time for us to move on and make the changes to our existence and build a future for the next generation of people of colour within the police.

The issues surrounding recruitment to the police and other public service departments will not change if we do not move on, and this will only happen if we make our communities feel influential rather than represented.

We want the communities to feel proud of the NBPA, and make them realise that they have a part to play in the policing and security of their communities.

This year the Annual General Meeting of the NBPA is funded by you the members and will be over one day rather than three. We hope in the future to obtain further sponsorship and use facilities like our website to raise funds to offset cost.

The time has come for us to make sacrifice to push forward our struggle. Although we are still funded by the Home Office, it is now time to start looking at our long-term existence.

Over the next year we will revisiting the introduction of affiliation fees for BPAs and membership fees. Use our

website as an advertising media and develop new partnerships, using the abundance of available skills within our organisation to generate funding.

No one said it would be easy and it certainly won't be cheap.

In this year's budget application to the Home Office I have requested an increase of just over 23% at the time of press, conformation as to our allocated funds for the next year has not been received. Indication would suggest that they would be looking at our application favourable this year.

Although we have been able to make some savings across the board over the past year, committee spending is still our major area of cost but this is due to the increased need for our participation in policy making.

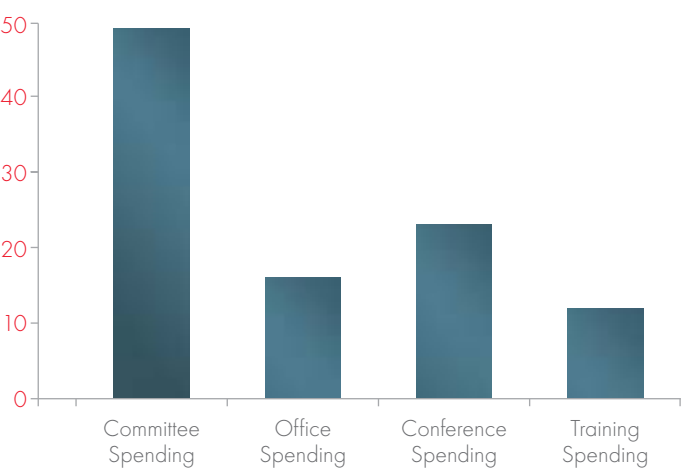
I look forward to the publication of the women's group study and will be requesting further funding for this worthwhile project from the Home Office.

With the contraction of police budgets throughout the UK, I have noticed a reluctance of some forces to support BPAs. I believe this is a short-sighted view and will be asking for a review of tangible support by ACPO members.

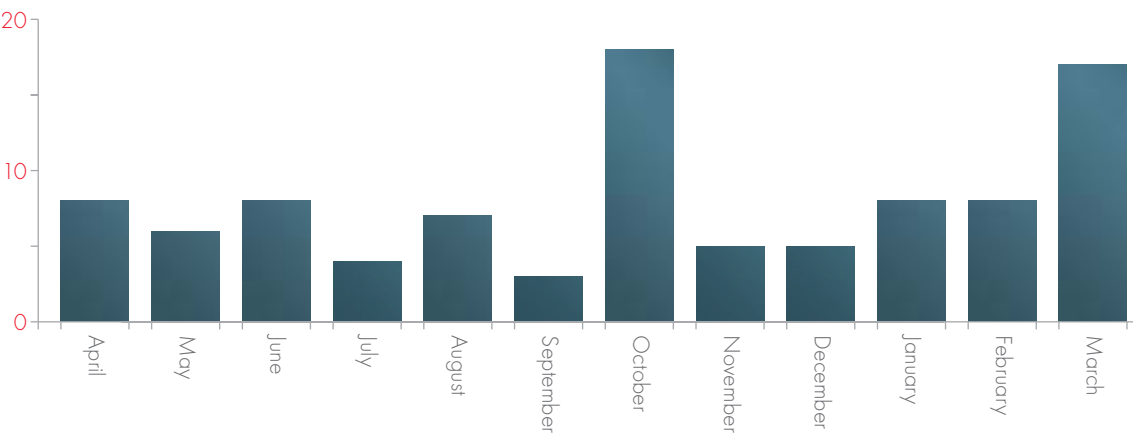
Wendall Henry

Treasurer NBPA (UK)

Spending Distribution over the Last Financial Year (below)



Monthly Spending Distribution over the Last Financial Year (below)





TRAINING AND DEVELOPMENT REPORT

Raham Khan

- Some of the promised changes have taken effect. Police Officers now joining the Service will complete a twelve week course and will be referred to as student officers. More and more forces are now considering the completion of Stage 2 training locally, making it accessible to those that were unable or reluctant to be away from families.

- The 'Breaking Through' booklet was officially launched in January 2004. This new document follows on from the theme of 'Dismantling Barriers' covering the recruitment, retention and progression of minority ethnic staff.

I would encourage all staff to look at this document which provides forces with good practice and tactical options to look at all three elements and not just recruitment.

- Progress has been made, albeit very slow, with regards to the High Potential Development Scheme ('fast tracking within the Police Service'). I am pleased to report that we now have three minority ethnic officers graduated onto this scheme under this new process (making a total of ten including those that migrated from the previous Accelerated Promotion Scheme. I would like to encourage more colleagues to apply for this process.

- CEMVO (Council of Ethnic Minority Voluntary Sector Organisations) are based in Stratford, London. They provide a wide range of training courses for visible minority ethnic staff - e.g. Management Reports and Financial Controls, Governance, Recruitment and Selection, Communication, Monitoring and Evaluation, Legal Structures, Conflict Resolution etc. The courses are free except a cost of £5 per

person to cover for the provision of meals. (www.emf-cemvo.co.uk)

- The Personal Leadership Programme PLP is available to all visible minority ethnic staff (both Police Officers and Police staff). The aim of the three-day programme was to:

- Increase the personal confidence and encourage participants to apply for progression.
- Challenge the beliefs by which we live and the cultures in which we work, demonstrating that every individual can be the difference.

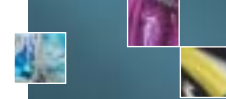
I would like to remind all Chairs of BPAs that this programme is still available and would like to see more staff on the programme. Please ensure that the documentation circulated to members encourages them to attend, removing the necessity to seek approval / permission for attending.

- Home Office and ACPO have agreed to fund the National Support Network for minority ethnic staff, this is to ensure that more staff are trained as First Contact officers. The course duration is one week and the only cost to the local BPAs are travelling and accommodation expenses. In view of the fact that only five nominations each is allowed, I would encourage co-operation between neighbouring forces.

- If there are other training and development opportunities/courses that I am not aware of that will benefit our members, then please let me know.

Raham Khan

NBPA Training and Development Officer



NATIONAL CO-ORDINATOR'S REPORT

David McFarlane



I think the time has come for us to try and do something new to redress the issues concerning racism in the police service. Whilst I have to admit there has been some progress, it is not nearly enough to make the difference that some of us are yearning for. I have visited police forces, training centres and seminars and have felt the pain of my colleagues, in particular women of colour, who through no fault of their own, than to be born of a different colour. The service has wasted enough of the tax payers well earned finances for very little return and the time has come for a change in its modus operandi.

During my schooling in the so called Caribbean, of the many things I learnt from my maths teacher, one thing stuck and has stood me in good stead over the years. He advised me that whenever I have come to a cul-de-sac, begin again from the basics and you will discover where you went wrong. This pragmatic approach has enlightened me to other theories in the quest to problem solving. Firstly, most problems can be resolved if the will and skills are present and secondly, any person can find the truth, if they are determined to find it.

Let me ask you this simple question, what is 'Racism' and why do we find it so hard to eliminate it from the police service let alone from the human heart? People of colour had to endure this form of terrorism for many centuries and its legacy is still stifling the progression of some of us to improve the British police service. In 1971, Neely Fuller, Jr wrote in his book "The United Independent Compensatory Code/System/Concept" this statement and I quote "If you do not understand Racism, what it is and how it works, everything else that you understand will only confuse you."

This statement prompted me to seek further the truth about this pernicious concept, which must have been established for

a purpose. I was introduced to a book (and I am very pleased to say to have met the author), entitled *The Isis Papers: The Keys to the Colours* written by Dr Frances Cress Welsing, an African-American sister who studied Psychiatry, in Washington, D.C., USA. She defined Racism as "The local and global power system structured and maintained by persons who classify themselves as white, whether consciously or subconsciously determined; this system consists of patterns of perception, logic, symbol formation, thought, speech, action and emotional response, as conducted simultaneously in all areas of people activity (economics, education, entertainment, labour, law, politics, religion, sex and war). The ultimate purpose of the system is to prevent white genetic annihilation on Earth - a planet which the overwhelming majority of people are classified as black, brown, red and yellow by white-skinned people..."

This definition has placed matters in perspective and gives some new leads to explore in order to begin the enormous task of deconstructing the mindset and the re-education of our understanding of what we are dealing with. If we are to accept Dr. Welsing's thoughts on this issue, then we are asking our European colleagues to dismantle a system, which has benefited them for years and will continue to do so for the foreseeable future, as people of colour are powerless in the present state. My theory will no doubt cause some of my readers some consternation. But if we are truly the peacemakers that we ought to be then we have to be open-minded to find the answer to a complex issue that has deskilled our staff and terrified sections of our communities for years. We must begin changing the way we approach training on Race and Diversity. The Commission for Racial



Equality has alluded to this when its chairman referred to this as helping to get rid of the very people we are trying to recruit and to retain.

So to the solutions. My first objective is to implement a program that will get a change at the top of Police Service as soon as possible. We need men and women of colour, who are conscious of who they are and are not afraid to stand up for what is just and fair. If it is possible to avoid those who have been assimilated into the culture with Euro-centric philosophy and opinions. Secondly, develop a training package which is established to tell the truth, which is supported with measured outcomes and sanctions. Thirdly, to have the debate on Affirmative action or Racial preferences, which will remove the suspicions of a clandestine approach to the subject. Fourthly, to formalise the Black Police Associations in the Police Service with full staff association

status, thereby removing the piecemeal and incremental actions and thoughts of senior staff.

These suggestions are to everyone's benefit and will start to begin the healing process for some and re-establishing the truth for others. As for the public purse, this mode of operation may save us some money, which I am sure our beloved and hard working taxpayers would welcome in the year of the Chancellor's spending review.

"May God bless and Allah be with you all."

David McFarlane

NBPA National Co-ordinator



METROPOLITAN
POLICE

Working for a safer London

The Development and Organisation Improvement Team "DOIT" supports and aspires to retain and develop under represented groups within the Metropolitan Police Service. In support of the Mission, Vision & Values of the Metropolitan Police Service we work steadfastly to ensure that diversity is central to all service actions and activities. We wish the conference every success and commend the contributions made by the NBPA to ensure that the police provide a service which meets the needs of communities, officers and staff.

For more information on "DOIT" please contact Patrick Lenihan, Diversity and Equalities Manager on 020 7321 8610 patrick.lenihan@met.police.uk



'doit'
Development & Organisation
Improvement Team

A STORY OF GOOD NEWS

Simon Holdaway



Success stories about police race relations are hard to come by. This is just one reason why the findings of my two year, independently funded research project about the role of BPAs in English and Welsh constabularies are significant. BPA representatives now sit routinely at the policy table with chief officers; the majority of BPAs have special facilities for their work; chief officers recognise them officially and appreciate the formal and informal advice their officers provide; black staffs' identities are central to their employment within the police workforce. BPAs are a huge success story.

Although the Lawrence Report accelerated their progress, BPAs have grown from seeds sown and tended by a number of brave, dedicated officers, who resisted the racism that was their daily experience within the police workforce. BPAs are clear evidence of what black officers can do when they organise. Changes in the police are usually brought about by a top-down strategy. BPAs are a crucial development of what can be achieved from the ground up. Who would have laid money on this progress five years ago? It is a success story on anyone's terms.

Based on extensive interviews with BPA chairs and deputy chairs, ACCs and HR directors holding the BPA portfolio, and police federation officials, this first research about BPAs offers insights into many aspects of their work. Their history is charted in detail, from a loosely knit group of officers to a formal association, from officers who happen to be black to their emergence as black police officers. Many effects of the Lawrence Report are explored, not least in the way they have drawn BPAs into constabulary management structures, often leaving little time for the support and continuing development of the membership. Different and sometimes conflicting understandings of 'institutional racism'

within and between constabularies are identified. The prevalence of covert racism, including a detailed analysis of the ways in which it is articulated within constabularies, has been completed.

The ways in which BPAs were received initially by their colleagues and senior officers, the problems they faced and how they now work has been described and analysed. Much work has been done on how BPAs have formed their identity within constabularies, changing the profile and status of ethnicity within the police workforce. Many other important findings cannot be described in the space this article affords.

I have been researching different aspects of the employment experience of black officers for nearly two decades. As ever, I want to express my thanks to all of you whose co-operation and trust made this research possible. Many challenges remain for BPAs - the extent to which many ethnic groups form their own associations; the balance between time taken on policy development and support of the membership; retaining a critical distance but effective position in policy making are just some. I return to my opening point - you are an incredible success story, which is good news.

Simon Holdaway

Professor of Criminology and Sociology

Simon Holdaway is Professor of Criminology and Sociology and Director of Sheffield University Centre for Criminological Research. More information about his project, Black Police Associations: the organisation of ethnicity within the workforce can be found at: www.sheffield.ac.uk/ccr/bpa/index.htm



THE WORK OF THE NOTTINGHAMSHIRE BPA

Chief Inspector Satinder P. Sharma

The Notts. BPA have involved themselves with the communities that have been forgotten or thought too difficult to deal with.

On the 17th July 2004 the Notts. BPA together with other voluntary sector organisations in and around the Chase Community Centre at St. Ann's organised a very successful event under the banner of Holding Hands Around St. Ann's. A number of centres around the area opened their doors to the local community to hold events in different centres of multi-faith organisations. Fun events for children and adults were held. These ended with a public display of holding hands, showing a united front, ending any doubts as to the unity that exists despite the undeserved reputation the area holds.

Notts. BPA has some ninety full-time members and ninety associate members. On 13th and 14th March 2004 in the Plaza hotel in Nottingham two training events were arranged simultaneously running one event for local members and another for external delegates. Opened by the Chief Constable Steven Green, members came and took part from all over the country as well as the local members. The workshops for the external delegates included: Strategy development, Support for members, and introduction to the support network-training event. The delegates not only shared knowledge and experience but also networked with like-minded people.

The local members were given inputs into developing within the organisation, recruitment retention and progression

was one of the themes. In addition to many other local issues discussed e.g. *The Secret Policeman* documentary delegates were taken through interviewing techniques relevant to Nottinghamshire police.

Within the Education arena we are working together with the REC on the Heartstone project, this is working in schools challenging and addressing racism. The long-term aim is to take this into local youth clubs to work on stop and search concerns.

These are a few of the initiatives the Notts. BPA are currently working on.

Chief Inspector Satinder P. Sharma

Chair Nottinghamshire BPA

PROMOTING COHESIVE COMMUNICATIONS

Fred Hunte



The police service is slowly realising the true benefits of their local black police associations (BPAs) in promoting good race relations between different community groups and preventing serious disorder. Many BPAs are leading the way in building bridges within our black and ethnic minority communities and this work needs to be recognised as being at the core of community policing at Basic Command Unit (BCU) level.

There have been many community cohesion consultation group meetings and guidance documents on this agenda, but how well is it being disseminated to our communities and within the police service?

"We take on board the need to generate a widespread and open debate about identity, shared values and common citizenship as part of the process of building cohesive communities." (Building Cohesive Communities, Home Office, 2001)

As part of the Crime and Policing Practitioner Group it was our role to ensure community cohesion is mainstreamed into the Police Reform Agenda. This included providing questions on community cohesion for HMIC inspections for every force and suggested outcomes that they would be expected to deliver.

Here are a few ideas on how BPAs can assist their forces in meeting the community cohesion targets:

1. Improving Community Consultation

Working with our partner agencies in providing good channels of communication with 'hard to reach' groups, such as asylum seekers and refugees. Assisting in effective use of Independent Advisory/Consultation Groups, which truly reflect black and ethnic minority communities.

2. Advising on Risk Assessments on Community Tensions

Utilising our community links, such as youth workers to provide an indicator of potential 'hot spot' areas involving racial conflict.

3. Providing Community Intelligence to Prevent Crime and Social Disorder

Making use of diverse languages of our BPA staff and their skills to gather information from our ethnic minority communities in accordance with the National Intelligence Model (NIM).

4. Maintaining Community Engagement to Improve Confidence in the Police

Encouraging community interaction between different community groups under a common goal to reduce racism and crime in their neighbourhoods. This can be achieved using a multi-agency approach by working with young people in schools and youth groups who can act as peer mediators in resolving conflict. To provide an operational mechanism for involving BPAs in responding to critical incidents.

Way Forward

The National Policing Plan for 2004 - 2007 identifies "providing a citizen-focused service to the public" as one of the key priorities for all police forces. Our BPAs can assist in this aim and other Diversity Strategies if they are allowed to be given an operational platform. Local BPAs can recommend clear guidelines alongside BCUs with regard to preventing and responding to community tensions, and ensuring that our staff safety is not compromised in their own communities.

BPAs can play a key role in connecting communities and promoting cross-cultural contact, to reduce the likelihood of racial tensions and conflict.

Fred Hunte

Crime and Policing Practitioner Group

ALL TOGETHER NOW



left to right: PC Mebs Ahmed, PC Gary Johnson,
PS Karen Edwards, PC Kish Naidoo
PC Kay Armstrong (not pictured)

In Lancashire we believe reaching out to the community means reaching out to the whole community – young, old, male and female, from every ethnic group.

We were actively policing a diverse community, working with all social and ethnic groups, long before diversity became a policy making issue. With a history of embracing new cultures, as a county we value and celebrate cultural differences.

Although everyone has their own unique contributions to make, we all fundamentally want the same things. A safe community to live in where crime is not only reduced, but also the fear of crime.

In Lancashire we were proud to be recognised as the best achieving constabulary in the country in this year's HMIC gradings. Amongst our seven 'excellent' ratings was one for our response to hate crimes, which reflects our commitment to social harmony, whether that be racial, or any other cultural or social group or individual that may feel under threat. Overall, we see the delivery of an equitable service to all of our communities as a key priority.

Pictured is our Minority Ethnic Recruitment Team, one of the teams of specialist officers formed to support different aspects of our work. These officers specifically offer help and advice to anyone from any minority ethnic group who wishes to become a member of the Lancashire Constabulary, whether they are a new recruit, or a Transferee.

It is this commitment to an open friendly, accessible and inclusive community where everybody feels respected and valued that we believe will see us maintain our high ranking in the future. We've made real progress, and we'll strive to continue setting the standards, by breaking down barriers, providing the same level of service and the same level of commitment to every part of our community.

For us, it's the way forward - the only way.



Respect Programme

Greater Manchester Police has launched a new programme called Respect to drive forward changes in the way the Force supports and values diversity issues, including race, sexuality, disability and gender. Our diversity promise will be:



Greater Manchester Police will:

- Value and promote diversity for GMP and the communities we serve
- Actively tackle exclusionary behaviour
- Respect and respond appropriately to the needs of all our communities

It is the responsibility of every member of GMP's staff to:

- Respect and respond to each person's needs
- Identify and actively challenge exclusionary behaviour

For further information please contact the Respect Programme Team at Greater Manchester Police on 0161 856 2685 or visit the website www.respectprogramme.com

NBPA GUN CRIME

Glen Williams



No report on this issue can start without an acknowledgement to the time and effort devoted to this issue by Kirk Dawes. Kirk has been the NBPA representative on gun crime for the last four years. As many of you know Kirk retired in April of this year, 2004, and I have been given the responsibility of trying to fill his shoes.

I would like to take this opportunity to thank Kirk for the excellent work he has done on behalf of the NBPA and West Midlands Police in this difficult area. I also wish to point out that even though Kirk has retired from the service he still intends to be active within his community on issues relating to gun crime. It is intended that he will continue to work closely with the NBPA in the future.

Through his hard work the NBPA was invited to hold positions on the ACPO Criminal Use of Guns Group chaired by DCC Alan Green of the Greater Manchester Police and the Home Office Gun Crime Round table chaired by the Home Secretary David Blunkett.

In 2003 the NBPA made its position clear to the Home Secretary as to its stance in relation to gun crime in Britain under a number of headings. It would be useful here to look at the responses to those headings.

The NBPA stances in relation to the issue of gun crime are as follows:

Minimum Sentence

Response:

Legislation had been tightened to introduce a minimum sentence of five years for illegal possession of firearms and to make the carrying of replicas or air weapons in a public

place without reasonable excuse an arrestable offence. There is a consultation paper on a review of firearms legislation on 12 May 2004. The consultation will run until 31 August 2004.

Replica Guns

Response:

Caroline Flint (Parliamentary Under-Secretary, responsibilities include action against certain types of crime, including guns, and anti-drugs co-ordination) has ruled out a ban on imitation weapons on the basis of the difficulties experienced in enforcing the law in the few countries where a ban on imitations had been introduced. The Brocock has already been banned and the carrying of imitation weapons in public without reasonable excuse was an offence. The banning of imitation weapons still needs to be looked at with a view to banning them or severely reducing their use in society.

Oxfam and Amnesty International are seeking legislation against the use, production, licensing and destruction of weapons such as the AK-47 assault rifle on an international level. This is a cause the NBPA should consider giving support to.

Resources, Engaging Communities and Community Groups

Response:

The Connected Fund was launched on 12 May. It was designed to break through the bureaucracy barrier; however this is just a beginning. A further £2 million of recycled criminal assets has been identified to support community work



on anti-gun crime activities, but further money still needs to be found. It is hoped that initiatives such as The Disarm Trust will continue to be supported in order that further funds can be raised.

The need for a central source of funding information is still an issue. The Connected website* contained some information on a variety of sources of funding and is being developed further and should assist greatly in terms of making information available to everyone about the work being done by the many agencies and groups throughout the country. The Connected conference in Birmingham was held in January 2004. The report on the conference has now been published and is available to see from the NBPA office.

Witness Protection

Response:

There is still a great deal to be done in this area. The lack of trust and confidence within certain sections of the community towards the police and the judicial system is still low. Until this problem is tackled that valuable source of information required from the community to tackle violent gun crime will not be forthcoming.

Education

Response:

The majority of recognised work being done in this area appears to be Metropolitan based. There needs to be a

national strategic lead in relation to this matter which does not appear to be happening at the moment. This needs to be addressed.

Unfortunately space does not allow me to continue. It is intended that a full report will be done by 2005 showing all the work being undertaken by the BPAs throughout the country and the best practices achieved in this area. To all those members who have put in time and effort in this area of work to make a safer community in which we can all live the NBPA thanks you. Keep up the good work.

Glen Williams

Deputy Chair Nottinghamshire BPA

National Representative Criminal Use of Guns Group

* www.homeoffice.gov.uk/crime/guncrime/connected/index.html

STEPHEN LAWRENCE STEERING GROUP HATE CRIME SUB-COMMITTEE

Caroline Dugdale



Over the last year the Stephen Lawrence Steering Group, looking at Racist/Religious incidents, has mainly focused on a project undertaken by Home Office researcher Maria Docking evaluating police effectiveness in handling racist incidents.

The background and aims of this report was due to the recommendations on the Stephen Lawrence Inquiry. The British Crime Survey (BCS) has consistently shown there to be a high level of under-reporting for racist incidents.

The research also has three broader aims, namely to:

- Provide an up-to-date picture of the nature and extent of racist incidents.
- Explore the reasons for under-reporting amongst victims.
- Identify factors associated with public confidence in, and satisfaction with the handling of racist incidents.

Maria sorted her data from all 43 Police Forces in England and Wales and a sample of 126 local authorities.

Information was also extracted from Home Office Section 95 data on racist incidents to examine the profile of victimisation.

Other data sources included:

- 26 interviews with officers with responsibility for race and diversity.
- Focus groups with 32 operational officers.
- 27 interviews with local authority and voluntary agency representatives.
- 15 interviews with victims of racist incidents.
- 6 interviews with perpetrators.

Some of the Findings:-

Wider Community Issues

- In general, community relations were reported to be fairly good in each of the case study areas. However, there was thought to be some tension between different groups. This included tension between minority groups, and between the majority white group and BME communities.
- Tensions were said to be due to perceived inequalities in the provision of resources (e.g. housing). In each of the areas, the BNP had at least some profile and was said to 'play on these fears'.
- In the case studies, it was generally thought that most local press reported race issues fairly. However, there was some negative reporting, especially towards asylum seekers and travellers.
- In the rural and mixed case study sites, ignorance and fear of BME groups was thought to be higher in more rural areas of the force. Previous research also indicates that racist victimisation rates are higher in areas with smaller BME populations.

Victims and victimisation

- The level of racist victimisation appears to have fallen along with crime in general over the last few years.
- Most respondents thought that the profile of victims of racist incidents was varied across a range of ages and ethnicities (although predominantly BME individuals). It was suggested that asylum seekers, refugees, travellers,



and those working in service jobs (e.g. taxi drivers and restaurant owners) were particularly vulnerable.

- BCS and s95 statistics show that Asians experience some of the highest levels of victimisation. However, the s95 picture is incomplete because this information is returned by forces on a voluntary basis.
- The most common types of incidents reported to the police and other agencies were thought to be 'lower level' incidents such as harassment, criminal damage, and public order offences.
- The study also supports previous research which suggests that victims are often repeat victims.

Reporting levels

- The vast majority of respondents to the surveys and interviews believed that reporting levels had increased over the last three years. A few thought that they had reached a plateau.

Under-reporting

- The BCS has consistently shown high levels of under-reporting for racist incidents. All respondents recognised this problem.
- From a practitioner's perspective, the most common reasons for under-reporting were: a fear of reprisals; a belief that nothing can or will be done; and not wanting to go to court. These reasons were supported by many of the victims we spoke to.
- Practitioners suggested that certain types of incidents or victims might be less likely to report (e.g. those who

tolerate the situation and/or do not have time to report). The victims we spoke to stated that they were less likely to report less serious incidents and were often scared to report when they knew the perpetrators.

- Under-reporting and under-recording were perceived to be particular problems in schools across the case studies. Whilst some worked well, many schools feared the impact reported incidents would have on their reputation; were reluctant to 'label' children; did not always understand the issues; and some thought that recording was bureaucratic.

Police Investigations

The main suggestions for improving investigations included:

- More guidance and training for officers on legal and evidential issues.
- Increased resources.
- Increased availability of translators and interpreters.
- Community engagement in decision making and investigations.

Victims and witnesses

- In general the police and other agencies thought their treatment of victims and witnesses had improved and was of a reasonable standard.
- It was acknowledged that some operational officers still occasionally lacked sensitivity and understanding.
- Victims' experiences of the police handling of their case was mixed with some being very pleased and others feeling positively disappointed due to a lack of

communication and/or insensitive treatment.

- Training on the handling of racist incidents for the police in two case studies and many third party reporting centres in all case studies. Many officers with greater lengths of service had still not received training, including some diversity officers/staff who requested it.
- Most police forces now measure satisfaction. From their perspective, the three most important factors in securing victim satisfaction were:
 - providing them with a quick response.
 - keeping them informed of progress.
 - dealing with perpetrators effectively.

Offenders

- Respondents found it difficult to narrow down an average profile of perpetrators of racist incidents. Where given, the most common profile was a white male under 30 years of age. This is supported by evidence from the BCS.
- The nature of racist offending tends to vary by age; younger offenders are more likely to carry out violent acts and older offenders are most likely to be perpetrators of harassment.
- Perpetrators' views are likely to be shared by the wider communities, and families, to which they belong.
- Their expressions of racism often serves to distract their own and others attention away from the real and underlying concerns they have.

Some of the Recommendations for Police and CPS:-

- Ensure that racially aggravated offenses are taken seriously and are not downgraded to the basic offence in order to gain a guilty plea.
- Ensure that victims and witnesses are kept informed of progress.
- Provide the local media with more positive news stories about successful prosecutions of racist offenders.
- Allow their investigation and prosecution decisions to be scrutinised by independent members of the community.
- Under-reporting and under-recording were perceived to be particular problems in schools across the case studies. Whilst some worked well, many schools feared the impact reported incidents would have on their reputation; were reluctant to 'label' children; did not always understand the issues; and some thought that recording was bureaucratic.
- More guidance and training for officers on legal and evidential issues.
- Community engagement on decision making and investigation

Refs: Maria Docking, *HO Project Evaluating Police Effectiveness in handling racist incidents - due to be published in Autumn*; *HO Section 95, published July 2nd 2004.*

Caroline Dugdale

Executive Member of Sussex BPA
and NBPA Advisor on Race Hate



SUPPORTING BLACK MEMBERS IN THE POLICE SERVICE



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A MODERN POLICE SERVICE VOID OF RACISM?

Manoj Barot

Another twelve months have passed and I believe now more than ever there remains a need for honest debate, wise investments and at the same time appropriate rewards. For it is somewhat hard to accept that post Lord Scarman's findings into the so called 'race' riots in the 1980s and the 1993 inquiry into the racist murder of young Stephen Lawrence, the pernicious evil that is racism continues to plague the police service from time to time. Sadly, the recent BBC programme *The Secret Policeman* once again brought the reality of racism back into the spotlight.

Indeed, so cynical has the service become lately that some officers are convinced and fear that genuine comradeship, loyalty and trust between black and white staff may now never be realised. Yet there are those of us who believe that now, more than ever, we need such bonding.

There are many in the service who have struggled, and then have come to know that by concrete actions and an anti-racist's way of life they can overcome the racism, in its entire guise, that tarnishes our institution. Educating themselves to be more self-critical has enabled them to let go of the privileges, which certainly come within the terrain of being a member of the police service. This process of 'unlearning' enables transformation of minds and thereafter habits.

However, any strategy to rid the service of racism is formed not by eradicating our differences as individuals but by affirming our identities and cultural backgrounds that have shaped who we are. Moreover, within an anti-racist framework we have to challenge those that cling to beliefs of racial hierarchies and all forms of national fundamentalisms.

That said, we must now begin to honour the stance taken by those who have struggled for racial justice. Yet at the same time we must acknowledge in the truth that white staff can be anti-racists and that it is not some inherent character flaw.

Without such honesty the reality of disproportionate white privilege will always remain obscure. For many white officers will accept, as many are doing now, that racism is 'natural' and as such they continue to take for granted the maintenance of white privileges. More to the point, denying white staff opportunities to question allows them to believe that such privileges do not exist even though many of them exercise it during everyday interactions, as evident in the BBC programme.

On the other hand, it now appears fashionable that black staff can be seen as being in need of being educated in respect of training in the internal organisational leadership process. It is thought that this will address issues such as racism in the service. Well, how is it possible, when just about every report highlights the shortfall in leadership, that the service is training black staff to behave like their failed white leaders?

The argument for placing black staff through this leadership process sounds so reasonable that this air of plausibility hides the racism. However, the training can also provide a smokescreen for racism for it is suggested here that the modern policing system is being geared up so as to treat black staff as 'trainee whites'.

Moreover, the assumption prior to the training is of 'inferiority' and this modern racism cannot be understood

without careful consideration of the resulting paradox that Black staff are left in. For if, like the author, they do not engage in the process, they are seen as 'deficient' and therefore not suitable material for promotion. Whilst on the other hand, if they do attend the training and go through the processes, they are viewed by their white counterparts as 'getting more than they deserve' and 'inept without regular intervention and guidance' and once more not seen as promotion material.

Surely, the main direction required is for local BPAs to affirm unequivocal support to all their members, so that they can work in a state of absolute certainty that they will not have to aspire to white privileges in order to survive in the service. Besides, the belief that black people are not 'natural' leaders remains one of the clearest racial stereotypes that prevent cohesion within the service.


In short, if the service is to rid itself of racism for good it must now review its commitment in all its actions and proposed strategies that are aimed at delivering racial justice and equality. There is nothing 'natural' or 'inevitable' about black staff not succeeding in the service. Those individuals that continue to operate within an anti-racist framework must no longer be positioned outside the mainstream decision making processes. They do not necessarily need leadership training. Indeed, knowing that they will meet with anger and

opposition it is all the more important that we offer these individuals our complete co-operation and this responsibility can no longer be abdicated. Many of these men and women have both the skills and courage to challenge for the real purpose of solidarity and trust which in any event are some of the greatest attributes that leaders can possess.

Please note that the above expressed thoughts are the views of the author and not necessarily the views of the various organisations that he is a member of.

Manoj Barot

Executive Member of the NBPA



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MAP - THE IMPERIAL HOTEL BLACKPOOL



MET BPA LEADERSHIP PROGRAMME

Bevan Powell



The Metropolitan Black Police Association Leadership Programme is a groundbreaking training programme hosted by a local London University with day visits to Hendon Police Training School. The scheme targets year ten students from black and minority ethnic groups across London schools.

The central aim of the programme is to develop young people with greater social responsibility and leadership capacity. The young people are referred to as 'Young Leaders' and throughout the week they are asked to analyse and problem solve issues identified by their own communities.

The impact of crime on youth is also explored from an international perspective. Through live video conferencing the young leaders explore the issues of youth culture and the impact of crime on youth with other young people in Jamaica, United States, Washington D.C. and South Africa.

Students are shown the realities of gun and drug-related crime, and discuss the tragic impact that these crimes have on society.

The curriculum teaches students their rights as citizens and includes interactive sessions on Stop and Search and PACE legislation. The course features a one-hour debate with recruits at Hendon Police Training School on issues of community policing and stop and search.

The programme can be run as a six day residential or as an eight-day modular programme delivered over two to three months. The programme has been evaluated by the Home Office who have given it support as best practice for engagement of young people within a criminal justice context.

Outcomes and Benefits

Metropolitan Police Service

- Met BPA have four years of expertise, running and

implementing a leadership programme.

- Two pilots executed and evaluated as best practice by the Home Office.
- Good relationships developed with several schools.
- Access to Young Black Positive Advocates (YBPA) for consultation around policy and advice.
- Strategic network of young people willing to engage with the police and other statutory organisations.
- Improved trust and confidence.
- Decreased rivalry between local schools, thus diminishing fear among local residents.
- Number of Headteachers on board.
- Parent forum developed and willing to get involved in policing issues.
- Young people willing to get involved in police training (Stop and Search).
- Recommendations made about third party reporting i.e. text messaging.
- Young people considering Metropolitan Police Service as a potential career option.
- Young people joining the Volunteer Cadets.
- Young people fed into Metropolitan Police Authority Stop and Search Scrutiny.
- New partnerships developed between Met Police and various groups i.e. DfES, Connexions and other youth organisations.

Outcomes for Young People

- Improved confidence.
- Increased responsibility.
- Improved academic approach.
- Young people see themselves as change agents and as having an ability to change their environment.



- Motivated group of youths available for consultation.
- Young people are more able to create a vision about their lives and a safer society.
- Improved knowledge of Stop & Search and their rights.
- All young people who attend have an opportunity to be recruited into YBPA.
- Chapter 1 - Lambeth chapter of the YBPA extending the youth network across London.
- Strategic framework of adults and other youth groups at their disposal.

Achievements

- Winners of the Anne Frank Moral Courage Awards.
- Editorial of the Magazine Drugrap.
- Since August 2002 three conferences have been run accessing over 800 young people (incl. House of Commons).
- Established one of the largest black youth consultancy organisations in the UK.

Young Black Positive Advocates (YBPA)

Graduates of the scheme have created their own youth group called 'Young Black Positive Advocates' (YBPA), supported by the Metropolitan BPA. The group have already run several youth conferences on community safety and issues that impact young people (their last two conferences were hosted at Portcullis House, House of Commons, supported by local MP Karen Buck and Ocean's Music Venue). The group have also produced a drugs education magazine in partnership with Drugscope, which has been sent to schools across the country, 'Drugrap'. The group is regularly asked to comment on issues affecting young people in the criminal justice system. The Metropolitan Police Service and the

Metropolitan Police Authority have also consulted with the group.

The group continue to develop workshops and engage in dialogue with their peer group in order to 'change hearts and minds' and facilitate other young people in taking responsibility for themselves, their schools, their families and their communities. This is done in their own time and on a voluntary basis.

Youth Peace Pledge

The youth pledge has been designed by the Met BPA in partnership with the YBPA. The pledge is asking young people across the country, irrespective of their ethnicity, gender or religion to sign up to the aspiration of a life of non-violence. The pledge denounces the use of guns, knives, violence, hateful language and drug abuse. The pledge will be sent to schools and youth clubs, and will be accompanied by a range of lesson plans that can be used by teachers and youth workers, particularly supporting PSHE and Citizenship lessons.

We are well supported by the Home Office, Metropolitan Police, Youth Justice Board, and have developed strong PSHE and Citizenship curriculum links within the programme.

Bevan Powell

General Secretary Met BPA

www.metbpa.com

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CONFERENCE AGENDA

08:30	Delegates Registration Tea, Coffee and Refreshments
09:30	Delegates take their seats
09:35	Introduction by Compere, GMTV's Deborah Bain
09:40	Welcome by The High Sheriff of Lancashire and The Lord Mayor of Blackpool
09:50	Address by President NBPA (UK) - Ray Powell
10:05	Chair Lancashire BPA - Mebs Ahmed
10:10	Deputy Chief Constable of Lancashire Constabulary - Steve Finnigan
10:20	Home Secretary - Rt. Hon. David Blunkett MP - Video
10:25	Keynote Speaker, Minister of State - Hazel Blears MP
10:40	Sir David Calvert-Smith QC - CRE
10:50	Panel Discussion Q & A Chaired by NBPA President - Ray Powell <ul style="list-style-type: none">• Minister of State - Hazel Blears MP• Deputy Chief Constable of Lancashire Constabulary - Steve Finnigan• Michael Mansfield QC• Sir David Calvert-Smith QC - CRE
11:30	BREAK
12:00	Delegates take their seats
12:05	Peter Bottomley MP
12:15	Chair Police Federation - Jan Berry
12:25	Special Guest Speaker
12:45	LUNCH
14:15	Delegates take their seats
14:20	President NBPA USA - Marcus G. Jones
14:35	Issues of Gender - Patricia Mcleod
14:55	IPCC Commissioner - Mike Franklin
15:10	Support Case - Jeffrey Sidhu
15:30	Panel Discussion Q & A Chaired by Vice Chair Nottinghamshire BPA - Glen Williams <ul style="list-style-type: none">• ACPO lead on Race and Diversity - Matt Baggott• Superintendents Association - John James• Chair Police Federation - Jan Berry• IPCC Commissioner - Mike Franklin
16:15	NBPA UK Awards Presentation NBPA General Secretary - Anna Scott and Deputy General Secretary - Andrea Parris Closing Speech, Vice President (Support) - Marcia Gittens
16:30	AGM
19:30	Evening Social Function



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