

# NBPA

The National Black Police Association



Annual General Meeting and Conference 2005

*BPA's within.*  
*the Community*

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*BPA's within  
the Community*



## Home Secretary

*Rt. Hon. Charles Clarke MP*

I am pleased to have been invited to the 6th Annual General Meeting of the National Black Police Association (NBPA), which unfortunately I am unable to attend, and to have this opportunity to reaffirm my support for the Association and the important work it does.

The police service is undergoing a momentous period of transformation to reflect fully the society it serves. This is a challenge and a change at the core of the culture of the service consisting of two objectives. First, we need to improve the way in which police officers interact with the community. Second, we must internally modernise the workforce and promote a greater awareness and respect for diversity.

I fully support this conference's core themes of engaging the local black police associations (BPAs) deeply with the community and empowering the BME population.

We recognise the good work already taking place by BPAs and the local community, and this conference is important in supporting and driving this agenda forward.

"Improving Opportunity; Strengthening Society," the government's strategy to increase race equality and community cohesion was launched in January this year, bringing together practical measures across Government to improve opportunities for all in Britain regardless of ethnicity. The Government's plans for Neighbourhood Policing are underpinned by the desire to build a new relationship between the police and the public – one based on active co-operation rather than simple consent. As a result, our policing strategies will need to reflect local conditions.

This is a big undertaking, but one that has the potential to reap enormous benefits, from tackling anti-social behaviour right through to combating terrorism. The NBPA is uniquely placed to help drive forward this central plank of police reform, particularly in fostering relationships in previously hard-to-reach communities. In relation to this, I would like to acknowledge the contribution of the NBPA to our ongoing stop and search programme, in particular for their support in relation to the introduction of recommendation 61 of the Stephen Lawrence Inquiry which has now been implemented.

The police service is making real progress in recruiting minority ethnic officers – there are now over 5,000. I know that the NBPA will have a real contribution to make in achieving the target of 7% by 2009 and in accelerating the progression of BME officers to higher levels of the police service.

Achieving a representative service is a matter of fairness and equity. It is also vital for the effectiveness of the police service. There is now a real opportunity for police forces to strengthen their capability by recruiting and developing police officers and staff from all communities. The knowledge and skills of NBPA members are already helping to improve the quality of service to the public. I am keen that we should make sure that our recruitment and selection criteria give full recognition of this.

I would like to thank the NBPA for their continuing support in delivering these objectives. Your work has been invaluable. I wish you all every success for the day.

**Rt. Hon. Charles Clarke MP**

Home Secretary



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## NBPA President

*Ray Powell*

Colleagues it is with great pleasure that I submit before you the 6th annual report on behalf of the National Black Police Association.

I would like to take the opportunity to thank both Cleveland and Humberside Police Services for their sponsorship and support for our 2005 Annual Conference entitled 'BPA's in the Community'. This year's conference is dedicated to the acknowledgment of the work and commitment shown by our local BPA's and Communities, in driving forward issues of equality and fairness throughout Great Britain.

In addition to being a threat to the very fabric of our society, the recent terrorist attacks have also served as a negative force to unjustly marginalise large sections of our communities. It is incumbent of the NBPA as an Association whose membership reflects black and minority ethnic communities to provide support, guidance and reassurance. This conference could not have been better timed, our communities need to know who the NBPA are, what we stand for and that we are united.

We must also recognise and celebrate the successes of the NBPA to date. When the NBPA launched as a National Association in November 1999, it consisted of just 23 affiliated Local Black Police Associations and just two full time officials running the National Office. The NBPA now consists of 46 Affiliated Black Police Associations including Scotland and Northern Ireland, we now have more full time officials, not only

working within the National Office but within local Forces around the country.

We have assisted in the resolution of numerous employment conflicts around the country involving black staff within the service, saving individuals from the stress and pressures of such processes and the Police Service millions of pounds in legal fees.

The Association has maintained its profile on the national stage and has been pivotal to the Race and Diversity agenda, and driving change throughout the Police Service.

As mentioned in previous reports, the work of the NBPA is increasing exponentially with time and this last year has been no exception. The showing of the 'Secret Policeman' Documentary in October 2003 together with the arbitration talks in respect of Ch. Supt Ali Dizaei and employment issues within the Metropolitan Police Service changed the focus of race and diversity within the Police Service.

Whilst Scarman and Lawrence reports focused mainly upon failures in external service deliveries, the internal suffering articulated by countless black and minority ethnic staff went unheard. The case of Ali Dizaei and the 'Secret Policeman' documentary prompted two major pieces of work focusing upon the internal affairs of Race and Diversity within the service.

The Morris Inquiry and the CRE Formal Investigation into the Police Service have produced a large number of



recommendations that will impact upon the Police Service, black staff and the environment within which they are expected work. They have also provided a platform for other extensive pieces of work to be carried out such as the ACPO Race and Diversity Programme of Action for the Police Service. The NBPA and Cabinet have worked tirelessly over the past year to ensure that Black Police Associations around the country are to be an integral part of all initiative in respect of the recommendations and subsequent actions.

Resources in terms of staffing level have been an issue this last year for the association. It may be useful to point out that although we have seen an increase in local BPA affiliation membership of some 50%, we have received an increase in grant in aid from the Home Office of only 2%, despite the increase in demand for our services and advice. As a National Association with a National Agenda, this level of funding cannot sustain our future requirements. It's imperative that we now consider alternative funding streams – this may include better utilisation of our charity status and the reality of membership subscriptions.

Considering the issues of finance and staffing affecting the Association our priorities were to maintain the profile of the NBPA at a National and strategic level whilst preparing the foundations for our local BPA's to develop.

### STRATEGIC PROFILE

The interests NBPA continued to be represented at the highest strategic levels, within The Home Office, Association of Chief Police Officers (ACPO), Association of Police Authorities (APA), Centrex, and Superintendents Association to name a few. The following are just some of the committees upon which the NBPA have participated over the last year.

- The Stephen Lawrence Steering Group
- Home Office Stop and Search Action Team
- Home Office Police Modernisation Group
- The Police Leadership Development Board
- The Taylor Review of Police Disciplinary Procedures

- Evidence to The Morris Inquiry
- Recommendations to the CRE Formal Investigation
- ACPO Race and Diversity Business Area
- Supt Association Race and Diversity Business Area

This year also saw the signing of a Memorandum of Understanding between the Gay Police Association, the British Association for Women in Police and the NBPA. This memorandum is the first step towards the formation of a Diversity Consultation Forum to improve dialogue between the three Associations.

The Memorandum confirms support for our Associations to be committed to working together in promoting and exploring opportunities to develop and support diversity within the police service and service delivery.

### NOW AND THE FUTURE

The next two years will see a new Cabinet and management team. Lessons have been learnt and new foundations prepared in the form of a draft strategic plan for the Association prioritising the areas outlined below:

- National Support Network
- Gender Specifics
- Training and Development
- Finance
- Community Engagement.

The above should address the issues of organisational development, by creating an environment where our members feel supported, empowered and valued. In addition our members will feel confident to engage on an effective Community Engagement Strategy at a local level, increasing both community confidence and victim reassurance. The NBPA is continuing to encourage local BPA's to develop their business cases in line with the core Policing objectives as outlined within the National Policing Plan, the Home Office Neighbourhood Policing Plan and the Police Reforms Agenda.

## 2006 NBPA INTERNATIONAL EDUCATION AND TRAINING CONFERENCE

August 2006 will see the first NBPA International Education and Training Conference to be held in Manchester, it will be a joint conference and AGM with the NBPA-US. This will be the largest ever conference hosted by a Black organisation in the United Kingdom and will be attended by Black law Enforcement Officers and Criminal Justice Practitioners from the USA, Canada, Jamaica, South Africa, Pakistan, India and others. The conference will take place over a five-day period and consist of a number of workshops looking at culture, customs and race, with a strong focus upon community advocacy. I look forward to your continued support and hope that you will find your way to this historic event.

Finally I would like to take this opportunity to thank all the members of the NBPA and National Executive Committee for their support over the past two years. I would also like to thank the BPA's who have shown tangible support for the National Office and other Associations, especially Derbyshire, Nottinghamshire and SAME, who have provided such support in the form of conferences, regional conferences and training opportunities for the wider membership.

I would like to leave you with this thought:

"Each time someone stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, they send forth a tiny ripple of hope."

### Ray Powell

President, NBPA UK



## Chief Constable Cleveland Police

*Sean Price*



I would like to extend a warm welcome to you all for attending the 2005 National Black Police Association conference. This is a unique and exciting opportunity for Cleveland Police and I take real pride at the prospect of hosting a conference, which attracts delegates from many Force areas.

This is our opportunity to facilitate discussion on the core issues of equality and diversity, which are at the very heart of Policing.

A dedicated, professional and customer focussed workforce is every Chief Constable's ideal and I am no exception to this. Equality and diversity however must be the cornerstones upon which such an ideal is built, for if we cannot treat our own people with dignity and respect what hope can we have of doing so in our communities.

My vision is very clear. Working along side our external partners such as the Independent Advisory Group, Race Equality Group, Diversity Strategy Group and the Diversity Steering Group, Cleveland Police has been able to work on its strengths, forging a stronger more informed partnership. Our partners have played a pivotal role in assisting Cleveland Police to create a diversity strategy which will serve as the main driver in moving our Force forward internally and for delivering our citizen focussed Policing.

This vision has been set out in a three-year diversity plan. (2005-2008) This is a challenging statement but I have every

confidence that with the continued alliance with our partners and the public we serve, Cleveland Police will gain success in providing secure neighbourhoods for all to enjoy.

The theme for the conference this year is "BPA's within the community". My vision of Putting People First sits at the very heart of this theme, delivering the best possible service to a modern and diverse society. Putting People First ensures we are focussed on what really matters, enhancing community engagement and involvement and by working together with everyone who can help us; we can make a difference and provide a safer, united community in which we can all live and work.

The NBPA and our own Cleveland BPA have both been highly effective in challenging and driving the policing agenda both nationally and locally and I am proud that we have been able to host this conference to demonstrate our commitment and support to their work.

I do hope that your visit to the Cleveland Police area is a memorable one and I very much look forward to speaking to you personally.

My regards,

**Sean Price**

Chief Constable, Cleveland Police



## Chief Constable Humberside Police

*Tim Hollis QPM*



As the joint host of the 6th NBPA conference I am delighted to extend a warm welcome to delegates and visitors.

For a number of years I have been an active supporter of the NBPA and the work which they carry out, both nationally and at local level. I have seen at first hand the positive impact the NBPA can make both at a strategic level and also on capturing the hearts and minds of communities challenged with adversity.

As the new Chief Constable of Humberside I took on the responsibility of being the diversity champion because I believe that policing is, first and foremost, about people. That is both the people who make up Humberside Police and who deliver our services day by day and the people who make up the rich diversity of the communities for which we have a responsibility.

Why do I consider this so important? Well because I believe passionately that the way in which we treat our own people in the work place will have a direct effect upon the way in which they, in turn, treat members of our communities.

As for the people we serve, experience tells us that so much of the service we deliver is judged not simply by what we do but also by the way in which we do it. The manner in which we deal with people will also have a significant impact upon how confident they feel about their local police....or not, as the case may be.

The communities served by the police have become much more diverse and complex over the years and that trend shows no sign of slowing down. In order to ensure that the police service is able to meet the diverse needs of the community, it is essential that we build up our knowledge of the people we serve and seek continually to improve our relationship with them. This needs to be a relationship founded upon trust and mutual respect.

Events earlier this year in London and beyond have highlighted how essential it is that police and communities work in harmony. This will not happen without sustained effort on all sides and the NBPA have an important role to play in building that relationship. For police, the dividends will include providing greater reassurance, improving community confidence and establishing meaningful dialogue in order to effect change.

On a personal note, I believe that we will be judged not simply by what we say but also by what we do so it is vital that, following the conference, we back up our statements with firm positive action.

Enjoy the conference and I look forward to seeing you there.

**Tim Hollis QPM**

Chief Constable, Humberside Police





## NBPA Vice President (Corporate)

*Captain Clive Morris (Retd) MBE*

During the last 12 months I have experienced many challenges, these were mostly linked to the resourcing of the NBPA administrative business. It seems that at times we were under test to see if we would fold and close our doors, and go away because we could not pay our domestic bills, during this period. Despite many meetings with the Home Office officials, Home Secretary and the police minister, nevertheless thanks to very disciplined housekeeping and good financial management, we coped on a lesser scale than we should, hence the restrictions on what support we could offer our membership.

During our last meeting, (Ray Powell and I) with the Home Secretary and the police minister, they were given the facts about our finance, and the risk assessment of not being funded adequately. Presently we are receiving the same as one Supt. basic salary and in 2004, we got 1% increase and 2005 2%.

The future administration must make independent finance their number one priority.

Regardless of the above we tried to remain focussed on our aims and objectives, despite the rise in support cases.

### **PARTNERSHIPS**

We have continued to develop and build upon existing partnerships and with other black organisations similar to the NBPA within the communities. Following up from last year's Memorandum of Understanding with the Superintendents

Association, we have agreed after local consultation a M.O.U with LAGPA and similar talks are presently taking place with Unison, IPCC, ACPO and APA.

### **MEMBERSHIP**

During the last 12 months the National Co-ordinator has worked extremely hard and has clocked up an enormous amount of miles to ensure that as many forces were visited and is continuing to support and also assisting the remaining forces to launch their BPAs. To date we have only 2 un-constituted forces but, we have 5 police organisations i.e. Centrex, BTP, NCS, NI and Scotland. There are a total of 46 constituted BPAs to date.

### **MORRIS INQUIRY**

As a result of the initiative and the determination of the Met BPA and the commitment and hard work of the Cabinet the written and oral submissions have resulted in the final recommendations which has now been published and was seen as a great success. The Met and other forces across the UK were given a guideline for future policing. Since then the CRE Interim Report has been published and ACPO Race and Diversity Programme developed.



## LEADERSHIP

The true mark of a leader can be identified by how many leaders they have developed to follow them, this means lifting a person's vision to higher heights and "inspiring the team".

The manager is the dynamic life-giving element in every business, without his or her leadership "the resources of production" remain resources and never become production.

In the NBPA all the above traits exists and documented, but these need to be demonstrated more robustly in order to sustain this organisation, and in order to place its contribution in the history of Policing archiving and the aim and objectives, supporting black and Asian staff and communities.

During the last 5 years I have had the opportunity to meet and work with some of the most talented people in the police service, black, Asian and white officers who share my experience as a black man in today's society and I am sure we will continue in this struggle for some time to come.

I would like to take this opportunity on behalf of my family and I to say I wish you all God's blessing and guidance and protection for the future.

Goodbye for now.

Your humble servant,

**Capt. C.A. Morris (Retd) MBE**

NBPA, Vice President (Corporate)



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## NBPA Vice President (Support)

*Marcia Yvette Gittens, MBA, DMS, MCIPD*

I am pleased to be delivering this message to all that support the true spirit of the BPA movement and the principles of our maxim "One voice, strength in unity".

The past 12 months has been an intrepid journey with me participating in a wide range of activity which is summarised below:

I would like to start by thanking all those individuals and organisations who have supported me in my role as Vice President. Specifically I would like to thank South Wales Police for supporting my secondment to the NBPA, which sadly ended in April 2005.

### SUPPORT

This remains the primary objective of the NBPA and the main reason for its existence and needs to be a consistent clarion call, which is lived by all BPA members. Last year I introduced two policies, Grievance and the Support policy, which, due to resource issues have yet to be embedded into the culture of the NBPA machinery, it is therefore extremely difficult to gauge how effective we have been in this area. Nevertheless, the CRE formal investigation recognises the unique position that Black staff, within policing, operate under and that support is a vital part of that reality.

Over the past twelve months a number of reports have been produced. MORRIS, TAYLOR, CRE & the IPCC. These reports, yet again, confirm what is prevalent in our working environments. The pressure that 'black' people endure in order to exist and survive within the service.

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.

**I would like to share some of the letters I have received from colleagues receiving support.**

"Your support through this difficult time has been a God send, I know that your personal strength has assisted me to come through this nightmare, thank you."

"The support given to me throughout these difficult times has been exemplary and second to none. It is clear that you gave yourself personally and were totally committed, irrespective of your own situation. Once again thank you for your support you have been a rock."

"I can't put into words what I would like to say. Thank you does not seem to be enough. But, thank you for your support, information and taking on those necessary administrative things that needed to be done. You lightened the weight and for that I will be eternally grateful. My life, my family can begin to look forward again. God Bless you."



### WOMEN'S SUB-COMMITTEE

I believe that this sub-committee has come very a long way. Information on our Terms of Reference, Strategic Plan and Business case are available on the NBPA website.

The group has been restricted by a lack of finance which has reduced the number of meetings and personal access however progress has been made against the 2 year action plan, which reads:

ACTION PLAN 2003-2005	
Submit completed Barriers research to the NEC and Home Office	Report completed and submitted
Complete report on findings from the Barriers workshop NBPA AGM 2003	Report on NBPA and BAWP website
Establish networks with external groups in order to enhance role of black women within the service	Ongoing development of networking
Deliver training to the NBPA NEC on multiple discriminations	Training delivered Manchester Sept 2004
Monitor and analyse the vertical progression of Black women in Policing	Part I report submitted by Vice President
Assist in the development of Black female staff members	Skills monitoring undertaken to identify gaps and action plan
Achieve a more equitable status for all black staff within the police service who face multiple discriminations	Ongoing as part of the anti-discrimination agenda with the Home Office
Negotiate a memorandum of understanding with the BAWP on identified shared issues	Further discussions to be arranged
Ensure that Black women have a consistent high profile within the NBPA AGM	See NBPA AGM 2005
Secure funding for activities of the Womens Group which will be controlled by the Womens Group	Ongoing negotiation with NBPA cabinet and the Home Office

## GENDER AGENDA

Phase one of my research "What about us?" has been completed and the recommendations have been included in the AGM conference pack. The next phase will incorporate findings from the 2005 AGM workshop, entitled "Women of Colour Improving the Police Service" which will identify positive activity in the recruitment, retention and progression of 'Black' women in policing.

Subject to funding and support this workshop will be the springboard to developing a "Black Gender Agenda" in line with the BAWP document with national action plans identified forces/organisations with best practice. However, it is important to note that, the situation for 'black' women remains unchanged. We are still over represented at the lowest ranks / grades within the organisation. Still under represented in the organisations establishment. Still have limited opportunity for development or promotion, with a limited number of role models, but yet remain the most loyal group of its personnel. So what about us?

## GENDER SPECIFIC TRAINING EVENT

On 3 September 2004 the womens group delivered training with the following aims and objectives at the Zion Centre, Manchester in a single sex environment (all females in one room, all males in one room):

### Aim:

- To develop a greater understanding of issues that impact on women within the NBPA

### Objectives:

- Identify issues that impact on NBPA women
- Describe incidents that have occurred which have contributed to the current situation
- Summarise the areas of corporate and localised activity, which will improve the situation for women within the NBPA

79% of delegates completing the grading evaluated the workshop as good-excellent. A number of recommendations were made from the delegates, which are yet to be actioned. The workshop findings and recommendations were presented in a report to the NEC, and are available from the NBPA. To date these recommendations have yet to be actioned however we hope to drive this forward in the coming months.

## STEERING GROUPS

I am a member of the following steering groups:

- The initial development of the Centrex, Centre of Diversity Excellence. This concept is in the embryonic stage and may prove to be an international point of contact for diversity issues.

- Women in the Police Service, chaired by Hazel Blears, Minister for Police. Concentrating on recruitment, progression and promotion, with particular reference to women in senior positions and 'black' women.

In conclusion, our brothers and sisters are still suffering and not all at the hands of our known enemies. Our financial position needs to improve in order that we can support our members. The Black Gender Agenda will develop and start to deliver real change.

I am very much 'hands on' with regard to my local BPA. I have attended and spoken at a number of AGMs and conferences on behalf of the NBPA and will continue to provide a visual presence and network, at a local and national level.

Please watch out for the following:

- The Equality & Diversity Team, Police Human Resources Unit (PHRU), Positive Action Events Toolkit.
- Home Office booklet, 'It Works....', the business case for diversity.
- Introduction of a national standardised exit interview and questionnaire procedure.
- New employment targets effective from April 2006.
- Racial & Religious Hatred Bill.
- Draft code of practice for the Disability Discrimination Act 2005.
- Age discrimination legislation.

I would like to end by sharing some of my thoughts. I am concerned about the high levels of 'Stop & Search'. I am concerned about the synonymy of Muslim and terrorist. I am concerned about the perceptions that are derived from seeing young 'black' men in the media. I am concerned about the lack of information and community tensions. I am concerned about the journey we are about to embark on. The NBPA must maintain the pressure, be a voice for our members and communities. Lead and not be lead.

We must ensure that our children and our children's children get the change that we are fighting to achieve. I can not do it without you. The service cannot do it without us. Let's pull together to achieve real sustainable change.

Thank you for taking your valuable time to read this report.

**Marcia Yvette Gittens, MBA, DMS, MCIPD**

NBPA Vice President (Support)



## NBPA Financial Report

*Wendall Henry*

This year as the NBPA meet in Cleveland for our annual AGM we should reflect on the developing importance and necessity of our organisation to a changing British Police Service and a growing minority ethnic community of which we are a part of and their confidence in the work we do on a daily basis.

The tragic events in London this year have done us no favours and its effect will be with us for years. The murder of teenager Anthony Wilson in Liverpool confirm the continuing existence of a racist element within our communities, a germ that requires further attention if we are to survive as a nation.

These events emphasise the importance of an organisation like ours to the Police Service. They are an indicator for the need and importance of a community representative service in tune with all of the communities it serves.

The National Black Police Association should be proud of our continuing influence on the British Police Service, we must continue to interact, advise and support changes that will benefit all of our members and the communities we represent. We should also be strong and objective and be unafraid to challenge if we are aware of unfairness.

I believe the time has come for this organisation to move forward on all of our successes, we are a nationally representative body with extensive lines of communication nationally and internationally within the Minority Ethnic Communities we represent.

Our relationship within the governing bodies of the police like ACPO, the Federation and the Home Office should be reassessed. We should take on the responsibilities expected of us by our communities, sitting back and doing nothing is not good enough.

We must further develop the ideas we already have around the current round of police reform, develop and strengthen our links with our communities to build further confidence in those communities. We must demand respect and be respectful of each other to achieve success.

It is our time, we must move the issues forward in areas of recruitment retention and progression within the police. We must play the vital role demanded by our youth and be role models to be respected. This is a crucial period in our evolution and the path we choose will dictate our eventual metamorphosis.

### FINANCIAL PROTOCOLS:

The finance department have now put in place new operational protocols that dictate the way we control our funds. These are vital for our solvency and professionalism and will allow better distribution of the minimal levels of funds we currently have. (More information is available from the central office).

### FUNDING:

The main contributor of funds to the NBPA remains the Home Office and the financial year 2004/2005 again saw a disappointing rise of only 2%. The retrospective process to the receipt of funds further complicates this. A number of meetings have now been held with the relevant groups within the home office to correct what is believed to be an under funding of the request placed on our members.

The lack of a sponsorship champion together with decreasing force support has further complicated the progress of some projects vital to our existence. This is an area of our operation that requires further attention.

We have recently introduced a new accounting process which will allow us better control and monitoring of our funds and is supported by the Home Office.

The subject of self-funding through sponsorship, advertising and membership fees have not progressed as successfully as I would have hoped and this is an area requiring further improvement for us to attain self-sufficiency.

The grant in aid allocation for the financial year 2004/2005 was £82,836.00 and was paid in quarterly sums of £20,709.00.

#### Spending between April 2004 and September 2004:

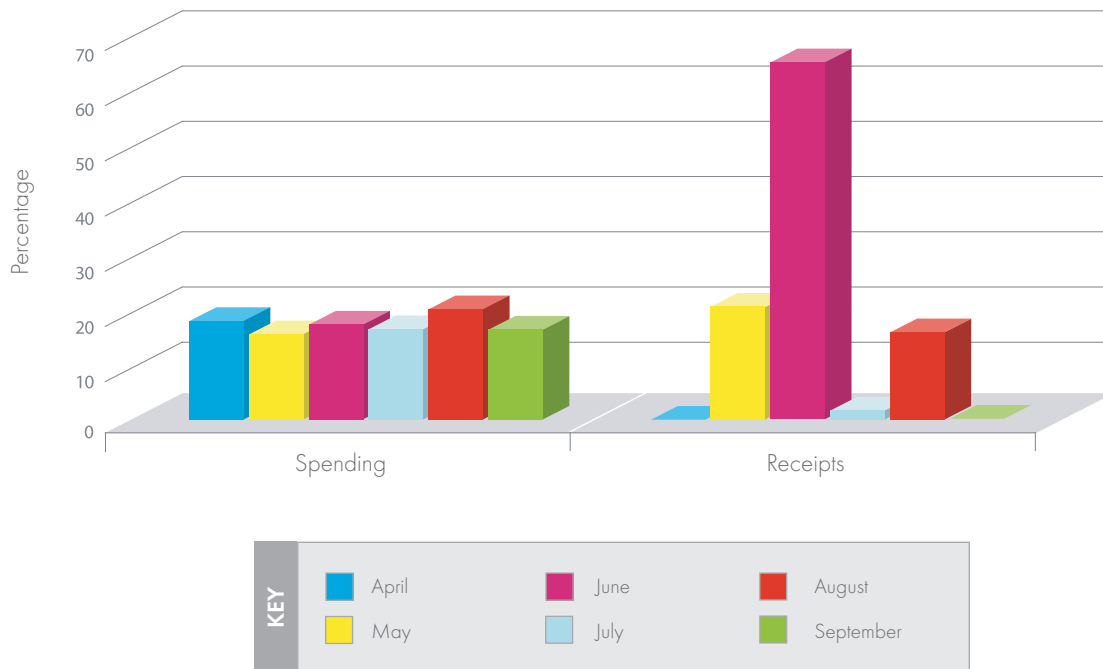
Total spent: £57,621.75

Receipts: £34,252.20

#### Spending between October 2004 and March 2005:

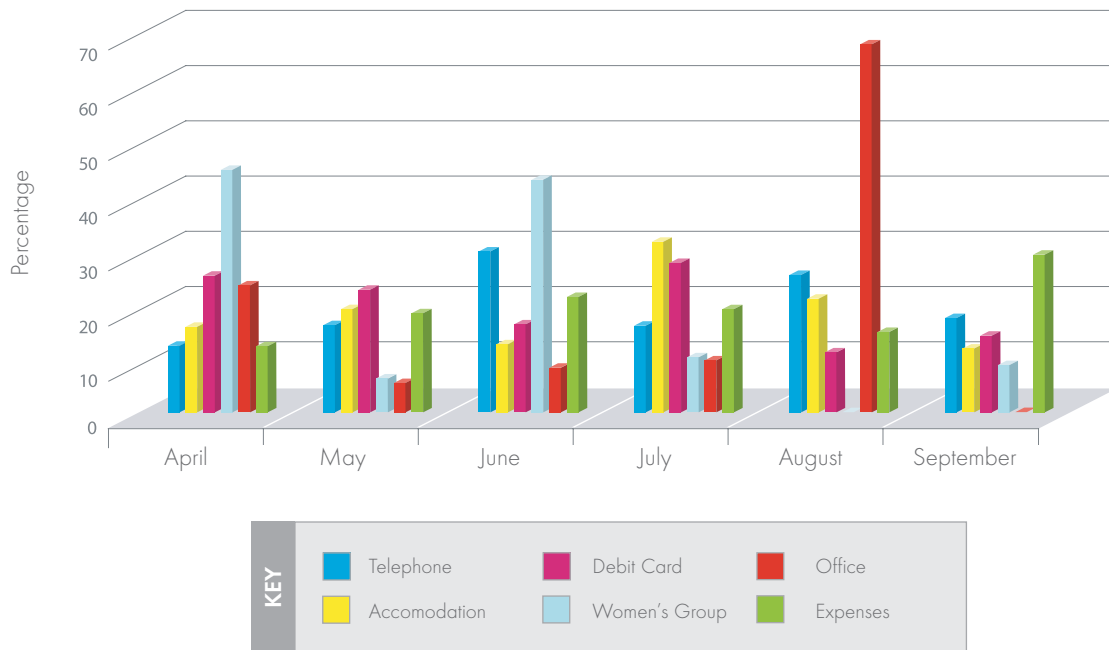
Spending: £25,215.00

Receipts: £48,593.80



Spending and Receipts Shown in percentage values.

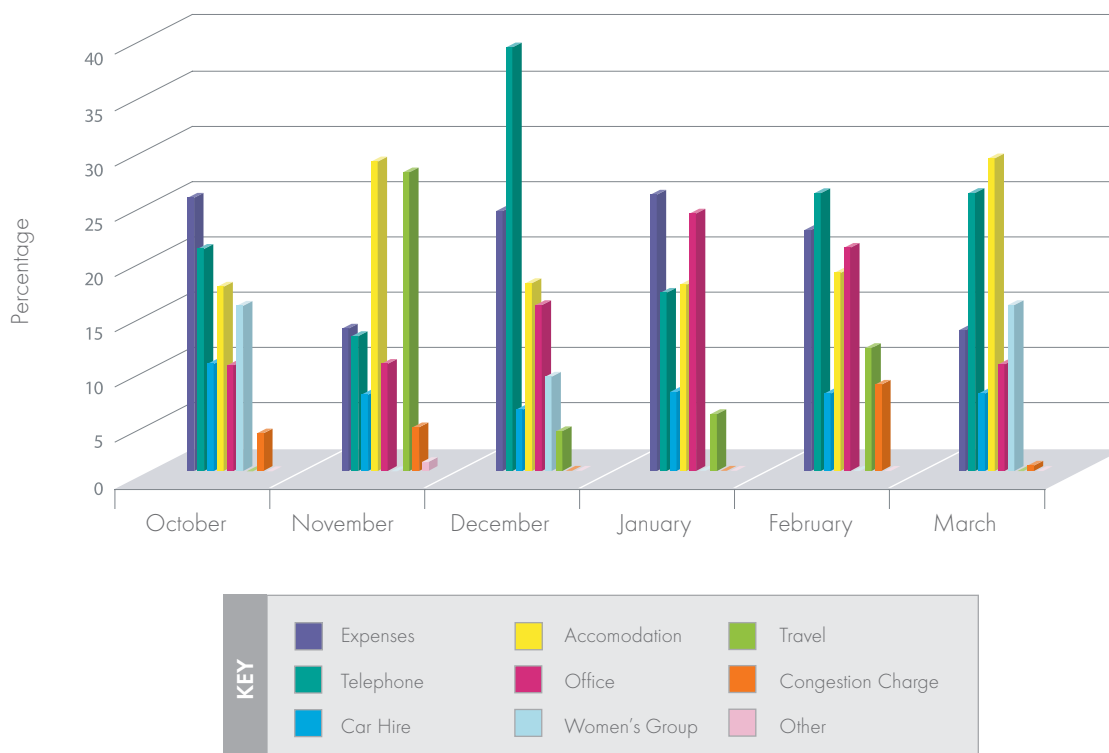




Spending and Receipts Shown in percentage values.

## FUNDING ALLOCATION

October to March Spending





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black



female



gay



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## National Co-ordinator's Views

*David McFarlane*

If there's a time when we need to re-establish community policing that time must surely be now. It baffles the brain at times when as law enforcers; we think we can tackle modern crime by the "good old Sweeney methods". A quick history lesson on this matter. In the late seventies, a hit television police series called the Sweeney became the holy grail of problem solving, as Regan and Carter set about cleaning the streets of London by methods that can only be described unbelievable. It was a case of all Londoners waiting for their drums to be spun and their collars to be felt by Scotland Yards finest duo. Any consideration as to the community feelings was seen as an inhibitor to crime solving and a pain in the southern regions. Whilst I had to admire the entertainment value of Mr John Thaw and Mr. Dennis Waterman, the impressionable young people I was at training school with in the early 1980s, were more attentive to this than the classroom lectures.

This might seem all meaningless, but a serious implication has to be noted. It is this macho culture and sheer ignorance that has left our communities feeling that the police service is not part of them. All attempts that have been made to address this issue by ACPO and the Home Office has borne little fruit in changing hearts and minds. Where is your evidence I hear you cry. Well, as a member of the NBPA, yours truly has had the privilege to sit and observe the strategic thinkers do their stuff. It gives me no pleasure to see the well intention losing their patience and the rest who think just doing enough to keep the critics in a perpetual state of finding that elusive solution. The feeling I am left with after each enduring pain of endless meetings and seminars are that those with the power base will not share it come what may and to frustrate those who are trying their best. I am left with this feeling of what I can only describe as an "illusion of inclusion".

Whilst many in the past could claim lack of knowledge and understanding of the issues surrounding the community's concerns, I'm afraid my contemporaries have no such excuse. Let us look at some of the factors that I am describing over the last year or so, beginning with stop and search. It took the government six long years to finally decide to implement the recommendation 61 of the Stephen Lawrence enquiry, the recording of stop and account. Then, I had the pleasure to visit police stations around the country to hear directly from officers their thoughts. Let us just say that the practical implementation was not met with joy and happiness. Here was an opportunity to interact positively with community and again it is seen as political correctness gone mad. Secondly, recruitment into the service. I have maintained that we were not recruiting the people of colour we require. It appears that recruiting departments were not robust enough to seek the talented and conscious members of the public from this particular section of our community. Hence the haemorrhaging of staff at an early stage and the untold damage to trust and confidence that we so desperately need.

Another issue for deep concern is gun related violence. A few years ago at a seminar in Birmingham, where I was a guest speaker, I raised the issue of how these weapons are getting in the hands of our young black youths. It appeared that I had hit nerve as no one including the Home Office minister, responded to this question. These guns are not manufactured in our local community and the cost of production is way beyond the confines of these misguided young souls. It is about time, that those of us who care as to what is going with the youth must seek to find out the truth. We cannot stand back and watch the self-destruction that is taking place, thinking as long as it is not happening to my family or me, it is okay. I have news for you;

we are our brothers and sisters keepers. Whilst I appreciate that groups such as Operation Trident have their job to do, we must seek preventative measures.

I can fully understand and appreciate what my Muslim friends and colleagues are feeling now. It was only back in the 1980s that as young African men, we felt the sense of isolation and despair. I cannot condone any form of violence that takes the life of innocent people, but we must listen to those that are crying out to us to reach out and meet them where they're at. A chain is only as strong as its weakest link. We must stop this idiotic approach to communicate with our community when there is a crisis. To be perfectly brutal, we cannot solve crimes in the 21st century without a harmonised and good relationship with all sections of the community we serve. I would strongly suggest that it is high time to let the community become our teachers at the training stages and be constant scrutinisers of our methods of operation. The more we involve the members of our community outside the police service; we will be more efficient in preventing crime and to deal appropriately with those who find themselves on wrong side of the law.

My suggestions on the way forward, are that we as members of the BPAs and the NBPA, we should take the lead on addressing these issues. We should take the initiatives of some of the local associations around the country and implement them far wider. It may require sacrifices, but it is a price worth paying. Too many of us are silent as sections of our communities are literally dying away. I am finding it difficult to rest whilst others are feeling the pain of anguish and despair. For those of us who are in touch with our souls, let us rise up, be counted, and not be afraid. Our ancestors have left a legacy on which we can once again build and be strong. This will require a look back at history and to learn the lessons, not of prime time television cop series but the real past achievements that have been hidden away from us for hundreds of years.

May God bless and Allah be with you all.

**David McFarlane**

NBPA National Co-ordinator





## Affirmative Action Is Still Not Enough

*Manoj Barot*

Fanon wrote that 'however painful it may be for me to accept this conclusion, I am obliged to state it; for the black man, there is only one destiny and that is white'. How right this brilliant black academic was, because on closer inspection we still see too many black officers sucking up for praise and having to actively participate in stereotypical 'canteen culture' banter in order to gain acceptance. Moreover, just look at the behavioural traits of some of the black staff, particularly those who happen to have reached somewhat senior positions, in your individual constabularies.

Nevertheless, within the Black Police Association (and other staff Associations), there exists a core number of women and men who not only continue to be the noblest exemplars of their repressed communities but also, despite the immense barriers in their way, continue to rebuild their policing environments that remain discriminatory. In times to come, these courageous individuals, just like Fanon himself, will be remembered as the epitome of western civilisation.

With such racialised experiences in mind, the CRE in the 1980's was absolutely right in suggesting that even if all racial discrimination 'were stopped overnight' some groups would still not be able to compete for jobs because of the past effects of racialism and disadvantage. As such, there is no reason that affirmative action cannot be afforded to black staff who otherwise remain disadvantaged, thus enabling them to aspire to occupational equality. Indeed, a system could easily be developed in such a way so that it does not work against the interests of white staff, for instance by requiring them to resign and replacing them with black staff, but also the process would not bar white staff from progression either. And of course it would be recognised by all that such a measure would be

merely a temporary one so as to advance the Service towards the common goal of total equality of opportunity in policing.

It should also be recognised, despite what some feel, that an affirmative action programme should not be defeated by the interest of those few white staff who temporarily lose some privileges. Surely it is a cost worth paying to achieve a much greater gain overall.

Of course there may well be a 'white backlash', but police leaders must now stop the rhetoric of zero tolerance to racism etc and replace it with engagement towards affirming actions. In any eventuality, affirmative action is still only part of an overall answer and the conditions of black people can only be improved marginally by instigating such a simple process but it would be far better than the transparent tolerance of how things are at present.

The high number of tribunals, grievances and general low moral in the service is by no means coincidental. It is a reflection of the negative effects of operating within the Police Service, and how these impact on the way black staff behave. Yet, knowing this, Police leaders are still less like 'anti-racist pioneers' and more like funeral directors i.e. nothing more can be done!

Of course, in order to successfully implement lasting change, black staff understand that they have to go beyond merely protest groups. So again this becomes another call for police leaders to do the right and proper thing to undermine the current structure of relations within the service. ACPO must not be frightened of conflict but instead be fired by their conscience that understands that affirmative action is 'a means towards a goal and not a goal itself'. The goal being 'an equitable service for all'.



Indeed, the facts are clear, because historically, white colonists have dominated black populations and whilst doing so incorporated the colonised into their empire. So why are we 'unwitting and thoughtless' in understanding that British institutions and their operations favour white people in general and the white ruling class in particular. What is being suggested here is that affirmative action already exists but currently it operates for white staff only. Just close scrutiny of your 'top corridor' will confirm this.

Understandably, the interests of black people will, through struggle, be expressed by the State, through anti-discrimination laws etc; however, such interests will always be incorporated into the generic interests of dominant groups, for example, white police staff regularly benefiting from Equality Policies and Race Relations Acts.

In any event, implementation of affirmative action for black staff still locates the causes of various discriminations in institutions only. Therefore, some will argue that such ventures serve to keep the focus conveniently at an institution level rather than on the much broader economic, social and political processes underlying the creation and maintenance of racial divisions in which being black guarantees a lower position. So, without positive action and much more, 'there is only one destiny and that's white'.

**Manoj Barot B.A (Hons) P.G.C.E.**

NBPA Training and Development Officer

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. Additionally, if there is any editing of the above please contact the author first. Thanks.

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FOR ALL MINORITY STAFF**



## NBPA Gun Crime Report 2005 - 2006

*Glen Williams*

Since the last National Black Police Association Gun Crime report 2004 -2005 there have been many dramatic political changes that have had a direct impact on the issue of gun crime. One of the most important is the change in the helm at the home office of the home secretary from Mr David Blunkett to Mr Clarke. The most noticeable implication of this change is that the last gun crime round-table was on the day of Mr Blunkett's resignation from office. It is hoped that Mr Clarke will see the importance of these meetings and the resumption of them will occur sooner rather than later. It is also hoped that a more national invitation will be allocated to affected parties throughout the country as opposed to the mostly metropolitan based invitations of previous meetings. The other political change is in terms of priorities since the 7th July 2005. Political eyes have now changed towards so called homegrown terrorists rather than home grown drug dealers who use guns to apply and enforce their business. The issues of racialisation though still remain the same.

The Association of Chief Police Officers (ACPO) Criminal Use of Firearms Group (CUFG) have been meeting on a regular basis since 2004. Over the past months the ACPO Criminal Use of Firearms Group has been formulating a National Firearms Strategy. This work has now been completed and has been promulgated to all forces. A one- day conference to promote this strategy and also to promote the new firearms investigation manual that had also been developed was held on Tuesday, 5th April 2005 in The Members Suite at Lancashire County Cricket Club, Manchester. The National Black Police Association was asked and accepted a request to be one of the speakers at the conference. The conference mainly dealt with the enforcement aspect of firearms but it was also noted that there is an imperative to develop a proactive community based

strategy manual that runs alongside that of the investigation manual. This manual is in the process of being completed. A meeting was held in August 2005 with numerous community group representatives invited to contribute to the development of the document. Unfortunately I am not in a position to bring to you the outcome of the meeting before the publication of this report.

The 5-year minimum sentence is now enforced. The concerns expressed in my last report regarding the inconsistencies in the approach to sentencing of all people in unlawful possession of firearms or involved in their criminal use has been brought to the CUFG'S attention. Mothers Against Guns (MAG) has been extremely vocal in relation to this issue. As a result of this intervention ACPO through DCC Green has asked that any judgement that is not in line with the 5-year minimum sentence is to be brought to his attention and the matter will be looked at and challenged if appropriate. Detail of the number of cases referred is being sort.

As you may well be aware the issue in relation to replica guns has not gone well and there is still no commitment from the government to deal with this issue on the basis that the definition of replica firearms would be difficult to define. It is still insisted that a ban on imitation weapons would be difficult to police on the basis of the difficulties experienced in enforcing the law in the few countries where a ban on imitations had been introduced.

The issues of, resources, engaging communities, witness protection, education and alternatives for young people in affected communities, are still at the forefront in arguments being put forward by the National BPA to government and ACPO. The changes at the helm at the home office and the recent election and events in London have caused a loss of momentum

in relation to the issue of firearms in our communities. It is hoped that this momentum will be regained in the near future.

At the end of last year's report it was stated that a full report would be done by 2005 showing all the work being undertaken by the BPA's throughout the country and the best practice achieved in the area of tackling gun crime. The preliminary work in relation to this is still ongoing. There have been a series of meetings between local BPA's chaired by the National BPA looking at this topic. It was identified immediately that this was a huge issue and it was important that there was a clear focus on what the sub group was about and the aims and objectives it hoped to achieve. This group will continue to meet and hopefully the workshops held at the NBPA three-day conference and AGM will provide a further impious and spring board for the group to expand and move forward.

Unfortunately a lot of the information obtained from many of the meetings attended is of an ongoing operational nature so it is extremely difficult for me to go into more detailed analysis of

the work being done and the results being obtained. I, like everyone else, have to wait until official figures are realised and observations made before I can provide public comment. Detailed reports have been produced by Dave McFARLANE and myself and have been placed in the National BPA office for the attention of the President and others in the Cabinet.

If anyone is aware of information, practices, good or bad, in their area that has an impact on the issue of gun crime in terms of enforcement, prevention or community, that maybe of use to bring to the attention of the Government or ACPO please feel free to contact me and let me know of your findings or observations.

### Glen Williams

Notts BPA NEC Representative 2005 -2007

National BPA Criminal Use of Firearms Group Representative



## NBPA Race Hate Crime Report

*DC Caroline Dugdale*

### WHY GYPSY AND TRAVELLER COMMUNITIES ARE VISIBLE ETHNIC MINORITIES!

We have seen a year that has bared great emphasis on the Muslim community and, quite rightly so. This faith has suffered an intolerable amount of discrimination due to the current climate and the stigma of its connections with terrorism. The general opinion is that the Muslim community are mainly from visible ethnic minority backgrounds, thereby the faith suffers double discrimination.

In addition to the Muslim community, this article has been written to include and highlight the problems that other stigmatised visible ethnic minority communities face, namely the Romany Gypsies and Irish Travellers.

"Visible Ethnic Minorities" I hear you say, "how can that be?" Hopefully, all will now become clear!

To understand and disperse any pre-conceived ideas which I and others may have, the only option was to further research the subject. I also wanted to share what a unique and self contained culture they have! This report may leave you feeling extremely sickened by the injustices, to date, they have been and are exposed to.

Firstly, the differences between the two main travelling groups must be explained and secondly, to enlighten you with their traditions, cultures and taboos.

### ROMANY GYPSIES

In order to fully understand this term and what it means to its communities, I interviewed a BBC journalist, Neil Ansell, who is of the same ethnic background and specialises in community affairs.

Historically, Romany Gypsies departed from India one thousand years ago and arrived in Britain approximately five hundred years later.

This would explain the obvious inherent features of dark skin

and an Indian shaped nose. These features would be a thing of pride to the community and the word used to describe this is "Kaulo Ratti", which when translated, means "Black Blood".

The Romany language derived from "Sanskrit" (the old Indian language) and is not spoken fully, but is used in conjunction with English. As the language is not written, you can spell words as you like. Some of the common expressions you may be aware of are:-

Atching Tan	- Stopping Place
Gavvors	- Police
Baulors	- Pig (Derogatory name for Police)
Mush	- Man
Cosh	- Stick
Pal	- Brother
Pen	- Sister
Lollipop	- Red Apple
Lolly	- Money (due to red money, namely copper)

This community normally travel in smaller groups, generally speaking in a group of less than 20 people with a few trailers, as opposed to that of the Irish Travellers, who travel in greater numbers.

Until 50 years ago, before transport became motorised, their main source of travel was by horse and cart. Due to this slow moving transport, they would only be able to cover small distances in shorter times.

**Naming.** In certain counties, there are established family names e.g., Sussex's main family names are Brazils and Bowers; Hampshire and Kent is Cooper.

The accent of the generic region in which they reside has been adopted.

The Romany tradition is to travel for economic purposes,



such as seeking work as fruit pickers. They also sell home-made crafts like baskets, heather and wooden pegs. Many are self-employed entrepreneurs, turning their hand to anything and offering landscape, gardening and scrap dealing services.

Traditionally, the community look after themselves and are extremely loyal. This includes caring for the young, elderly, physically and mentally disabled.

**Hygiene.** The community maintain strict hygiene rituals, i.e., separating bowls for different duties like washing clothes, cleaning food, etc. Trailers will be kept extremely clean. Two Romany words to explain cleanliness of items are:-

Chick low – Dirty  
Mockardy – Impure

*There are even strict rules regarding animals:-*

Horses are well respected animals within the community. It is almost a yearly pilgrimage for the community to travel to horse fairs and set up stalls. The animals are still used for transport.

However, dogs are viewed as impure and are therefore, not permitted into trailers. They are treated well and regarded as a pet, albeit people may believe they are ill treated due to their outdoor residence.

Rats and mice are so impure that they will not even be addressed by their name, but as "long tails".

Police must ensure that they respect these beliefs, in the same manner that it is disrespectful to walk into a Muslim prayer area wearing shoes, and we should take all precautions not to unnecessarily send in Police dogs into these areas.

In an incident whereupon a search dog was sent into a trailer, the occupants had to destroy all of their crockery, etc. This is totally unacceptable.

**Religion.** The community normally adopt the religions in the country they live. The predominant religion in England is Christianity and within this, there is a large following of evangelist movement called "light and life". This movement was founded in France and is followed by the travelling community.

### IRISH TRAVELLERS

This self-contained community has resided in England for generations, with the families of Joices and Wards residing here for two hundred years. This community has been established longer than Romany Gypsies. Shelta is spoken much more fluently amongst the community. The fully developed language also adopts Gaelic. Again, this language is not a written one.

People not from their community are referred to as "Country people". They call themselves Parvy, meaning "people". Irish Travellers are bigger communities, travelling in groups of up to 50 persons. There are several large, established communities, who have settled in the North West of England.

**Traditions.** Family loyalties are similar to that of the Romany Gypsies.

*Other facts about the two travelling groups are:-*

**Child mortality.** Due to their lifestyle, lack of education and health access (attendance to pre-natal classes, hospital checks, etc.), this is amongst the highest in minority communities. Hereditary diseases are also passed down the generations within this fairly tight knit community.

Life expectancy for women is twelve years; men ten, less than the general population. Again, the same issues also apply; the larger the family, the less wealthier they are, which impacts on every aspect of their life, right down to nutrition. The old tradition was to burn the deceased in their caravan, along with their possessions. The dress code is to don an all black attire.



**Schooling.** Younger children attend school but tend to be removed, prior to secondary school (11 - 12 years) to join the family business. Due to fragmented schooling, the travelling community are the lowest school achievers amongst all minority groups. The Traveller Education Service is one of the first bodies to attend a newly occupied site, and will seek to assist in enrolling children in local schools and, when faced with eviction, may also help fight for the community remain 'for the good of the children'.

Traveller Liaison Officers, who examine family welfare issues, may be treated with suspicion, and appear to be afforded less trust than that of Education Officers. The attitude of schooling for this community is changing, as they see the vital need for education in this day and age.

**Government circular 194, in conjunction with the Criminal Justice and Public Order Act, 1994.**

This removed responsibility from local authorities to erect travellers site to encourage travellers to purchase their own land. Although travellers may own the land, sometimes using their life savings, planning permission must be sought to park caravans, classed as permanent structures. Council Tax must also be paid. Where planning permission has been authorised, any additional travellers and caravans joining the site, must also seek planning permission. This would include any evictees from other sites, which could be perceived as a vicious circle.

**Reporting Crime.** Crimes reported by this community are extremely low. Within the last 12 months, there has only been one known successful prosecution in Dorset for Racially Aggravated Harassment. In this case, the occupants of a car would drive past, twice daily, shouting obscenities towards their ethnic background.

The communities have little faith when formal complaints are reported to the Police. However, there is evidence of good, ongoing initiatives and community cohesion in some constabularies, namely John Cockshead, Derbyshire Constabulary, Nick Williams, Metropolitan Police and Cambridgeshire Police.

**Housing.** The phrase "domesticated gypsies" is used occasionally to describe travellers that have settled into residential housing, which they may find offensive. Individuals will rarely understand the distress it can cause to the travellers moving into a residential street. A part of their cultural identity is lost, in addition to being in danger of becoming a victim of hate crime, due to stereotyping.

There are many issues for settled travellers when attempting to maintain their cleanliness rituals, especially when living in a block of flats with other occupants, with sewage pipes passing through their premises; it is impure to have inside toilets. In some cases, there is a lack of natural light in premises. To resolve this, some settled travellers still retain a trailer in the garden and use the house as a day room.

*Other travelling groups include:-*

**Showman.** This group will settle for the winter and then travel around with fairs during the summer season. They belong to a guild, who own land, on which fairs are erected. This community go back about two to three hundred years.

**New Traveller** (pre-dated term being New Aged Travellers). This "gorja" (non gypsy group) commonly adopted nomadic lifestyles taking to the road. This group of people may be found integrating with the other main communities and adopting their cultures. Generally, they are unaccepted as the community does not cope with outsiders.



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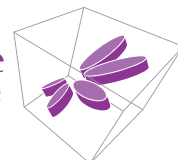
To find out more, visit our recruitment stand for an informal chat about what we can offer you. Or come along to one of our familiarisation days in London, Birmingham and Wakefield during September - the details are on our website. Don't forget to keep an eye on our website to stay up to date with all the up and coming opportunities.

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The two groups are not covered by legislation under the Race Relations Act and Crime and Disorder Act, 1998 (Racially Aggravated Offences), unless the perpetrator perceives or mistakenly believes that the travellers are from the Irish Travelling or Romany Gypsy group or the offence is committed because of the individual's relationship with the said groups.

### CONCLUSION

The travelling communities merely wish to be wholly accepted within the general community, not to be socially excluded. There is so much prejudice and discrimination against them, which is due to a lack of understanding and ignorance to dispel the stereotype.

Travellers are a proud and self-contained community, realising that certain matters must be embraced, e.g., importance of education. However, society does not appear to cater for certain aspects of their lifestyle, such as no fixed abode, which raises difficulty for them to be totally law-abiding when it comes to issues like taxing and insuring vehicles.

Travellers can be easily identified by their appearance and characteristic traits and their housing tenements.

Hopefully, this quest has enabled a better insight into the life of travellers and has answered the mystic behind Why Gypsy and Traveller Communities are Visible Ethnic Minorities!

### DC Caroline Dugdale

Executive Member of Sussex BPA and NBPA Advisor on Race Hate



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# *BPA's within the Community*

AGENDA Wednesday 28th September 2005

Time	Item
08:30	Registration, Tea & Coffee – Cultural Music
09:30	Delegates take their seats
09:45	Introduction – Compere – Karen Chouhan, 1990 Trust
09:50	Welcome – Steve Kappel, Chair Cleveland BPA
10:00	Sean Price – Chief Constable Cleveland
10:10	Tim Hollis – Chief Constable Humberside
10:20	Ray Powell – President NBPA UK
10:40	Break
11:10	Maqsood Ahmed – Home Office, Head of Police Race and Diversity Policy
11:40	Keynote Speaker – Doreen Lawrence MBE Stephen Lawrence Trust
12:00	Panel Discussion – Q&A – Chaired by Faith Miller – CBSA Chair <ul style="list-style-type: none"><li>• Doreen Lawrence MBE</li><li>• Ray Powell President – NBPA UK</li><li>• Maqsood Ahmed – Head Race &amp; Diversity H.O.</li><li>• Dr Singh – Social Scientist – Punjab, India</li><li>• Ron Hampton – Executive Director NBPA USA</li></ul>
12:45	LUNCH
14:00	Dr Singh – Social Scientist – Punjab, India
14:20	Ron Hampton – Executive Director NBPA USA
14:40	Community Speakers
15:30	NBPA UK Awards Presentation
16:00	Closing Speech
19:30	Evening Social Function



## NATIONAL BLACK POLICE ASSOCIATION

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